AT METRO CONFERENCE —

Been here at the recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. held at Brooklyn State Hospital are, seated, Grace T. Nutty, chairman of the CSEA Legislative Committee; Kings County Assemblyman George A. Catlett; Assemblymen Shirley Chisholm, and William Cunningham, president of Brooklyn State Hospital CSEA chapter. Standing, from left, are John Hennessy, CSEA treasurer; Salvatore Butera, Conference president; Joseph Peisy, CSEA president; Solomon Bender, chairman of the CSEA Salary Committee; State Senator Jeremiah B. Bloom; Dr. Nathan Beckenstein, Brooklyn State Hospital director and Harry W. Albright, Jr., CSEA counsel.

Kings County Dems Give Ardent Vocal Backing To CSEA's Legislative Goals

Seven Kings County legislators gave vocal and ardent backing to the legislative goals of the Civil Service Employees Assn., when they attended the recent Winter meeting of the CSEA Metropolitan Conference in Brooklyn State Hospital. Senator Jeremiah Bloom told his listeners that "I have been a strong proponent of civil service legislation as a member of the Legislature's minority party and I intend to continue to push for progressive employee legislation as a member of the majority party."

Assemblyman Max M. Turchen, described as the dean of the Assembly, said that "tax increases or no tax increases, you people deserve the fruits of your labor the same as anybody working for a living." (Continued on Page 16)

Barge Canal Against Pay Cuts

The request was made by Joseph P. Peisy, Association president to J. Burch McMorran, Superintendent of Public Works and to Dr. T. Norman Hurst, Director of the Division of the Budget. (Continued on Page 3)

Seeks Guarantee For Adequate Uniform Allowance

The request was made by Joseph P. Peisy, Association president to J. Burch McMorran, Superintendent of Public Works and to Dr. T. Norman Hurst, Director of the Division of the Budget. (Continued on Page 3)

L. I. Conference's Legislative Luncheon is Rescheduled

The Long Island Conference of the Civil Service Employees Assn. has re-scheduled its annual luncheon for Long Island legislators and it will now be held at noon on Feb. 30 in Carl Hopkins Restaurant, Baldwin.

The event was canceled last month because of a snow storm. Most of Long Island's legislators are expected to attend.

Budget Message Provides Retirement Benefits And Mental Hygiene Upgradings

ABALNY, Feb. 1 — Governor Rockefeller's proposed State budget for 1965-66 shows major victories for the Civil Service Employees Assn. in several areas, but is silent on the question of salary increases for State employees, for which CSEA has been negotiating since last October.

At Leader press time, however, Joseph F. Peisy, CSEA president, said negotiations on the Employers Association's request for salary increases and a half per cent across-the-board increase for all State employees "very definitely are continuing and by no means is the pay raise a dead issue." CSEA gained in the Governor's budget message, released late last week, include a non-contributory retirement system for all State employees; liberalized vesting provisions; extensive salary upgrades for Mental Hygiene Department employees, and other retirement benefits.

Legislation Teachers

Also announced by the Employers Association, although not contained in the budget message, was a proposal with the Division of the Budget to provide a public school calendar for all institutions and vocational instruction in the Department of Mental Hygiene, Correction, Social Welfare, Health and the Division for Youth.

Still under "serious discussion" according to the Division of the Budget and CSEA was a program for payment of unused accumulated leave upon retirement under which State health insurance plan premiums would be paid for retirees on the basis of the cash value of the unused sick leave.

Decision Due on Appeals for Power Plant Series

CSEA contacted the Civil Service Department to determine the present status of the reallocation appeal for upgrading positions in the Power Plants Series. The Civil Service Department indicated that a decision on these appeals should be forthcoming within the next three weeks.

The possibility that the 1966 Legislature may turn out to be the longest on record is being considered good news by many civil service organizations who feel they happily can use the extra time to sell their programs to the State legislators.

As of now, the major occupation of the Legislature in the coming weeks will be Governor Rockefeller's budget and possible (Continued on Page 14)
One example of this type of bill is the toll bill affecting Manhattan State Hospital employees. These employees are members of the Civil Service Employees' Association. This measure is to be passed by jurisdictions other than those under jurisdiction, but it has been reported that many of the jurisdictions do not have the financial resources to pay for these bills. The toll bill has been reported to be an important bill for the employees, and it has been said to be vital to the continued operation of the hospital.

A bill was introduced in the Legislature for the purpose of making the toll bill more affordable for the employees. This bill has been reported to be important to the employees, and it has been said to be vital to the continued operation of the hospital.

The Legislature and the Assembly have been working together on this matter, and it is expected that a compromise will be reached soon. However, it is important to note that the toll bill is a complex issue, and it is likely that further legislation will be required to address the financial concerns of the employees.

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Private Audit Sought
Two-Front Battle Launched On Behalf Of Institutional Clerical And Office Employees

ALBANY, Feb. 1 — The Civil Service Employees Assn. last week opened two new fronts in its continuing fight for equitable treatment of clerical and office employees in State institutions.

