CADEM LEADER
America's Largest Weekly for Public Employees
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Asks Condon-Wadlin Repeal
CSEA Outlines Its Stand
On Labor Relations Law

In a recent hearing in New York City conducted by the Civil Service Employees Association, various city and state employees organizations appeared to present their viewpoints on proposed legislation extending the Condon-Wadlin Law. The employees organizations expressed concern about potential abuses and labor relations issues.

John Purcell Named To Top Tax Dept. Job

ALBANY — State Tax Commissioner Joseph H. Murphy has announced the provisional appointment of John J. Purcell as Director of the State Tax Department's Miscellaneous Tax Bureau effective Thursday, Dec. 23, at a salary of $18,561 annually.

Purcell, who was assistant director of the Bureau at the time of the retirement of Gerald E. Healey as director on Dec. 1, is a former civil service employee of the Tax Department.

He joined the Department's Motor Vehicles Bureau in Albany as a junior clerk in June, 1923, and has had promotional service as an examiner, upward through the ranks of the Miscellaneous Tax Bureau — in which he was employed as a tax supervisor in 1933 when New York State imposed its first income tax.

A native of Troy, Mr. Purcell attended St. Joseph's Academy in Troy, and has studied accounting. He is a member of the National Tobacco Tax Association and has been quite active in that group of State and local Civil Service administrators for many years.

5-Day Bahama Trip On Feb. 22

The only high season trip to the Grand Bahamas being offered members of the Civil Service Employees Association and their immediate families will be for five days and four nights, and will depart from Washington's Birthday, Feb. 22, returning on Feb. 28.

Although the vacation trips are offered at the height of the season, the price will be only $197 per person, including round trip air transportation, hotel rooms, breakfast and deluxe dinner and various entertainment.

Acceptance of applications will be strictly on a first-come, first-served basis. For application blank, write to Randolph V. Jacobs president, Metropolitan Conference Room 1099, 109 Madison Ave., New York, N.Y., 10016 or telephone (212) 679-1148.

Nassau CSEA Facing Election Contact
In Full Confidence

HEMPESTAD—Officials of the Nassau County Chapter of the CSEA, representing sanitation workers, has been informed they will be considered "temporary" until they requested retirement in writing and agreed to Condon-Wadlin Law penalties which provide only fringe benefits increases for three years.

As "temporary" employees they do not have benefits for pension or health plan benefits.

Union Not Equipped
The union's inability to help 53 employees whom they reportedly had been advising, is being considered among knowledgeable labor sources on Long Island as strong support for CSEA claims that the union is not equipped to represent public employees.

CSEA officials also have announced a sweeping program for Nassau and Suffolk Counties.

(Continued on Page 16)

Bldg. Fund Donations Suspended

The CSEA Civil Service Employees Fund is no longer accepting donations for the building fund drive which has now been suspended. CSEA officials have noted that although the suspension of the drive has been well-publicized, donations are still being received at Albany headquarters. All such donations will be returned. It is also required by CSEA officials in Albany that any chapter officers who have been soliciting donations which were made before or after the notice of suspension return these sums to the original donors.

Mark an X on this ballot in ONE square only. Make no other mark.

NASSAU CHAPTER CIVIL SERVICE EMPLOYEES ASSOCIATION CSEA

This is a secret ballot and must not be signed.

Nassau County chapter of the Civil Service Employees Association, and a maritime union. The vote is for exclusive representation of sanitation workers in the Town of Hempstead.
Don’t Repeat This!

(Continued from Page 1)

determined by what the State Legislature does or does not do about repeal and replacement of the anti-strike Condon-Wadlin Law. A Republican Senate and Democratic a rejection of any legislation that would not reach agreement on a new labor relations bill last year, and as a result, Condon-Wadlin stayed on the books.

Civil Service organizations are unanimous in their demand that this law be repealed and that the bargaining table be made available to both winners and losers.

Working out an effective system of penalties for civil servants who do strike—assuming that the new law will still have an anti-strike clause—will be another sticky issue. One study recommends that the employee organization be permitted to file a complaint with the Employment Appeals Board. Another recommends penalties on employees only.

In essence, civil servants want job security—so that they can be protected from the unfair and arbitrary actions of their employers. They also want the right to bargain collectively.

The Condon-Wadlin anti-strike law is going to be one of the most important indicators of the effectiveness of the labor movement as it has dealt with the public employee issue at heart.

Clayton County Needs Patrolmen

The Clayton County Civil Service Commission is seeking applicants for a police patrolman examination to be held Feb. 18. Applications are being accepted until Jan. 13. Candidates must be between the ages of 28 and 36 for appointment.

For further information, contact the Clayton County Civil Service Commission at 135 Margaret St., Court House, Plattsburg, N.Y.

