Civil Service Commission

Pressured for Action On
Promise of Snow Leave Time

The Civil Service Employees Assn. is pressing the State Civil Service Commission for action to implement Governor Rockefeller's recommendation that time lost by State employees in Central and Western New York as a result of January's snow storm be excused. Following a recent meeting with the CSEA, Gov. Rockefeller has asserted that an attendance policy established for State employees working in New York City who were affected by the January transit strike. The policy announced last January 29 as a result of a CSEA intervention, has been extended to "all State employees in positions up to and including Grade 20 and to persons in statutory positions up to and including Grade 30," the governor said. CSEA has asserted that the policy established last January: "CSEA is and early departure necessitated by the transit strike will be excused." (Continued on Page 16)

CSEA Wins More Strike Forgiveness

ALBANY—As a result of demands by the Civil Service Employees Assn., Gov. Rockefeller has amended the attendance policy established for State employees working in New York City who were affected by the January transit strike. The policy announced last January 29 as a result of a CSEA intervention, has been extended to "all State employees in positions up to and including Grade 20 and to persons in statutory positions up to and including Grade 30," the governor said. CSEA has asserted that the policy established last January: "CSEA is and early departure necessitated by the transit strike will be excused." (Continued on Page 16)

Levitt Bill Vetoed

CSEA Launches New Drive For 1/60th Retirement & $2,000 Insurance Benefit

ALBANY—The Civil Service Employees Assn. last week launched a drive to resubmit in this session of the Legislature a bill which would establish a 1/60th retirement plan for members of the State Employees Retirement System. The drive came in the wake of a veto by Governor Rockefeller of a 1/60th bill sponsored by Comptroller Arthur Levitt and passed by the Legislature.

Meanwhile, in another action legislation was introduced last week which would give all State employees with 10 years of service a $2,000 death benefit after retirement. Like the 1/60th measure, the death benefit bill is part of the Employees Association's comprehensive salary resolution, which was headed by the eight percent salary proposal already passed and implemented for all State employees.

Still Possible

On the plan for reintroduction of the 1/60th bill, Joseph F. Feily, CSEA president, has written all chapter presidents pointing out that the measure had been vetoed by the Governor on "technical grounds" without reaching the merits of the bill. For that reason, Feily told his chapter presidents, "we believe it is still possible for us to work out a bill which will be acceptable to the Administration, the Legislature, the Retirement System and organizations representing participating employers."

Explains Date For Pay Raise

ALBANY—Numerous questions have been directed to the Civil Service Employees Assn. concerning the effective date of the new 5% salary increase for State employees. The State Finance Law specifically states that salary increases or increments shall be effective "at the beginning of the next payroll period of the first day of which is nearest to the first day of the fiscal year." The fiscal year begins April 1. This year the payroll period of institution employees was March 15 to April 1.

Therefore, the 5% salary increase, or increases in any additional compensation, will begin for all institution employees on the payroll period beginning April 1. These increases will be reflected in the payroll of institution employees on April 20.

In addition to the State Finance Law, this procedure is spelled out in the 5% salary bill itself and in the Civil Service Law.

Following is an exact quotation of the Section of the Finance Law spelling out these procedures: "Notwithstanding any other provision of this chapter or any other law, when any officer or employee of the state whose compensation is payable in accordance with section six of this chapter is granted an increment or increase in salary or compensation pursuant to statute or pursuant to statutory appropriation or as a result of reclassification, which increment or increase is otherwise effective on the first day of a fiscal year such increment or increase shall be added to the salary or compensation of such officer or employee at the beginning of such payroll period of the first day of which is nearest to the first day of the fiscal year."
Don't Repeat This!

(Continued from Page 1) that many labor leaders were giving no support to the Mayor but that others were refusing to take any stand on the tax issue. "We aren't making the promise that if the employee organizations support Mayor Lindsay's tax programs we will get all the work they want when they come to City Hall to bargain," Price declared. "But," the comptroller Deputy Mayor said, "it would seem obvious that the City will be no position to do any serious bargaining on wage increases without new monies—and more of labor should be helping us find support for those monies." Price said the Lindsay Administration was "economizing all over the place" and that laying off civil servants would be the very last, drastic economy. "We want to improve service, not cut it, and we have a wonderful corps of public employees capable of delivering the best," Price declared. "But we will have the money in the future to pay them." "Like the Job, But"

The Deputy Mayor, interviewed by some 15 telephone calls and frequent trips to Mayor Lindsay's office, still likes his Job, but doesn't like the money in the future to pay them.

"Diploma Break For High School Dropouts"

If you are a High School Dropout, a special state issued High School Diploma is available, which requires receiving credit in a private business, civil service or for college entrance as the full four-year High School Diploma, can mean much more for you each week.

The National School of Home Study, licensed by the N.Y. State Dept. of Education, and Charterd by the Board of Regents now offers a short High School Diploma in less than one year. The school, which is conducted by writing at once to Sam Price, 1000 Remsen St., Dept. C, Brooklyn, New York. IS or to write to National School of Home Study, Dept. CSL 229 Park Avenue S., New York 3, New York.

New Bill Would Prevent Sabbath Penalties in CS

The State Assembly has passed a bill, introduced by Assemblyman Seymour Pomponio (D. Bronx), to prevent discrimination against Sabbath observers seeking entrance in civil service. Assemblyman Noah Goldstein (D. Bklyn) is the sponsor of the bill.

The Pomper-Goldstein bill would add a new section to the Civil Service Law to prohibit the State or municipal civil service commissions or a school district from discriminating against persons who are unable to work on Saturday or must leave early on Friday afternoon because of their religious beliefs. The state or city agency or department would work on an arrangement with the employee to make up the lost time; charge it to annual leave; or deduct it from his salary.

"ROSAVIND' is a hellion on wheel#*

The U.S. Coast Guard is on the lookout for a missing sailor, Henry M. Lefrak, 28 years of age, last seen in the vicinity of Desire Island, 60 miles south of St. Croix Island, U.S. Virgin Islands, at 1:30 a.m. May 27. Lefrak is about 5 feet 8 inches tall, 170 pounds, has brown hair and eyes. He was last seen wearing blue jeans and a blue shirt. Please call 295-8201 or 295-8202.
CHINA — Shown above is Dr. George F. Elling, second from left, director of Wassiac State School, gracefully receiving a check from Richard J. Snyder, CSEA business officer, and Edith Boisvert, supervising dietitian, for employees' teas and parties. Also shown are Robert P. Foley, business officer, and Edith Bolcortz, supervising dietitian.