In separate meetings with State Budget Director T. Norman Hurd, CSEA president Joseph F. Feily called for:

1. Extra pay in some form for the additional two and one-half hours work each week by institutional office employees; or work hours equalized with officer-type positions as they exist in other State agencies.

2. Funds be made available to retain a private management consultant firm to survey all clerical and stenographic positions and to make recommendations to eliminate inequities between such positions in State institutions and central offices of other State agencies.

Referring to the work hours problem, Feily said an immediate solution should be found to correct the situation where office employees in State institutions work two and one-half hours more per week than employees having the same title in other State agencies.

More Damage

Feily urged that Governor Rockefeller look into the situation and "... produce a solution which is long overdue." He said, "a solution at this time would be most appropriate to tie in with his program to improve services to the State mental, institutions, as certainly these institutions cannot compete effectively with other State agencies and with private industry in recruiting well qualified personnel to staff their officer type positions."

The CSEA president said, "The morale of the institutional office employees has been damaged materially through continued failure on the part of the State to treat them on the same basis as their counterparts in other State agencies.

In his request for a survey of office and clerical positions by an outside consulting firm, Feily said CSEA contends that, "a number of clerical and stenographic positions in institutions under the jurisdiction of the Departments of Correction, Health, Mental Hygiene and Social Welfare involved duties... appear to differ significantly from duties performed in in the same titles elsewhere in State service."

Basic Problem

Feily said, "The problem is to identify each and every one of such positions and recommend a more appropriate title and salary grade where the duties performed are of a specialized nature." He said CSEA feels the only appropriate way to make such determinations would be for a complete desk audit of every institution clerical and administrative position.

Because of the time involved in such an audit, Feily added, "it is the contention of CSEA's special committee for the realization of office and clerical workers that a private consulting firm be hired to do this work and to recommend solutions for incompetency found."

Feily urged the budget director to make the funds available to hire a consulting firm and to arrange a meeting between CSEA and the Division of Budgets to discuss the entire situation.

Utica Chapter Sets Feb. 3 Meet

The Utica chapter, Civil Service Employees Assn., executive board of CSEA, will meet at 7 p.m. on Feb. 3 at the Oswego Restaurant, 9 Oswego St., Utica.

A Chapter meeting will follow at 8:30 p.m. at the office of the State of State, 1500 Genesee St., Utica.

The program will be on an appeal by Edward J. Riverkamp, Jr., Mrs. Clara Boice, chapter president, will present the business meeting.

The program will be on a demand pay program.

Free Booklet By U.S. Government On Social Security, Mail Only, 3 St. Dunstan Street, New York 7, N.Y.

CSEA Takes 3 Barge Canal Appeals To CS Commission

ALBANY, Feb. 1 — A reallocation request for employees in three State agencies was appealed to the Civil Service Employees Assn.

The request for the upgrading was brought to the Commission in its role as a final resort, after it was denied by J. Earl Kelly, director of the Civil Service Department's division of Classification and Compensation.

Job Titles

The job titles and requests are canal structure operator, grade 7 to grade 10; canal employee, grade 11 to grade 13; canal electrical supervisor, grade 13 to grade 15.

In February of 1965, employees in these three titles submitted an application to reclassify them to the Division of Classification and Compensation for the reallocation.

A hearing was held before Kelly last June when the employees and representatives of CSEA presented oral justifications of their request.

Subsequent to the hearing, the Director of Classification and Compensation, accompanied by members of his staff, made personal visits to the operations in the Capital District area in order to obtain first-hand information pertaining to the grades of canal structure operator and chief lock operator.

In November of 1965, Kelly rendered his decision.

Several Sought

In its appeal CSEA urged the Commission to reverse the determination made by the Division of Classification and Compensation and approve the upward reallocation.

The Employee's Association claims that there is "adequate justification" for such approval and that diagonal movement of the request can only result in the continuation of existing inequities.

If the Commission conducts a hearing on the appeal, CSEA said it would be pleased to participate in the hearing. The appeal is one of over 300 appeals made by the employees to the Commission.

CSEA Has Mixed Feelings On 10 New Proposals For State Travel Regulations

ALBANY, Feb. 1—The Civil Service Employees Assn. last week responded with mixed reaction to a ten-point proposal calling for wholesale changes in State travel policies and regulations advanced last November as the result of an extensive study by three State agencies.

The proposals resulted from a detailed study of the travel rules and regulations and judgments undertaken jointly by representatives of the Department of Audit and Control, the Division of the Budget, and the Department of Civil Service.

In Favor

After reviewing the proposals, the assn. urged for the upgrading of personal cars on overnight trips from their point of origin. However, CSEA recommends that this should not be limited to overnight trips but should apply to all trips.

CSEA also agrees that the present policy of reimbursing employees their expenses in connection with pre-travel examinations and interviews should be eliminated in the Comptroller's travel rules.