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Your Public Relations IQ

By LEO J. MARGOLIN

Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Six Years Later

TODAY, THIS column begins its seventh year. With the passage of six years and approximately 150,000 words, our objective continues unchanged:

To help civil servants earn and maintain excellent public relations by rendering superior service in the discharge of their official duties, this strengthening the fabric of democratic government in their states and in the nation.

This involves millions of open and written communications and professional training.

By 1970, that figure will probably grow to 12 million, with most of the increase in the state and local levels.

In the more than 200 columns of this feature, we have covered the past half dozen years, we have emphasized the basics of public relations. The passage of time has only enhanced their importance.

First and foremost is the simple definition of public relations: and how to achieve the maximum benefits public relations offers.

PUBLIC RELATIONS is outstanding performance in the public interest, intelligently and clearly communicated to the public.

We HAVE elaborated on this definition in scores of columns, but we cannot re-state it here because they were six years ago or even 25 years ago.

History shows there is one difference. The performance now must be more skillful because the problems of government have become more complex. In six years, the world has progressed, technology has advanced, people are more sophisticated, more critical.

Ours IS now a space world. No language is sufficient to communicate the "Stop reaching for the moon", accurately. The fact is, we are reaching for the moon and an astronomical number of civil service engineers, scientists, and technicians are involved in this project. And it is expected that they will produce many scientific miracles.

PRESIDENT JOHNSON summed it up a few months ago during ceremonies conferring the 1966 President's Award for Distinguished Federal Civil Service on five careerists, when he said:

In our day, tired answers to old problems had to be discarded. The problems are no more cumbrous than the old answers. Now the answer is a more complex that often the most in-

Our time continues unchanged.

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CIVIL SERVICE LEADER

CSEA Outlines Condon-Wadlin Stand

(Continued from Page 1)

Each person who speaks today, comes to this meeting representing a different point of view. If the general public were represented here by the same interests as those from the New York City area we would have a debate that would be quite different. The subject of Condon-Wadlin is complicated and complex, and a strike of public employees ever again would occur. This theoretical position is necessary, even if it means that a strike of public employees ever again would occur. This theoretical position can be applied to public law, but to find a public law that would both guarantee that no one can pin down all of the exceptions, to employer-employee relations that can be improved by right to have a grievance procedure is a genuine source of frustration on the part of State employees and employees of the political subdivisions, must subscribe to the principle that essential and vital interests of their members should contain the following basic

3. That the public employer must guarantee that no longer produces for employees on a grievance policy or on the local level, any rights employees of the public domain in the administration of this state to make history in an unworkable and we should start anew.

The following outline is an answer, on our part to propose a workable alternative to Condon-Wadlin. We now propose a plan that would recognize the rights of public employees and, at the same time, help assure that strikes do not occur in the public service, in the future.

Basic Principles

We believe that legislation should be enacted, and that the state should provide the state with the means to discharge its duties and obligations, and that the state with the means to discharge its duties and obligations, and that the state and the public employers shall provide full and complete access to a grievance procedure, and that any grievances shall be heard by independent hearing officers, assigned by the appointing authority, and that the grievance procedures set up for the grievance procedure shall be binding, in all cases, upon the remainder of the State.

This Association was able to support the Rosetti Bill by the State Department of Civil Service, which contains a number of forward looking principles, but it left the jurisdiction of the State Department of Civil Service, which contains a number of forward looking principles, but it left the jurisdiction of the Civil Service Commission to, to the employees of the new state to make history in an unworkable and we should start anew.

We believe the legislation establishing minimal standards should contain the following basic:

a) Every public employee shall have the right to join an employee organization of their choice, without fear or reprisal.

b) Every public employer shall have the right to designate a representative organization to negotiate with his employees on a grievance, or by the State Department of Civil Service, which contains a number of forward looking principles, but it left the jurisdiction of the Civil Service Commission.

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Conclusion

We have a great opportunity in this state to make history in an unworkable and we should start anew.

The state should be improved by requiring the appointment of a grievance procedure is a genuine source of frustration on the part of State employees and employees of the political subdivisions, must subscribe to the principle that essential and vital interests of their members should contain the following basic:

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T. A. Detectives Re-elect Loiacono

Frank J. Loiacono was re-elected president of the Detective Enforcement Assn of the New York City Transit Authority Police Dept. last week.

Other officers elected for the 1967 term include: John Murphy, first vice president; Patrick Whalan, second vice president; James Rosso, treasurer; Michael Venimiglia, executive secretary; Margaret McAvoy, recording secretary; Lester Newman, financial secretary; Daniel Hintzendorf, sergeant at arms; and John Stud, delegate at large.

Sr. Stenographer

Some 312 senior stenographers were given medical examinations last week, according to the New York City Department of Personnel.

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 5 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon.

Telephone 566-7120.

Mail request for application forms must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated elsewhere in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to be used is the Worth Street stop and the BMT Brighton local's stop is City Hall.