St. Lawrence State Hospital Honors 25 Year Employee

During the annual St. Lawrence State Hospital Employee Silver Anniversary Dance and Party to be held April 23 in Curtis Hall, Dr. J. Rothery Haight, Hospital Director, will present 13 employees of the hospital with their 25 Year Service Pins and Certificates. The employees completing 25 years service and who are to be honored at the affair are: Everett Thompson; William Kroeger; Kenneth McDonald; James E. Johnson; William R. Burrows; Walter Montry; Er- w.inh D. Deely; James P. O'Grady; Claire I. Spooner; Doris H. Poole.

Retires After 41 Years Of State Service

DOVER PLAINS — Elvin Sedore was honored at a dinner attended by approximately 115 fellow employees recently, at the DeLaveigne Farm Hotel, Amelia, upon the occasion of his retirement from the Wassiac State School after 41 years of service.

Sedore started work at the Wassiac State School early in October, 1929, where he has been since that time. At the time of his retirement he was the head maintenance supervisor for the school.

Guests at the dinner, Robert Foley, senior business officer at Wassiac, was the master of cere-
monies. The Rev. G. Curtis Oenkel, vicar of South America gave the invocation. Guest speakers included Dr. George Elling, senior director of Wassiac State School; Nelson Welter, a former busi-
ess officer at the school, now retired; Gilbert Beck, assistant commissioner of standards and purchases from Albany; Joseph Herber, chief assistant engineer, Albany; and Richard Johnson, assistant engineer, Albany.

Other honored guests included Fred Nelson, head maintenance supervisor from Kings Park State Hospital; Peter Noe, head maintenance supervisor at Har-
lem Valley State Hospital; Fred Matthews, head maintenance superior, Hudson River State Hos-

dial; and David Hughes, a district inspector.

Capital Conference Moves To Strengthen Bonds With Community

ALBANY—In order to form a deeper inter-relationship between the Albany community and the civil service employee, the Capital District Conference of the Civil Service Em-
ployees Assn., will sponsor an informal exchange of ideas between the two groups on May 3 at the Inn Towne Motor Hotel.

The event, being held with the cooperation of Albany's two unions, will bring together the chapter presidents of the Cap-
ital Conference with some 50 rep-
resentatives of community organ-
izations, according to Max Broko, chairman of the session and first vice president of the Conference.

Attending will be leaders of charitable, cultural, educational, religious and civic and educational groups. Also to be represented will be the Barronius Performing Arts Center, Channel 17, the local edu-
cational channel, and representa-
tives of several hospitals.

Boisevert Prepared

"Golden Opportunity Booklet" in preparation by Capital Newspapers as one of its contribu-
tions to the project. The book-

let will list the organizations par-
ticipating and will give pertinent facts concerning the aspirations and needs of the organizations and their programs for the com-
munity.

Broko explained that the Com-
munity is commencing the pro-
gram with groups in the Albany area. If the response is as anticipated, the scope will be broadened to encompass the en-
tire Capital District area in the future. If there is sufficient em-
ployee interest, it is hoped that the organizations themselves will ho.
ld receptions for the Civil Service employees in the fall to further acquaint them with the objectives of the organizations.

Associated with Broko on the steering committee for the event will be Gene Robb, publisher Capital Newspapers. Other mem-
bers of the Committee are Warr-
ren Slaver, Education Depart-
ment; John Wyld, Commerce De-
partment; Allan Johnson, Hod-
gen, president, Music Association of Albany and James Dinsdale, president, Albany Chamber of Commerce. Participating in the planning are also A. Victor Costa, Conference president; Margaret Fleming, conference second vice president; Mary Hart, chairman.

CSEA Wins On A Reclassification

ALBANY—The Civil Service Employees Assn., reports one success and another imminent in reclassification re-
quest fired in behalf of two State employees.

The Division of the Budget has approved reclassification of the title of Salvatore Gallo, Grade 7 maintenance man, and Glor-
tian State Hospital, to motor vehicle operator Grade 6. Gallo was promoted to the reclassified position on April 7.

In the other CSEA request, the Division of Classification and Compensation has reclassified the Grade 7 maintenance man title held by Sherman Mowday, New-

Watervliet State Hospital, to motor vehicle operator Grade 6. Gallo was promoted to the reclassified position on April 7.

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Watervliet State Hospital, to motor vehicle operator Grade 6. Gallo was promoted to the reclassified position on April 7.

Nassau Chapter Election Ballots Being Sent Out

Anthony Giannetti, chairman of the Canvassing Committee for the Nassau Chapter, Civil Service Employees Assn., announces that ballots will be in the mail next week for the election of officers in the chapter. If you do not re-
ceive a ballot by April 14, please inform Giannetti at P.O. Box 91, Hempstead, New York or call 1-1393. He will mail additional, if you, an affidavit to secure a ballot. All ballots must be returned as soon as possible to Giannetti, chairman of the Canvassing Committee no later than May 8.

Hearing Reporters To Get Review On Upgrading Appeal

ALBANY—The Civil Service Employees Assn., has won a promise from the Division of the Budget to include the title of hearing reporter among a group of titles to be reviewed for possible upgrading as pro-
vided in the current budget.

Replying to a direct request from CSEA President Joseph J. Pell, Dr. T. Norman Hazard, Di-
rector of the Budget, stated: "... You may be assured that the title of Hearing Reporter will be included in the review. While we were unable to approve the Civil Service Commission action of April 15, 1968, we recog-
nize that situations change rapidly with the passage of time and we have decided to examine our major policies with careful consideration.

"Thank you for bringing this matter to our attention."

Hurd's mention of the Hill-based Civil Service Commission action of two years ago refers to a hearing officers' bid for realloca-
tion from Grade 14 to Grade 16 which was originally denied by the Division of Classification and Compensation, subsequent-
ly granted on appeal to the Commission, but ultimately dis-
approved by this Budget. Recalling this earlier action in substi-
tuting his request to Hurd, Pell said "... we believe that such upgrading is completely justified."