Opposite Views

Feily said that CSEA is opposed to a recommendation to delete lunch allowances for travel during regular work hours. He said employees now receiving these allowances were hired with the understanding that they would be paid.

The Employee's Association also took issue with a plan that...

(Continued on Page 14)
U.S. Service News Items

Thirteen IRS Aides Are Recognized

Thirteen employees receive recognition under the incentive awards program for October. An award of $1500 was given to Howard D. Taylor, New York Regional Commissioner for Specialized Tax Services, for his work in the area of Social Security. Award recipients, all assigned to the New York Regional Office, were:

- Louis D. Brandels, Sidney Pechter
- Ann E. Boyant, Lorraine M. Husey
- Mohamed Cullen, Irwin Goldstein
- L. James Osborne, and Skill Zall

197th Avenue in Ojibwa

Some 100 employees of the Internal Revenue Service in Boston will be offered transfers to New York when the Boston regional office is merged with the New York regional office.

Number of Negroes In High-Pay Class Increased Last Year

For the third year in a row, the number of Negroes holding high-paying Government jobs has increased over the previous year, according to the annual minority census report taken for the President's Committee on Equal Employment Opportunity.

In a statement accompanying the committee's report, President Johnson said, "This progress is the result of affirmative and peremptory efforts by the Federal agencies to hire, train and promote on the basis of merit alone, without consideration of irrelevant factors such as race and ancestry."

The committee told Mr. Johnson: "The increase in employment of Negroes and other minorities in the middle and upper grades was made despite a drop in overall minority employment in line with the general cutback in Federal employment."

The report said similar gains could be made by Negroes and other minorities in upper levels of blue collar, postal and other pay categories.

CIVIL SERVICE EMPLOYEES

ON A BUDGET!

Because you can't tell when you'll be sick or have an accident, it's well to be protected in advance.

Enrollment in the CSEA Accident & Sickness Insurance Plan is open to eligible members of the Civil Service Employees Association, Inc. in locations where payroll deduction is available.

The program includes coverage for total disability resulting from occupational and non-occupational accidental injuries, or sickness, plus other important benefits. Coverage is worldwide and the cost is low because of the large numbers of members (40,000) participating in this plan.

If you have not yet enrolled, call your Ter Bush & Powell representative for full details now.

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97 Duane Street, New York 7, N. Y.
Miss Civil Service Contest Begins 1965
Search For Beauty

The loveliest ladies in civil service will also be among the luckiest soon, when The Leader chooses four women to reign as "Miss Civil Service of 1965." One winner will be chosen from each major area of public service—City, State, Federal and local governments.

As with last year's contest, final selection of the beauty queens will be made on Civil Service Day, May 31, at the World's Fair. The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. And all photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico and a week's stay at a luxury beach hotel there.

There are no requirements aside from (1) employment in civil service, (2) beauty. Marital status does not matter. A coupon for entering the contest appears above.

Entries should be sent to Miss Civil Service Contest, 97 Dunne Bldg., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

Miss Civil Service
97 Dunne Street
New York, N.Y. 10007

Please enter the following as a candidate of the Miss Civil Service Contest:

Name ____________________________ Age ____________________________
Address _______________________________________________________________________________________________________
Dept. _______________________________________________________________________________________________________
Business Address ___________________________________________________________________________________________________
Submitted By _____________________________________________________________________________________________________

PLEASE CLIP TO BACK OF PHOTO
Use Pencil or Ball Point

Landscaping Architects Needed by NYS, Apply By Feb. 15
The Empire State is looking for more landscape architects to dress up its parks, roadsides and office building sites. It will pay them $8,775 a year to start, with five annual increases to $9,880. Applications will be filed by February 15.

For more information visit any local office of the New York State Employment Service or write to Recruitment Unit 79, New York State Department of Civil Service, The State Campus, Albany, New York 12220.

Court Stenographer

A court stenographer is needed in Oswego County at a salary of $5,000 per year. The last day for filing applications is March 8. For further information contact the County Civil Service Commission, Oswego.

BE FULLY PREPARED!
Applications Now Open for Written Exam, May 15

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• N.Y. STATE CLERKS Written Exam Feb. 27
• PATROLMAN—N.Y. Police Dept. Exam May 15
• CORRECTION OFFICER (Men & Women)

CLASSES NOW FORMING FOR COMING EXAMS FOR:

RAILROAD CLERK—Men & Women
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No Age, Educational or Experience Requirements
Salary $96 to $103.90—40-hour Week

Also MAINTENANCE MAN $142 a Week
At least 7 years of paid experience in maintenance, operation and repair of buildings. No age limits.

For details and Starting Dates of Classes

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  • MASTER ELECTRICIAN—Fridays at 7 P.M.
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Page Five
No Potholes As Chinese Twist Through Streets

When the dragons twist through the winding streets of Chinatown in celebration of the Chinese New Year, the streets will be flat, clean and free of potholes and construction dirt.