Both lines have exits to Chambers Street, a short walk from the Personnel Department.

STATE

STATE—Room 1110 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred E. Smith State Office Building and The State Capitol, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 460 Million Tower, Rochester (Wednesdays only).

Candidates may obtain application forms and at local offices of the New York State Employment Service.

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, New Building, 229 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IND Queens-Midtown Tunnel train from any point on the line to the Grand Central terminal.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

Applications are also obtainable at main post office except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the positions also may be applied to for further information and application forms. No return envelope is required with mailed requests for application forms.
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Applications are being accepted by the U.S. Civil Service Commission for the Federal Service Entrance Examination. Successful performance on these exams will qualify over 10,000 college graduates to fill positions in the Federal government in some 200 types of careers.

Those hired from this test are reaching prospective employers in thousands of offices throughout the nation.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social and related fields, including management, economics and social administration, personnel management, and general administration.

Resume tips: One of the most common mistakes applicants make is to fill out the application form with answers that are not relevant to the position they are applying for. It is important to have a clear understanding of the requirements for the position and to tailor your application to meet those requirements. Additionally, it is important to proofread your application carefully to ensure there are no spelling or grammatical errors.

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Information is available to men and women 17 or over who have not finished high school, advising them how they can complete their education at home in spare time, and how they can receive credit for work already completed.

Free lesson available for special training in management, business, and advanced modular circuitry.

Free Brochures Announcing Evening Courses in the Municipal Personnel Program for City employees are now available from the Training Division of the New York City Department of Personnel. The brochures describe more than 40 free and low-cost courses that are designed to help employees improve their job skills and prepare for advancement.

The program is conducted by the City Department of Personnel in cooperation with Queens College, Borough of Manhattan Community College, Long Island University, and the Borough of Manhattan Community College.

To file for this test, write to the U.S. Civil Service Commission, 220 East 43 St., New York City and ask for applications for test number 480—the Federal Service Entrance Examination.

Test and application cut-off dates are: February 18, cut-off March 18; February 15; and May 29, cut-off April 18. The final test will be given on June 17.

Among the courses to be offered, at $15 each, are "Developing Your Ability To Take a Civil Service Examination," "Conversational Spelling," and "Improving Your Reading Ability. In addition, courses on the professional level will be given in such areas as architecture, law, engineering, management, recreation and hotel management.

Free courses, given in cooperation with the Board of Education, will be offered in accounting, supervision for foremen, salesmanship, clerical work, and other subjects.

Registration, in person or by mail, will be held from Jan. 30, to Feb. 21, from 9 a.m. to 5 p.m., at the Training Division, New York City Department of Personnel, Room M-4, 40 Worth St., New York, N.Y. 10013. Courses begin on Feb. 27. The brochures may be obtained by writing or calling the Training Division, telephone 506-8813.

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Condon-Wadlin

TUESDAY, JANUARY 3, 1967

CONCESSIONS

New York State's Legislature will have no more important task facing it this year than repeal of the Condon-Wadlin anti-strike law and replacing it with a modern, just law last year because the Senate and Assembly cannot let Condon-Wadlin stay on the books by default.

The explanation is that instead of promptly, intelligent and fast action on new labor relations legislation, the Legislature cannot let Condon-Wadlin stay on the books by default a second time.

From the viewpoint of the public employee unions, the Condon-Wadlin law is a disaster because it is the antithesis of the civil service principle of merit. Since being thrown pell-mell into that chaotic dog-fight of conflicting interests, the civil service and City Hall, partly through the impetus of that fight and mostly because of the myriad employer-employee problems of which it gave a hint, have been the impasse between them only wider.

One result of the City's initial, and surely commendable, if frustrating attempts to make the City a more governable and therefore more livable place for all its citizens has been the widespread impression among the majority of its employees that they are being cast as the scapegoats for this draught of unclean politics.

The Administration's apparent cynicism in the recent attacks on the generation-proven merit system, on the right of the individual employee to collective bargaining, on the check system and on the traditional concepts of collective bargaining, among other inequities, juxtaposed with its plans for hasty overall civil service reorganization, which is almost a 180 degree difference from an impressive, factual discourse with those who are to be reorganized, provokes the reaction of distrust which marks the civil service-City Hall relationship today more than at any time in the past thirty years.

How do the civil servants feel? Three of their representatives told us how they and their memberships regarded their dealings with City Hall after the first year: "The old dreary years of Lindsay's Administration has left the City employee in a turmoil of confusion and a cloud as to his future," said Herbert S. Bauch, president of Terminal Employees Local 832. William Lewis of the City's United Local 237 reported: "... City employees have become increasingly ardent and militant ... If there is to be no further deterioration in the City's labor-management relations, Mayor Lindsay and his appointees must beheld accountable in some way for the evil things they are permitting," Edward Perlmutter, of the Social Service Employees Union -- the Welfare caseworkers and most likely a pro-Lindsayite in Nov. 1965 -- had one word for the Administration's dealings with its employees -- disappointing.