INSTALLER

Pictured at the recent in-
nstallation of offices of the W.B.C. Home chapter, Civil Service Employees Assn., are left: CSEA field representative Benjamin Roberts, who was the installing officer; Mrs. Lillian Gray, chapter presi-
dent; Mrs. Ann Sherman, vice president; Mrs. Wilma Simpans; district representative of the Social Security Ad-
mistration who was the guest speaker; and Alan Wilma, chapter delegate.
U.S. Service News Items

House Pay Bill Should Look Good To The Senate

There is a temporary bill in the Senate now that the House has passed its version of the Federal pay raise bill. The Senate has set April 20 as the opening date of hearings and as things look now those hearings should amount to a rerun of what has already happened in the House.

The only matter which is causing any stir in the pay raising procedures is the question of whether certain provisions of the House bill should come under the 3.2 guideline.

It has been reported that the House-passed bill, supposedly drawn up by President Johnson's specifications was over the dollar limit by somewhere between 40 and 100 million dollars.

Congressman spokesman conceded however that the excess is needed for such provisions as liberalizing retirement benefits for already retired Federal workers those who retired between 1948 and 1963 in this case. They maintain that such costs cannot logically be charged to the 3.2 limit since the individual's efforts are not now employees of the Federal government.

It would appear that the final decision on the matter will be left up to the House.

It would also appear that the Senate will not make too many changes in the House bill, largely complying as it does to the President's wishes and approved, as it is, if reluctantly, by most employers. The only bill for the pay raise is an option of retirement at age 55 after 30 years service or age 55 after 20 years.

It appears that the Senate bill will make uniform allocations mandatory where authorized by law; it increases government health benefits for at least $3.25 biweekly; grants classified employees time-and-a-half for work done on Sundays not subject to overtime pay.

Public Health Nurse Exam Is Open Continually

The New York City Department of Personnel is accepting applications on a continual basis for an examination for public health nurse. The starting salary in this position is $3,750. Applications are accepted only on Thursday of each week and candidates will have to pass a medical test before being allowed to file their applications.

The written test is also given on Thursday of each week. For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

REMEMBER, A 20-year old firefighter was killed recently while responding to a false alarm!
Tentative Key Answers For Parking Enforcement Agent, Motor Vehicle Operator Test

These are the tentative key answers for the written examinations given Saturday April 16 for parking enforcement agent for the Metropolitan Operator in New York City. Candidates who wish to file protests on any of these answers have until April 4 to do so, in writing, with such evidence that the protest is based upon.


Foreman Plumber

The New York City Department of Personnel will accept applications until April 27 for a promotion examination for foreman plumber. This examination is open only to qualified employees of the Departments of Hospitals, Public Works, Education and Welfare.

Salary is $545 per week.

Promotion Exam

A separate promotion list will be established for each department.

For further information contact the Applications Section of the Department of Personnel 49 Thomas Street, New York City.

A COURSE OF PREPARATION FOR PROMOTION TO
ADMINISTRATIVE ASSISTANT

APPLICATIONS OPEN JUNE 1 - EXAM NOV. 19

This is the DELEHANTY team of experts who will cover, as specialists, the following subject areas, set forth in the official requirements for the examination.

ADMINISTRATIVE PRINCIPLES AND PRACTICES

EDWARD P. McANIFF, Chief of Department, N.Y.F.D. (Ret.)

SUPERVISORY PRINCIPLES AND PRACTICES — INTERPRETATION OF DATA INCLUDING GRAPH, CHARTS, etc.

HENRY J. MULHEARN, Chairman of Delehanty Advanced Police Programs

PUBLIC ADMINISTRATION

MAXWELL LEHMAN, 1st Deputy City Administrator (Ret.)

OFFICE MANAGEMENT

ALVIN BOKE, of the faculty of the Baruch School of Business and Public Administration

DELEHANTY CLASSES WILL START

IN MANHATTAN: TUESDAY, MAY 3 at 5:45 P.M. at 120 East 13th St. - Near 4th Ave.

IN JAMAICA: THURSDAY, MAY 8 at 5:45 P.M. at 68-25 Merrick Blvd. - Jamaica, H. Ave.

Applicants are being re-accepted for another term.

50 Years of Successful Specialized Education For Career Opportunities and Personal Advancement

Be Our Guest at a Class Session of Any Delhanty Course or Phone or Write for Class Schedules and FREE GUEST CARD.

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., Near 4 AVE. (All Subways)

• DELEHANTY HIGH SCHOOL
• DELEHANTY BRIDGE & TUNNEL OFFICER
• DELEHANTY INSTITUTE

BROOKLYN - JAMAICA - MANHATTAN

300 East 13th St. - Near 4 Ave.

Preparatory Co-educational - Mathematics - Chemistry

For Information on All Courses Phone GR 2-6400

The State of New York is accepting applications until May 15 for an examination for stockroom workers. Salary in this job is $55 per week.

There are no education or experience requirements. Stockroom workers are primarily in supply and mechanical stock clerks.

These are not white collar positions and require standing and walking.

There are vacancies in these jobs throughout the State.

Tests

The written test will have questions concerning clerical work and counting names, numbers, clothing tools and on following directions.

The written examination is scheduled for Saturday, June 18 at various locations throughout New York State.

For more information and applications contact the State Department of Civil Service, the State Campus, Albany or the State Office Building, Syracuse Buffalo or New York City, or any local office of the State Employment Service.

Harness Maker Is Needed In Police Dept.

The New York City Police Department is accepting applications for a professional appointment as harness maker, the only position of its kind in City service.

Salary in the job is $600 to start.

Harness makers maintain and repair bridles and saddles for the Mounted Police Division of the Department, the only one that still uses horses in the City.

For further information call the New York City Mounted Police District, 2-3467.

Apply For Radio Announcer Jobs

The United States Information Agency has openings for radio announcers in the Washington, D.C. area. Openings are available in grade GS-9 through grade GS-12 at starting salaries of $77 - $119 per year. Applicants must be willing to accept positions with the United States Information Agency, the Voice of America, the U.S. Information Agency.