Commissioner of Highways John T. Carroll has issued orders for his Department to honor in all respects the Year of the Serpent—the Chinese calendar's Year 4663.

Maintenance crews were dispatched into the area to make all necessary street repairs in advance of the festivities that began last week and runs through Sunday, Feb. 7.

Permits for street work in Chinatown will be issued by the Department of Highways for the entire week, except in the area of the Chinese New Year Celebration, the Commissioner said.

The area affected is bounded by Bayard, Bowery, Canal, Bayard, Division, Worth and Baxter Streets.

Appointed Assistant
NYU Grad School

Professor Troy R. Westmeyer was named last week to the newly created position of assistant provost in the Graduate School of Public Administration of New York University's State Graduate School of Public Administration.

Dean Westmeyer will be in charge of the school's research program and student activities. He has taught in Boston University's, Northwestern University and the University of Denver.

In 1943 to 1946 Dean Westmeyer held various positions in governmental and research agencies, including membership with the National Union League, executive director of the Massachusetts Special Commission on Taxation, a research associate with the Tax Foundation, Inc., and a member of the staff of a special examiner for the Colorado Civil Service Commission.

Equivalency Class Offered by Delehanly
In Nassau County

The Delehanly Institute will extend its courses in preparation for high school equivalency diploma examinations, beginning in March for high school Equivalency Diploma awarded to those who pass these exams in the legal equivalency of a four-year High School.

This proceeding was instituted before the promotion list expired and within the four-month statutory limitation. Nevertheless the commission asserts that the automatic expiration of the list (Civil Service Law Sec. 65) cut off any rights petitioners otherwise had. Such a harsh result need not be considered, because even if it were, the respondents argued that petitioners cannot be appointed after expiration of the list, the proceeding is not rendered moot.

The Court held this issue should be decided at the trial, stating:

"It may be that laches may also be asserted or proven with respect to prosecution of the appeal. Petitioners, of course, explain the delay in the appeal as resulting from the expiration of the list. The Court held this issue should be decided at the trial, stating:

On the other hand, the respondents are right when they say the petitioners were unable to conclude the suit until after the list's expiration. In the Cohen case, supra. That, too, is a matter of determination as an issue of fact.

Another GROUP of police lieutenants sought to intervene in the same proceeding. Their position was the same as that of the petitioners except that they moved for a rehearing of a petition for review of their marks on an examination, the expiration of the list when a group of police lieutenants moved for a rehearing of a petition for review of their marks on an examination, the petition was dismissed without opinion, but it is reasonable to conclude that the respondents' motion for rehearing action with respect to their appeal from the dismissal of the list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which show that a trial court may act when a list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which show that a trial court may act when a list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which show that a trial court may act when a list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which show that a trial court may act when a list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which show that a trial court may act when a list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which show that a trial court may act when a list was alive, they would have been granted relief.
Ten O.C. Exams Scheduled In Westchester County; Closing Date Is Feb. 3

Westchester County is accepting applications for 10 open competitive examinations until Feb. 3. The titles, exam number and applications for 10 open committees.

Senior Clinic Supervisor, number 2691-C, Salary, $7,930 to $11,300. Four month resident requirement.

Junior Budget Clerk, number 2810-C, Salary, $4,500 to $6,100. Four month resident requirement.

Sanitary Engineer, number 2805-C, Salary, $7,930 to $10,170. No resident requirement.

Senior Clinic Supervisor, number 2809-C, Salary, $7,930 to $11,300. No resident requirement.

Senior Clerk, number 2805-C, Salary, $7,930 to $11,300. Four month resident requirement.

Junior Clerk, number 2810-C, Salary, $4,470 to $6,510. Four month resident requirement.

Sanitary Engineer, number 2809-C, Salary, $7,930 to $11,300. Four month resident required.

Case Worker, number 2771, Salary, up to $6,440. No resident requirements.

Probation Officer, number 8282-C, Salary, $8,810 to $11,290. No resident requirements.

Account Clerk, Oneida County has an opening for an account clerk-typist at a salary of $4,500 to $6,100. Closing date for applications is Feb. 17. For further information contact the County Civil Service Commission, Fort Edward.

FREE BOOKLET by U.S. Government on Social Security, Mail only, Leader, 91 Duane Street, New York 7, N.Y.

This is New York State's No. 1 Seafood Center

The Fulton Fish Market covers six big city blocks in lower Manhattan. In the early hours of morning, while the city sleeps, activities at the Fulton Fish Market -- largest wholesale fish market on the Atlantic coast -- are at a peak as trucks converge on the market in preparation for the morning's sale of the ocean-fresh catch to wholesale and retail dealers.

and these are New York State's No. 1 Get-Well Cards!

More than 40;000 State employees and employees of many local subdivisions of New York State and their dependents are glad they have them. These New Yorkers depend on the three-way Statewide Plan -- Blue Cross, Blue Shield and Major Medical -- to protect them against the costs of hospital, surgical-medical and major medical care.

If you're not a subscriber and would like to learn how the Statewide Plan offers the most liberal benefits at the lowest possible cost... see your payroll or personnel officer.

BLUE CROSS* Symbols of Security BLUE SHIELD*

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • ROCHESTER • WATERTOWN
The New York State Department of Civil Service has announced promotional examinations for 13 titles in various departments. The closing date for filing for these tests is Feb. 15.

These promotional opportunities are open to qualified employees of the departments in which the openings exist.

Audit and Control Dept.
ASSISTANT DIRECTOR OF RETIREMENT SERVICES, exam number 1611, Salary is $5,500 to $10,385.

RETIREE BENEFITS EXAMINER, exam number 1646, Salary is $5,200 to $6,835.

SHRINK RETIREMENT BENEFITS EXAMINER, exam number 1647, Salary is $6,180 to $7,735.

ASSOCIATE RETIREMENT BENEFITS EXAMINER, exam number 1646, Salary is $7,745 to $9,375.

ASSOCIATE FORESTER, exam number 1645, Salary is $6,274 to $11,510.

Conservation Department
E.R.H., exam number 1646, Salary is $5,175 to $8,800.

ASSISTANT GAS ENGINEER, exam number 1647, Salary is $8,187 to $9,882.

Public Works Department
ENGINEERING MANAGER, exam number 1639, Salary is $8,475 to $12,420.

ENGINEERING MATERIALS TECHNICIAN, exam number 1646, Salary is $9,200 to $12,110.

LANDSCAPE ARCHITECT, exam number 1641, Salary is $8,175 to $10,090.

SENIOR LANDSCAPE ARCHITECT, exam number 1642, Salary is $10,090 to $12,110.

SENIOR ENGINEERING MATERIALS TECHNICIAN, exam number 1640, Salary is $4,375 to $5,420.

These are the proposed key answers for the written tests held Jan. 30 for account clerk.


FREE BOOKLET by U. S. Government on Social Security. Mail order, Leader, 97 Duane Street, New York 7, N. Y.

Never an Antiques Show like it Before!

35 YEARS PINS — Dr. W. Cecil Johnston, superintendent of the Matteawan State Hospital for the criminally insane, Beacon, recently presented 35-year service pins to, left to right, James M. Browne, Dimitri D. Mauriello, William Holland and Frank Patterson. Also honored for 35 years of service but not pictured were John Velting, William Cortis and Norman Jersky.

Matteawan State Hospital Service Awards Presented

At ceremonies recently at Matteawan State Hospital for the criminally insane, award pins for years of service were presented.

25 Years Service
Dr. W. Cecil Johnston, superintendent, at the hospital presented 25-year service pins to, left to right, Kathryn Purdy, Florence Hoyt, William Raydon, Ralph Carson, Nicola DeBianco and Robert Nickolls. Others to receive this award were Henry Freer, George Ager, Frank Vassalo, Paul Knapp and Edward Scullion.

Those who received 25-year pins were Frances Maguire, Rachel Chisnall Smith (posthumously) and Anna Beahan. Also participating in the ceremonies were Vincent Smith, chief nurse and Leon Vincent, security supervisor.

Others who received 20-year service pins were Harry Fennucci, and Alphonso Smith (posthumously) and Anna Soroghan.

These were the proposed key answers for the written tests held Jan. 30 for account clerk.


FREE BOOKLET by U. S. Government on Social Security. Mail order, Leader, 97 Duane Street, New York 7, N. Y.

Never an Antiques Show like it Before!
Mexico Fiesta Tour Now Open

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 24. The 15-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Association, their families, and friends.

A program of activities ranging from watching the famous bull fights in Mexico City to swimming in the Pacific Ocean at Acapulco has been arranged and, for the first time, the beautiful resort city of San Jose del Cabo will be included on the itinerary. It is famous for its waterfalls, terraced vineyards, and architecture.

Also featured will be a visit to the ancient pyramids of the Mayans outside Mexico City and the nearby shrine of Our Lady of Guadalupe. Taxco, the silver crafts capital of Mexico—and one of the country's most beautiful towns—is also on the itinerary.

The total price of $496 includes round trip jet transportation, all hotel rooms, meals outside of Mexico City, sightseeing, etc. Application blanks and a descriptive brochure of the tour may be had by writing to Mrs. Eve Armstrong, 16 Florence Court, Babylon, L.I., New York.

You Don't Gamble in H.I.P.!

The sporting instinct has its pleasant side. But you'll agree that gambling is foolhardy when the stakes are your family's health and a big bite out of your paycheck.

In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

Q. Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?