Applications are being made on the quality, scope and responsibility of experience rather than length.

Professionals lecturing. lecturing and communications media writers are especially urged to apply. These positions will be regarded as much as announcing experience, Education substitutes for experience where a position will be made in some cases. Applicants will be required to submit a demonstration tape. All applications and further information can be obtained at the New York Region Office, United States Information Agency, 115 East 15 St., New York, N.Y. 10003. GR 3-4900.

Continuing  Final  For Case Worker 1

In New York City

Applications are being received for a one year term. At the end of the year of service, employees in the position who meet all requirements will receive a regular appointment to the title of case worker II with a salary range of $4,600 to $6,000.

Appointment of case worker I is expected to be made at a salary of $4,100 to start with an increase after six months to $4,600 per year.

A written test will be given on the day of filing applications.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

The New York City Civil Service Commission no longer accepts applications for a professional appointment as harness maker, the only position of its kind in City service.

The written examination is scheduled for Saturday, April 27 at various locations throughout New York State.

For more information and applications contact the State Department of Civil Service, the State Campus, Albany or the State Office Building, Syracuse Buffalo or New York City, or any local office of the State Employment Service.

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For further information call the New York City Mounted Police District, 2-3467.
Job Still Not Done

WTH the resumption of the 1966 session of the Legislature, State employees still have their work cut out for them in order to assure passage of two important pieces of retirement legislation.

The first bill, on a holdover from last year, would provide a 1/60th retirement for all future members of the State Retirement System. A bill to accomplish this goal, introduced byComptroller Arthur Levitt and passed by the Legislature, was vetoed by Governor Rockefeller on technical grounds. He did not pass time service.

Unlike Federal pay raise and fringe benefit liberalization this year must again launch a new drive in contacting legislators and win the approval of the Governor. For that reason, public employees workers who retired between 1948 and 1956. Their present commitment to the concept of pay comparability with private enterprise, whom a 3.2 restriction on possible added wages and benefits was announced.

Both measures must pass the Legislature and win the approval of the Governor. For that reason, public employees must again launch a new drive in contacting legislators and win the approval of the Governor in order to assure passage and approval of these vital measures.

The Inflation of 3.2

It appears now that the President has been spectacularly successful in convincing all parties involved that any Federal pay raise and fringe benefit liberalization this year should come within wage and price guidelines. Considering the promises made at last year's hearings and the firm commitment to the concept of pay comparability with private enterprise (a lawful pursuit as of Presidents Kennedy, Administration) voiced by so many In Congress, then, the President's victory here is almost awesome. And it will befit him greatly in his fight to impose the 3.2 restrictions elsewhere.

It is reported however, that the Administration is voicing constitution because the House bill is some fifty million dollars over the total which would amount to an over all 3.2 budget increase.

In at least one case this is only fair. A portion of the legislation allows for an increase in benefits for Federal workers who retired between 1946 and 1956. Their present benefits have long been outdated by times' attrition of the dollar value.

They should be compensated now.

At the same time, however, their compensation should not be charged against the working Federal employee for whom a 3.2 restriction on possible added wages and benefits should mean, at least nothing.

Congratulations

One of the most important posts in City government pertaining to the civil service employee was filled yesterday (Monday) when the appointment of Allan J. Graham to the Civil Service Commission was announced.

Graham, for 25 years an employee at the Brooklyn Navy Yard, brings to this his most vital position a wealth of knowledge and experience.

We join with Mayor Lindsay in praising this appointment and we also extend our congratulations and best wishes to the new Secretary.
Finals To Be In New York City For Miss Civil Service

Entries for the Miss Civil Service Contest have been coming in from all sections of the State and the judges, it is very apparent, will have a hard time choosing the winners in each category.

After the preliminary judging, five semi-finalists in each of the four categories, New York State, New York City, Federal and local, will be brought to New York City for the final judging. This week, the Leader, once again, has the pictures of four girls, representative of the entries in our contest. This does not mean that they will be in the semifinals but simply the fact that they are representative candidates.

Send all entries to The Miss Civil Service Contest, c/o The Civil Service Leader, 9 Duane Street, New York City, and enclose a picture.

Designed By DPW —

New Fire House Is Dedicated

Deputy Mayor Timothy J. Costello, Fire Commissioner Robert O. Lowery and Public Works Commissioner William C. Mattison joined in dedication ceremonies of new quarters, New York City, Federal and local, of the First District of the New York City Fire Department, at 275 West 15th Street, The Bronx, last week.

Designed by architects and engineers of the Department of Public Works, the two-story structure with an exterior facade of brick with limestone trim was built at a cost of $340,000.

Modern Features

Mechanical, low-cost equipment is among the modern features of the new building which is located in the Clinton Point section of the Bronx, an area proposed for extensive additional housing in the nature of high rise apartments.

The Board of Education is in the process of a mass recruitment of teachers at no extra cost to the State employees' accumulated sick leave time would be maturing. Chief Custodian

In Suffolk County

Suffolk County will accept applications until May 4 for an examination for chief custodian. Salary varies according to jurisdiction.

For further information contact the County Civil Service Commission, Riverhead.

Need Teachers; Summer Program Is Underway

The Board of Education is in the process of a mass recruitment for teachers at no extra cost to the State employees' accumulated sick leave time would be maturing. Chief Custodian

In Suffolk County

Suffolk County will accept applications until May 4 for an examination for chief custodian. Salary varies according to jurisdiction.

For further information contact the County Civil Service Commission, Riverhead.

FREE BOOKLET by U.S. Government on Social Security, MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10012.
Civil Service Televisiion

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Sunday, April 24
10:00 p.m.—Viewpoint on Mental Health — "Mental Health Services in a Health Department."

Monday, April 25
4:00 p.m.—Around the Clock—New York City Police Department Training Program. Repeat.

Tuesday, April 26
2:00 p.m.—Nursing Today II—"Supervision in Nursing."

Wednesday, April 27
2:00 p.m.—Around the Clock—New York City Police Department Training Program. Repeat.

Thursday, April 28
4:00 p.m.—Around the Clock—New York City Police Department training program. Repeat.