A. You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged $177! In 11 percent of the cases the extra payment was $100 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

Q. Am I willing to take a chance on maternity care?

A. In one New York cash allowance program, maternity care is never a "paid-in-full" benefit. In another program it is a $125 "paid-in-full" allowance only if a doctor is picked from a panel of "Participating Family Doctors". But this panel is made up mainly of general practitioners—not obstetricians. In H.I.P., there is never any question of cost for complete maternity care by obstetrical specialists.

H.I.P.'s high standards require that babies be delivered only by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."
What's Doing
In City Departments

In cooperation with the Bronx Borough President's office, the Department of Correction opened an exhibit this week in the exhibit hall of the Bronx County Building. The exhibit portrays the Department's activities and will be on display until Feb. 26.

Thirteen Health Dept. employees, seven smokers and six non-smokers, are participating in a smoking exposure project being run by the Department with funds provided by the American Cancer Society. The test will determine if smoking leaves accumulations of certain chemicals in the smoker's systems.

The City may soon be selling some six million gallons of water a day to Stamford, Conn., which suffers from a water shortage. The water would come from the Delaware River if the river master approves the deal.

Three new prenatal clinics have been opened by the Department of Health in Brownsville, the Lower West Side, and Williamsburg, according to Dr. Jean Packer, chief of the Division of Maternity and Newborn. The clinics provide prenatal care to help the expectant mother's chances of having a healthy, normal baby.

The Housing Authority swore in 47 police recruits recently. The 47 will undergo eight weeks of training, seven of academic work and one of field duty.

Some 122,525 New Yorkers took advantage of free chest X-rays between January and November this year. They were X-rayed in two cooperative surveys being conducted by the Health Department and the New York Tuberculosis and Health Assn.

City Relocation Commissioner Herman Badillo has been appointed a member of the Antipoverty Operations Board by Mayor Wagner. At 35, Badillo is the youngest commissioner in the City.

When you can choose your health plan... please choose carefully...

THE GHI FAMILY DOCTOR PLAN

Coverage from the first visit: Under the GHI Family Doctor Plan, your insurance starts with the first dollar.

Paid-in-full benefits: Without regard to your income or that of your family, over 10,000 participating doctors have agreed to limit their charges for covered services to GHI's allowances when the simple GHI paid-in-full rules are followed.

Free choice of doctor: Under the GHI Plan, the same GHI payments are made no matter what doctor you choose. When paid-in-full benefits apply, GHI pays the participating doctor directly. If a non-participating doctor is chosen, you receive the check.

OUT-OF-HOSPITAL

Surgery
Chiropractic
Electro-Shock Therapy
Physio-Therapy
Radiation Therapy
Ambulance Service
Visit - Nurse - Service
Physician's Fees
Hospitalism Coverage

In-Hospital

Surgery
Medical Care
Maternity Care
Anesthesia
Specialist Consultations
Infant Care
Radiation Therapy
Psychiatric Care
Electro-Shock Therapy

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.

This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.

For more details call or write:

GROUP HEALTH INSURANCE, INC.
221 Park Avenue South, New York 3, N. Y., Phone: SP 7-6000, Extension 3100

GHI}

For an Official Police - Correction - Transit - Housing Equipment

ONE STOP SHOP

West Haven Uni-Cards

Eugene De Mayo & Sons

Group Health Insurance, Inc.

For more details call or write:

GROUP HEALTH INSURANCE, INC.
221 Park Avenue South, New York 3, N.Y., Phone: SP 7-6000, Extension 3100

GHI
Correction Officer
File Now For Two
Corrections Officer Tests For City Jobs

Applicants must have reached their 31st birthday to apply for this examination. 60/60 vision in each eye, without glasses and normal hearing.

Minimum Requirements

- for males include that applicant not be less than 5 feet 3 inches tall; weigh at least 150 pounds; have normal vision; and have normal hearing.
- for women include that applicant not be less than 5 feet 2 inches tall; weigh at least 130 pounds; have normal vision; and have normal hearing.

Duties

The duties of a correction officer include the responsibility for the custody, control and care of inmates in a correctional institution. The officer is also responsible for the work performance and job training of the inmates.

For further information and applications, contact the Department of Personnel, 1 Thiomas Street, N.Y. 10007. This office is open from 9 a.m. to 5 p.m. daily from 9 a.m. to noon on Sat.

Housing Inspector

Proposed Answers

The proposed answers for Part 1 of a New York City housing inspector exam held Jan. 23 have been released. The test was taken by 470 candidates. The answers are:


Correction Officer

 Married, 25 yrs. you're all modern, two 4 rooms, 2BR, base., 2-car eanlRe. KHI

SUFFOLK COUNTY, L.I., N.Y.  Phone 489-3211

REAL ESTATE BEST BUYS

CALL BE 3-6400 Long Island

Oneida County Needs Clerks

O'neida County has announced an open-competitive examination for a clerk. Salary is varied according to location. For further information contact the County Department of Personnel, Utica. Closing date is Feb. 3.

School Purchasing Agent In Suffolk

Suffolk County needs a school purchasing agent. Salary in this position is $7,400. Last day for filling is Feb. 3. For further information contact the Suffolk County Civil Service Commission, County Center, Riverhead.

Deleware County Needs Clerk

Deleware County will accept applications until Feb. 5 for its clerk examination. Salary in this position is currently $3,000. For more information contact the County Civil Service Commission, Delhi.
Seasonal Police Needed in Suffolk
Suffolk County has openings for seasonal patrolmen. Salary in this position is $2.26 per hour.

Custodian Needed in Jefferson Co.
Jefferson County has an opening for a custodian in the Carthage Central School. Salary in this position is $2,300 to $4,600 per year. Candidates must have been residents for four months of Jefferson County and the Carthage Central School district to qualify. Closing date for applications is Feb. 16. For further information contact the County Civil Service Commission, Watertown.

TWICE AS MANY

Any medical expense plan can claim to offer complete coverage. But isn't the true measure of its effectiveness found in the number of doctors who support it... in the freedom of choice your members have in obtaining prompt medical care?

On this score, New York's Blue Shield now has nearly 20,000 Participating Physicians—twice as many as the next largest plan.

When Blue Shield offers you and your members so much, why settle for anything less?

GREATER NEW YORK'S
BLUE SHIELD
UNIFIED MEDICAL SERVICE, INC.
The TEN EYCK Hotel
UNDER THE NEW MANAGEMENT OF
SPECIAL RATES
FOR N.Y.S. EMPLOYEES
PLUS ALL THESE FACILITIES
Free Parking
Free Limousine Service from
Free Lavender Lounge
Free Coffee Makers in the
Free Self-Service Ice Cube
Free Use of Electric Shavers
Make Your Reservation
Early By Calling
OPEN DAILY EXCEPT MONDAY.
SUNDAY AT 4 P.M.
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Oneida County Rejects 8-Point Plan Without Facts, Mathews Charges

(From Leader Correspondent)

UTICA, Feb. 1 — The executive council of the Oneida County chapter, Civil Service Employees Assn., has criticized the Board of Supervisors for rejecting a Chapter request for County assumption of 8 percent of employees' contributions to the retirement system.

The rejection came in a report, from the planning, research and personnel committee of the board. There was no comment when the report was submitted at a meeting of the full board.

Reasons For Rejection

Five reasons were cited by the committee in rejecting the request. They were:

1. The cost to the County would be too high.
2. The County contributes "generously" to the retirement fund.
3. The retirement system would become virtually non-contributory for employees.
4. Assumption of the contribution would amount to "across-the-board salary increases" for only the employees in the system.
5. A salary plan is being studied.

After the committee report, the CSEA council met and authorized Joseph A. Mathews, president of the Chapter, to refuse the statements made by the committee.

The report "again demonstrated a lack of processesiveness and interest in the welfare of the employees by the Board of Supervisors," the statement said.

The lackadaisical attitude of some members and action without facts of others, made a generator legis-

lation for the county is allowed to be killed or die a slow death in committee, without an opportunity for action by the full board.

Mathews Rebuttal

Mathews then commented on the reasons cited by the committee.

As to the point that the County already contributes generously at the rate of 7 to 7½ percent of employees' salaries, Mathews said this was a mandatory payment for municipalities participating in the State Retirement System.

The payment is applied to the pension portion of the retirement and not the actuality portion. Any member may elect to continue his normal contribution thus building up the amount he will receive at retirement.

"Can't Afford It"

"Those employees who are non-members, other than elective and exempted employees with question-

able tenure, are largely in lower salary grades and therefore cannot afford the retirement deductions from their salary checks."

Binghampton Hospital
Credit Union Names Board Of Directors

The Binghampton State Hospital Federal Credit Union elected its board of directors at a recent meeting.

The following officers were selected: president, Ralph M. Hitt; vice-president, Aloysious Sweeney; second vice-president, Helen K. McAndrews; treasurer, William Carter; secretary, Grace Lord and board members, Beatrice Eastwood and Leslie Neutel.

"By the same tokens, these em-

ployees have no provision for their retirement years and if by the 8 percent assumption they should join, the County would be fulfilling an obligation to these employees and their families would be im-

proved."

As for postponing action be-

cause of the salary plan study, Mathews said the increased contribution would be a fringe benef-

it and should have no bearing on the plan.

"Although this Association was and is in favor of the salary plan, any review made should be con-

We also said the Association had been led to believe in 1963 that the salary plan would result in better salaries.

Mathews also pointed out that the cost to the County would be 8.32 percent, not 8 percent, because of the actuarial tables used.

No Meeting

"The committee did not meet with employee representatives in considering the request," Mathews said. "Had we been granted this consideration, the committee would have had all facts available. The committee could then get more important questions.

In the absence of this, and the lack of a minority report, the Chapter and its watchdog committee can only assume that all committee mem-

bers voted against our request."

Mathews said the Chapter would continue to "fight for this benefit."