Friday, April 29
4:00 p.m.—Around the Clock—New York City Police Department training program. Repeat.

Civil Service Leader

CIVIL SERVICE LEADER

Tuesday, April 19, 1966

You don't have to be a lawyer or an accountant to use H.I.P.

Don't get us wrong. We like lawyers and accountants. But they have a special kind of talent and patience not available to the rest of us.

Few of us are keen on keeping records, filling in forms, puzzling over small print, figuring out percentages . . . or trying to crystal-ball how much we will be out of pocket for an operation or for specialist care.

H.I.P. is the sworn enemy of paperwork and extra charges. It believes in paid-in-advance medical services — not cash allowances toward doctor bills.

In H.I.P.'s basic service program there is no need to study the policy line by line to see what is and what is not covered . . . There are no fee schedules and no claim forms* . . . No need to worry over insufficient cash allowances . . . No need to "share" additional charges through deductibles and co-insurance . . . No need to accumulate and total up medical bills . . . No need to discuss family income with the doctor.

And you don't have to watch for limits either on number of services or kinds of services.

*In the H.I.P. Medical Group Program you need claim forms only for emergency care given by non-H.I.P. physicians. If you have optional coverage, you need them for anesthesia and prescribed drugs because of the nature of these benefits.
In School District

Hauppauge Unit Recognized As Non-teaching Rep

HAUPPAUGE—The Hauppauge unit of the Civil Service Employees Assn. in its second year of organization, came to mutual agreement with the Board of Education on the adoption of a new salary schedule for the next school year. In addition to the salary increases, many allied advantages were secured for all non-teaching personnel that will be new to the employees with the exception of a school health insurance plan. The most significant was the acceptance of the unit as the representative for all non-teaching employees in the Hauppauge School District.

OSERA Hauppauge president Mrs. Nicholas and a committee met with the Board of Education on several occasions and reported that throughout the discussions a highly professional attitude prevailed between the Board and the members of the OSEA committee.

The Board of Education formally adopted a schedule on March 14. Included in the list of benefits are the following:

- Recognition by the Board of Education of the Hauppauge unit as the non-teaching representative in the Hauppauge School District.
- Tenure for all non-teaching personnel after 26 months of service.
- $3,000 life insurance benefits for each employee who has completed six months of service.
- Partial payment of health insurance plan, up to $12 per unit.
- $1.50 per hour increase in the hourly rate for part-time custodial workers.
- Night differential of five percent for custodial workers permanently employed from three to 11 p.m. or four to midnight; 10 percent for those employed midnight to seven a.m.
- Longevity payment for all full-time personnel who have reached their maximum; $50 per year for the first 15 years, $75 per year thereafter.
- Prior service credit for acceptable prior service (up to the fourth step) for clerical and maintenance personnel starting in the district after July 1, 1966.
- New schedules for food service workers in addition to the hourly schedule.

Legislation Would Allow Outside Jobs By Police Officers

Assemblyman Robert F. Kelly will seek final action on his bill when the Legislature reconvenes permitting New York City policemen to engage in outside work when it does not conflict with their hours of duty.

The Brooklyn legislator said the measure explicitly sets up guidelines that would prevent an officer from engaging in outside employment during off-duty hours.

The Police Department regulations consist of reasonable regulations and safeguards that insure proper performance of duty and, at the same time, do not erect an unnecessary and burdensome control over the private lives of its employees," he said.

The Bay Ridge Assemblyman pointed out that many public employees, especially those in lower income brackets are forced to supplement their incomes by working part-time.

Dietitian Jobs Are Now Open

Applications are being accepted on a continual basis for an examination for dietitian by the New York City Department of Personnel.

Salary in this position is $2,770 to start.

Written examinations will be administered each Thursday until the end of the filing period, when it is announced.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

SAFETY AWARD — The Rockland State Hospital’s Department of Safety was recently presented with an award from the Nation Wide Police Association for the year 1965. Pictured above are, at center, Dr. Ralph Harlow, assistant director and chairman of the hospital’s Safety Program, accepts the award from Dr. Alfred M. Stanley, director. Part of the members of the Department of Safety proudly looking on are, from left, Ptlm. Nicholas Vigliano, Ptlm. John O’Riordan, Lt. Henry C. Mairre, Ptlm. Daniel Hall, Chief Fred Kennedy, Jr., Ptlm. Michael Dukewiski, Sgt. William Herman, Ptlm. John Kolody and Ptlm. Wallace Kile.
832 To Hold
Adm. Assistant
Study Classes

A class for promotion to administrative assistant will be
formed by Terminal Employees Local 832, it was
announced by slate A. Knight, vice-president in charge of
Education.

"The classes," Mrs. Knight said, "will be given in the
auditorium of Local 832 and will commence right after Labor Day."

Local 832 members are urged to register now with a payment of
$12.50 with an additional $12.50 to be paid at the first session.
Checks are to be made out to the Local 832 Educational Committee.
Candidates are limited to Local 832 members.

Due to the limited capacity and the personal instruction that
will be given, it is urged that eligible supervising clerks and
supervising stenographers take advantage and register immediately.

Reappointed

ALBANY—Inez V. Reynolds of Medina has been reappointed
to the Board of Visitors for West Seneca State School.

The Veterans Administration Hospital at 130 Kingsbridge Road
in the Bronx has conducted the Board of U.S. Civil Service Examiners
that it is accepting applications for a written examination for Nursing Assistants.

The starting grade for this position is GS-2 with a salary of $3,814 a year.
Promotion to Grade GS-3 employees are eligible for a salary range of $3,819 to $4,000 a year.

Both men and women may apply for this job. There are no experience or education requirements
but applicants will be required to appear before a panel for a personal interview and demonstration
of required physical dexterity needed for the handling of patients, in addition to the written test.
All applicants must have reached the age of eighteen years before
they can be appointed. All positions to be filled are at the hospital on West Kingsbridge Road in the Bronx.

This job is worked on a three shifts, round-the-clock basis. All
employees work rotating shifts.

Applicants are considered for em-
ployment without regard to race, color, creed, national origin or sex.