Named Advisor

ALBANY, Feb. 1—Dr. Karl D. Harzelle, administrative officer for the State University at Stony Brook, has been named to the Advisory Industrial Commission of Suffolk County. It is a three-

year term.

Buffalo Tax Unit Has Benefit For Hospital Patients

The Buffalo District Office of the State Department of Taxa-

tion and Finance ended its 2nd annual Christmas cheer cam-

paign for the benefit of patients at Buffalo State Hospital.

Sponsor and spearhead of this drive was Florence Elliot of the Commodities Tax Section. The Office employees donated four cartons of gift-wrapped packages consisting of warm and cozy colored caps, scarves, mitt-

ens, dolls and a very wide assort-

ment of toys and games for chil-

dren ranging in age from 4 1/2 to 16 years.

One of the outstanding gifts was a large bowling game for group enjoyment. The adults pa-

tients were not forgotten; $18 in cash was collected and donated so that those friendless and lonely patients would have spending money for snacks, etc.

(Continued from Page 1)

Travel Policies

(Leader Staff Photo)

EXPLANATION — Arnold Moore, left, explains programs at the Mental Hygiene Employees Assn. to Assemblyman Stanley Sienigau of Brooklyn in the Assembly chambers in the State Capital last week. Looking on is Mary Burnes, Moore and Mrs. Buning represent the Brooklyn State Hospital chapter of the MHEA. ...

Travel Policies

The Buffalo District office of the State Department of Taxation and Finance ended its 2nd annual Christmas cheer campaign for the benefit of patients at Buffalo State Hospital.

Sponsor and spearhead of this drive was Florence Elliot of the Commodities Tax Section. The Office employees donated four cartons of gift-wrapped packages consisting of warm and cozy colored caps, scarves, mittens, dolls and a very wide assortment of toys and games for children ranging in age from 4½ to 16 years.

One of the outstanding gifts was a large bowling game for group enjoyment. The adults patients were not forgotten; $18 in cash was collected and donated so that these friendless and lonely patients would have spending money for snacks, etc.

College Conference

ALBANY, Feb. 1—Paul H. Orvil, State University executive dean, has announced that the annual conference of the faculties of the two-year colleges will be held June 16-18 at the Agricultural and Technical College at Cobleskill.

The Orient Offered in July

(Continued from Page 1) the way Eastward to assure a leisurely approach to the Orient. "These trips will be a stop in Los Angeles. Total price of the tour, $1,455 includes round trip jet air fare via Japan Air Lines, all hotel accommodations in the Far East, and numerous sightseeing tours and entertainments.

Appliances blanks and descriptive brochures of the tour may be had by writing at once to Samuel Bess, 1001 E. 30th St., Brooklyn 13, or by calling 2-2421.\n
PROGRAMS — The 1965 programs of the Mental Hygiene Employees Assn. are being considered by the Adirondack Commissioner of Mental Hygiene Dr. Christopher Cernece, second from left, by Mr. Mathews, second from right, at Winter meet-

(Continued from Page 1)
Ithaca Workers Take Home More Pay; CSEA Tompkins Unit Reports

The Tompkins County chapter, Civil Service Employees Association, reported recently that employees in the City of Ithaca have been taking home three percent more pay since Jan. 1. On that date the City, which had been paying 5 percent of retirement contributions for employees who are members of the State Retirement System, increased the contribution to 8 percent.

Individual members were given the option of waiving the reduction in their pay, but a few chose to continue to build up their retirement savings account.

Sympathy Extended

The Chapter extended its sympathy to County Treasurer Donald Boshe and his family upon the death of Mrs. Boshe. Sympathy was also extended to Helen Deaver, admissions clerk at the County Hospital on the death of her brother.

Get Well Soon

Members who had been involved in accidents that resulted in injury were sent get well cards and other greetings. They were\n
Ronald Harding, Vehicle Bureau; Ronald Harding, Motor Vehicle Bureau; Ronald Harding, Vehicle Bureau; Ronald Harding, Motor Vehicle Bureau.

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IT COULD HAPPEN TO YOU

(see page 5)

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CIVIL SERVICE LEADER

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> CIVIL SERVICE LEADER

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> CIVIL SERVICE LEADER
ALBANY, Feb. 1 — The Civil Service Employees Assn., has objected to new time limitations under which a decision must be made on a grievance at some head level of the grievance procedure for State employees.

CSEA makes known its objection to a recent action of the Grievance Appeals Board. The objections pertain to new regulations which state that no decision of determination of agency head must be made within fifteen days in cases where no hearing is requested or held; and within thirty days of the date of hearing where a second stage hearing is held.

"Stage Three" Cases

Also announced by the Board was a modification to forty-five days for determination in stage three cases where a hearing before the Board is held. The regulation states that, "Determinatation of the Board shall be made within forty-five days after the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's hearing or the date fixed for settlement of the grievances by the Board's 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