Application forms (Form 5000—
AB) may be obtained at the Veterans Administration Hospital on Kingsbridge Road, any Post Office
or at the New York Region Office of the U.S. Civil Service
Commission 220 East 42 Street, New York City.

Mail application form 5000—AB
to: Executive Secretary, Board of
U.S. Civil Service Examiners, Veter-
ians Administration Hospital,
130 West Kingsbridge Road,
Bronx, N.Y.

Be sure to note the title of the examination and the number
of announcement (No. N.Y.-6-4
683). Other applications will then
be forwarded to you with notice of
admission to the written exam-
ination.

Visitor Reappointed

ALBANY—Mrs. O. Leonard
Merrill of Elmira has been re-
appointed to the Board of Visitors
of Binghamton State Hospital

25 YEARS OF SERVICE —
Employees of the J. N. Adam Hospital Division of
the West Seneca State School who have completed
25 years of service were honored recently at a
dinner. Pictures above are, from left to right:

Anthony Schuster, Mrs. Vaill, Bridget Shea and
William Johnson. Back row, same order: Dr.
Samuel Feinstein, director; Dr. Isabella Rade, assistant director and Robert DeNon, head ac-
count clerk.


duties or with interest earned.

Send for Compound Interest
Factsheet now—no obliga-
tion. Write Ogdon J. Ross,
Secretary.

41/2%
Interest rate based on
anticipated earnings.

CIVIL SERVICE LEADER
Tuesday, April 19, 1966

V.A. Hospital Needs
Nursing Assistants

The starting grade for this position is GS-2 with a salary of $3,814 a year.
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**REAL ESTATE VALUES**

**Houses For Sale**

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- **$1,600**
  - 2 bedroom, 1 bath, 1,200 sq ft, on 1 acre, outbuilding, 1 car garage, town and school taxes included. Located on Vandorf Rd, near High School. Contact: Mr. Smith, 123-456-7890.

**CONCRETE and BRICK WORK**

- **$2,995**
  - 3 bedroom, 2 bath, 1,500 sq ft, on 1 acre, outbuilding, 1 car garage, town and school taxes included. Located on Main St, near High School. Contact: Mr. Johnson, 456-789-0123.

**Farms & Country Home**

- **$12,995**
  - 4 bedroom, 2 bath, 2,000 sq ft, on 1 acre, outbuilding, 1 car garage, town and school taxes included. Located on Main St, near High School. Contact: Mr. Davis, 123-456-7890.

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**FARMERS & COUNTRY HOME**

- **$30,995**
  - 10 bedroom, 8 bath, 8,000 sq ft, on 1 acre, outbuilding, 1 car garage, town and school taxes included. Located on Main St, near High School. Contact: Mr. Davis, 123-456-7890.
WHATS DOING IN CITY DEPARTMENTS

The Department of Traffic has resumed work on the installation of one million linear feet of highway road markings throughout the City and is preparing safety crosswalks in Queens.

Work on this project was halted for the winter. The markings will contain a special reflective material which will make seeing them at night easier.

The Department of Public Works has announced that Mayor Lindsay proclaimed last week as Pan American Day week in the City.

The Department of Air Pollution Control has turned Extra qunmness for air pollution violations during the first three months of 1966 then they issued all of last year.

The Department predicted that more than 1,000 violations would be ticketed this year. For the first three months, the Department issued 1,381 summonses.

A partial reason for the increase in summonses is the fact that Department vehicles are now equipped with two-way radio.

The Department of Consumer and Industry has announced that fourth industrial loans totaling $100,000 have been made by the New York City Industrial Development Corporation, from funds provided by the City Job Market.

The four loans will create and save at least 230 jobs, according to a Department report.

Sixteen career employees of the Department of Sanitation were promoted last week by Commissioner Joseph Persico. Twelve employees were promoted from a list to assistant foreman and four were promoted to foreman.

A Citizens Committee to Reappraise the National and Veterans Affairs has been formed. The Division assesses veterans, their families and Gold Star wives, in housing, education and many other areas.

The Board of Higher Education has announced the appointment of Dr. Herbert Selverstone as president of the new Richmond College of the City of New York.

Dr. Schueler will organize the college for a scheduled opening of September, 1967. He has been director of teacher education at Hunter College since 1956.

The Department of Highways has announced that the West Side Highway from Canal Street to Duane Street is now under restoration. Most of the work is being done at night and the highway will be completely open to traffic during the peak traffic hours.

Job Market

Practical Nurses

How would you like to work and live in the Virgin Islands? A variety of professional, managerial, clerical and industrial jobs are available for qualified men and women interested in the American Virgin Islands. They will be ticketed this year. For the first three months, the Department issued 1,381 summonses.

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Correction Officers Needed For Federal Prisons: $6,050

The Federal Bureau of Prisons of the United States Department of Justice is offering careers for men and women as Correction Officers to safeguard, train and supervise inmates of Federal prisons, reformatories and camps. These positions listed in the Federal Register...

There is no written test to qualify for appointment. Competitors will be interviewed by a panel of specialists. No background or physical specifications have been made and applicants must be in good physical condition and be vigorous in relation to their job duties.

For further information and application forms, write to the Board of U.S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kansas, 66048.
FREE ORANGE TREE

GROW YOUR OWN ORANGE JUICE WITH FREE TREE FROM FIRST TRUST.

You'll get a free miniature orange tree for opening a checking or savings account at First Trust's new Western Avenue Branch. These tropical little trees grow indoors. And, they blossom and thrive no matter when you plant them.

Choose an orange tree, and give your kitchen or living room a touch of exotic beauty. The tree has glossy, green foliage, easily trimmed and shaped. Grows up to 3 feet tall.

When you open your account at our new branch, you'll receive a certificate, which entitles you to a free tree. It will be shipped direct from the Florida groves.

But hurry. Come in and open a checking or savings account now. This offer is for a limited time only.

Or choose a miniature gardenia tree

The gardenia tree grows 3 feet tall — blossoms with fragrant, snow white flowers. You can even make your own corsage.

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ALBANY — Twenty-five State employees earned $710 last month for their efforts in raising the efficiency of many agency programs, according to Mary Goode Kron, president of the New York State Civil Service Commission. The awards were given by the Employees Suggestion Program operated by the Department of Civil Service.

A Long Island man won $200, the highest award for the month. Victor P. Yuskus, East Islip, a head nurse at Central Islip State Hospital, suggested how to improve the treatment and rehabilitation of alcoholics and at the same time save the hospital $2,000 per year. The $200 award was presented to Mr. Yuskus.

Furthermore, $100 awards were made to Jeanette Weitz, pictured above with some of the articles that were produced by the suggestion program.

Other employees who were honored included:

- Robert J. Bruce, Sayville, senior clerk, Department of Motor Vehicles, for saving the state $35. He suggested simplifying the procedures for filing for a certificate of self-insurance.
- Donald J. Johnson, Albany, accountant, Department of Motor Vehicles, for suggesting a change in the procedure for handling certain permits.
- Betty B. Spodak, Schenectady, for suggesting a way to improve the efficiency of the mail handling system in the office.
- Robert J. Bruce, Sayville, senior clerk, Department of Motor Vehicles, for suggesting a way to improve the efficiency of the mail handling system in the office.
- William J. Welch, Brooklyn, senior examiner, Division of Employment Insurance, for suggesting a way to improve the efficiency of the mail handling system in the office.
- Joseph A. Rubenstein, Brooklyn, investigator, Workers' Compensation Board, for suggesting a way to improve the efficiency of the mail handling system in the office.

These awards are part of the Department's efforts to improve the efficiency of its programs. The Department of Civil Service is responsible for ensuring that the state's employees are operating as efficiently as possible.

Another change that has been implemented is the creation of a new unit, the Nassau County Employee Chapter. This chapter is responsible for representing the interests of State employees in Nassau County.

The chapter was formed in response to a request from employees in the area. The chapter's goals include improving the working conditions of employees and increasing their representation in decision-making.

The chapter is made up of members from various agencies, including the Department of Motor Vehicles and the Department of Social Services.

The chapter's first task was to organize an Employee Suggestion Program, which is designed to encourage employees to suggest ways to improve the efficiency of the state's programs. The program has already resulted in significant savings for the state.

The chapter is also working to improve the working conditions of employees in the area. One of their first goals is to negotiate a new contract with the state, which will improve wages and benefits for employees.

The chapter is currently working with the state to negotiate a new contract. The negotiations are expected to be lengthy, as the state is unlikely to agree to significant wage increases.

The chapter is also working to increase the representation of employees in decision-making. One of their goals is to increase the number of employees who are involved in the decision-making process.

The chapter is currently working with the state to increase the number of employees who are involved in the decision-making process. The chapter is also working to increase the number of employees who are represented by union organizations.

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LETTERS TO THE EDITOR
(Continued from Page 6)
without my knowledge, ran out, for one item that an effort is being made to increase the pensions of retirees. We are the workers who have been put out of work.
There is before me the October 20, 1965 issue containing an article about the Department of Personnel. It introduces a Cost-of-Living increase for retired aides in the '66 Legislature-funded supplemental pension.
A few members of state employees are increased, a percentage of whom are increased.
I am grateful to Mr. Levitt for his efforts in our behalf. However, I do not feel our pensions should be increased on the basis of cost-of-living increases alone. A continual basis.
NATIONAL PARCHS & WEST COAST TOUR NOW OPEN
A tour to the West Coast that will feature Yosemite National Park and will offer a beautiful scenic route through the Sierras and along the Pacific will be open to members of the Civil Service Employees Association. The 15-day journey will leave New York on two different dates—July 10 and August 14. The program for each tour will be the same. Participates will fly to Los Angeles and after a thorough visit of this charming city, depart for Yosemite Park by way of a beautiful scenic route through valleys, forests and the Sierra Nevada Mountains. Accomodations will be in Yosemite Lodge.

From here, travelers will go on to the magnificent Pacific Coast drive to San Francisco. After staying here overnight, the journey will continue down the coast through Carmel, Santa Barbara with its famous old missions. Next stop is Los Angeles and the world famous movie studio. In addition to other sightseeing, the tour leaders have some free time to wander on their own.

Wind up of the trip is a visit to Las Vegas, where arrangements can be made for an overnight visit to Grand Canyon and extensions may also be made for a 6-day trip to Zion National Park, Grand Canyon and Bryce and Canyon and Salt Lake City. Price of the extra six days is $99.00 a person. Price for the 15-day trip is only $390 per tax.

A full description of the Western Tour and the possible extensions can be had by writing to Irene Flasmanbaum, P.O. Box 91, Hempstead, Long Island, N.Y.

“IN A HURRY — Need to See Complete Schedule

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DELEHANTY INSTITUTE
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SCHOOL DIRECTORY

P.R. Column
(Continued From Page 1)
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However, there is one major fault which is more than neutralized by the overall excellence of the planning, layout, illustrations and production. By and large, this is a fine annual report from which we can all gather useful patterns and techniques.

SCANDINAVIAN AND GRAND TOURS NOW OPEN FOR BOOKINGS

A tour of Scandinavia and a Grand Tour of Europe will both depart on July 19 for 22 days each and are open for bookings now to Civil Service Employees, workers, their families and friends.

The north country program will include trips to Holland, Denmark, Sweden and Norway and will also include a visit to England and Scotland. In addition to visiting Scandinavian capitals of Copenhagen, Oslo and Stockholm there will be the popular three-day journey among the fjords of Norway. A full program of sightseeing and entertainment for the other cities of Amsterdam, London and Edinburgh is also included.

Grand Tour is $899 and includes round trip jet air fare, all hotel rooms, meals, sightseeing, transportation, porter and guide service.

GRAND TOUR OF EUROPE is $899 and includes round trip jet air fare, all hotel rooms, meals, sightseeing, transportation, porter and guide service.

TO THE EDITOR

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City State
CSEA Group Life Plan Enrollment is Extended

ALBANY—The deadline for enrollment, without medical examination, in the group life insurance plan of the Civil Service Employees Association by new applicants age 50 or under has been extended for the advantage to be gained by enrolling applications under age 50 who have not been previously reported for, because of the heavy response to the offer, it has been extended for the following reason. P. Peily, CSEA president, said.

Peily pointed out some of the advantages of enrolling under age 50 who have not been previously reported for, because of the heavy response to the offer, it has been extended for the advantages to be gained by enrolling in the CSEA Group Life Plan.

Any applicant, or eligible employee who enrolls, will be paid additional premiums for life insurance, but in the CSEA Group Life Plan, cost to all members, regardless of employment of the basic amount issued under the plan.

The plan has been paid to beneficiaries under the plan. The CSEA Group Life Plan is made possible by the ever-increasing membership being insured. The total membership of CSEA is now more than 135,000.

State police, prison guards and other workers who have hazardous employment usually have to pay additional premiums for life insurance, but in the CSEA Group Life Plan, cost to all members, regardless of employment of the basic amount issued under the plan.

The ever-increasing membership being insured is being covered by the CSEA Group Life Plan.

Applications and explanatory literature can be secured from any CSEA chapter or department representative or from Association Headquarters at 3 E. Series Street, Albany and 11 Park Place, New York City.

W.R.C. Home Unit Installs

OXFORD — A St. Patrick's Day Party was held recently at the W.R.C. Home Unit of the Civil Service Employees Association, chapter of the W.R.C. Home, Oxford on the Canassawau Nack Country Club. About 80 members and guests were present to enjoy the evening beginning with a turkey dinner at 7 p.m.

A purse was prepared for each of the retiring employees by president Joseph L. Macao, Arline Miles; and Miss Lillian Grant, who was unable to be present.

Joseph L. Macao, Superintendent of the W.R.C. Home, presented to Mrs. Dorothy Hayes, medical-social worker, a certificate of achievement for attendance of an Inservice training course in "Career Studies in Supervision".

Employees Benjamin Roberts, CSEA field representative, installed the officers for the coming year as follows:

President, Lillian Gray; vice president, Ann Sherman; secretary, Clarissa Wallace; and treasurer, Leon Sandgren,.

10 Agencies Join Statewide Plan

William G. O'Brien, BlueCross Blue Shield Manager, the Statewide Plan, announced today that 10 new agencies have joined the Statewide Plan as of April 1. They include six townships, one county school district and one fire district.

"The number of agencies which have joined the plan since May 1, 1964 is 36, bringing the total number of agencies now participating in the Statewide Plan to 103," O'Brien said.

"The ever-increasing number of public service employees and the dependency that they have on the unique protection of the Statewide Plan makes it extremely gratifying to us to have it Blue Cross Blue Shield," he concluded.

New Drive For 1/60th Bill

Strike Forcighe

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2. "Abseomcs necessitated by the strike shall be excused with- out penalty, and any such excused absences shall be counted toward the strike.

3. "Employees shall be credited with a full day of compensatory time off for each day of the strike, to be taken during the same month as the strike.

4. "Employees shall be entitled to one day of compensatory time off for each hour of overtime worked during the strike.

5. "Employees whose current overtime credit exceeds or which is the result of compensatory time off for the period Jan. 1 through January 13 would not be entitled to overtime compensation under the attendance rules (30 days) will be compensated in each at the regular straight time rate of pay for the number of hours in excess of the allowable limit.

6. "Heads of those agencies in which the granting of all of the compensatory time off would shatter the peace and hamper adequate service to the public may request from the Department of Labor the authority to pay cash compensation in lieu of compensatory time off for that portion of the compensatory time off that the agency shall unable to absorb.

7. "Any agency authorized to submit vouchers for abnormal expenses for transportation, temporary employment, and other work of the employees where these are shown to be necessary to enable the em- ployee to meet the State's re- quirements."

Manhattan State Elects Officers

The new officers for the coming year of the Manhattan State Hospital chapter, Civil Service Employees Association, were elected recently. The results were: president, Rose Bott; first vice president, Alexander Shaw; second vice president, Eugene Custer; third vice president, Mrs. Charles Lowrie; secretary, Josephine Bierhals; treasurer, Leon Bandman; alternate secretary, Alma Rojas and alternate treasurer, Doris Roberts.

The Board of Directors elected in the naming of Ken- neth T. Cook, Thomas A. Salvatore, Alma Hayes, Cleveland Hayes, James Fields, Willie Butler, Kenneth V. Murphy, Harriet Smithson, Benjamin Thelma Ramsey, Car- lie Williams, Jean Jones and Sylvia Bullock.

Fred Cave, fifth vice president of the Statewide Association and Thelma Ramsey, chairman of the nominating committee of the chapter, Sylvia Dansie, Carrie Williams, Horford Benham and Cleopatra Ramon counted the votes.

CENTRAL ISLIP PARTY

— A retirement party was given recently in honor of Nunzio Nuacca, a carpenter employed at John D. Millard, the director of Central Islip State Hospital. MissesAbove are (left to right), Robert Berntsen, Nunzio Nuacca, Joseph Nelligan, and John Bird.

JUNIOR CIVIL SERVICE LEADER Tuesday, April 19, 1966

Southern Conf.

Sets Meeting

MIDDLETOWN—The Southern Conference of the Civil Service Employees Association, will hold its spring meeting at the Middletown City Hall, on April 27 at 7 p.m. All member chapters are urged to send delegates to this meeting. Harry Albright, CSEA counsel, has been invited to recap legislative matters.

15TH ANNIVERSARY OF 1951 PRESIDENTIAL CAMPAIGN OF RICHARD NIXON

(l5th anniversary of the 1951 presidential campaign of Richard Nixon, will be observed Saturday, June 11, 1966 at the Ormsby City Hall. Original and present staff meetings of the National Committee for Nixon and Eisenhower were present.

He will be present at the microphones in the audience, which will be held at the American Legion Post 1062, 800 Grand Avenue. A dinner will be held at the American Legion Post 1062, 800 Grand Avenue. A dinner will be held at the American Legion Post 1062, 800 Grand Avenue.

Medicare

(Continued from Page 1)

In the State Health Plan will be excluded from the State plan. In addition, a portion of these persons to the State plan will be reduced by $5 or $6 per month, to offset the same cost for Medicare coverage.

The new legislation is necessary to overcome the refusal of some persons to the State plan who were paying $5 or $6 per month, to offset the same cost for Medicare coverage.

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