But another of Perlmutter's remarks points out the most basic reason for dismay about the Administration-employee relationship at the moment. "The Administration has the best reason for hope that it can change. He said "The basic technocratic approach of the Lindsay Administration is exemplified by its fundamental failure to recognize that the civil service employees can be a great force for carrying out the progressive objectives of the Administration." The present alienating trends would almost prohibit such cooperation.

Abraham L. Rosenthal
Tests Being Scheduled For Substitute Clerk-Carrier
Jobs With U.S. Post Office

Applications are being accepted by the United States Civil Service Commission until Jan. 12 for an examination for substitute clerk-carrier. These positions are open in various Post Office branches throughout the New York Metropolitan Area. The salary range from $105 to $144 a week.

The exam is open to all persons, men and women, who have reached the age of 17. Men or women may be appointed to substitute clerk positions at 17 but, for appointment, a substitute carrier must be 18. Substitute carriers may be men or women.

These jobs as clerks and carriers are open in the Manhattan, Bronx, Brooklyn, Flushing, Rockaway, and Staten Island branches of the United States Post Office. Applicants may apply for either or both of the available positions.

Substitute clerks and substitute carriers are paid $105 an hour or $144 for a 40-hour work week, with six annual increments to $3.17 an hour.

Further increases occur every three years at five intervals, making the maximum salary $3.60 an hour.

The examination will consist of a written test and it will be composed of three sections. The test should run about two and one half hours with additional time allowed for filling out needed forms. The time agent in the examination room altogether should be about three hours.

There are no eligibility requirements for this examination. However, applicants who reside in the New York City area will receive appointment preference. This means that non-local eligibles will be appointed only for the lack of local eligibles.

The examination will consist of a written test and it will be composed of three sections. The test should run about two and one half hours with additional time allowed for filling out needed forms. The time agent in the examination room altogether should be about three hours.

Further increases occur every three years at five intervals, making the maximum salary $3.60 an hour.

For further information contact by mail or in person, the Board of Civil Service Examiners, 1980 Broadway, New York, N.Y. 10023 or the U.S. Civil Service Commission, 233 East 42nd Street, New York City. The examination is open to persons of both sexes, with the exception of those who have served in the military during the current year. The examination will be held on March 31 at 9:30 A.M. in the Board of Examiners' examination room address above.

The City-wide telephone number to call in emergencies to spokesmen either police or ambulance is 480-1754.

New York City Transit Authority Wants

BUS DRIVERS SAL TO $149 Wk.

Height 5' 4" CONDUCTORS SAL TO $143 Wk.

Height 5' 6"

MUST TAKE CIVIL SERVICE EXAMINATION

Applications open Jan. 5-25—Exam. May 20, 1967

ATTEND DELANEHY CLASSES FOR THOROUGH PREPARATION FOR WRITTEN TEST PRACTICE EXAMS GIVEN AT EVERY SESSION!

No Formal Education or Experience Necessary

Bus Drivers Must Have Operator's License for 2 Years at Appointment. Age 21 Years Up at Appointment

CLASSES START

THURSDAY, JANUARY 5 EVERY THURSDAY 7 P.M.

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Get The Authorized GSEA License Plate 

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Cemetery Lots

Wanted: One to Five Acres, Contiguous, In Any State, Ready for a Lot Owner, In or Near Any City, At Any Time. Write Box Leader, 9th Avenue, New York City. No Charge. No Solicitation.

Cemetery Lots

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United Camera Exchange

1122 Ave. of The Americas
1140 Ave. of The Americas
265 Madison Ave.
132 East 43rd Street

Get a Federal civil service exam test on a truck with four speeds.

Further information may be obtained at the Putnam County Civil Service Commission Office, Room 210, County Office Building, Carmel, New York.

Now you can show home movies in standard 8mm and new Super 8mm on the same projector...even on the same reel. Automatically.

The new Keystone Dual 8 projector solves the problem for those who already have precious home movies but would like to take advantage of the big new Super 8 film size. Up to now you had to have two projectors...no longer. The new Keystone K-560 Dual takes both film sizes, even on the same reel. Change with the flip of a switch—no fear if you make a mistake.

Automatic reel to reel threading in only six seconds. Single lever projection control for forward, reverse and rewind. Handmade woodgrain case.

Get started new with Super 8 home movies and an automatic Keystone camera and projector Keystone simply makes great home movies...simply.
Laboratory Jobs Pay To $4,775 With N.Y. State

New York State is accepting applications on a continuous basis for an examination for laboratory worker. These positions are located on Long Island, in Brooklyn, in Syracuse, in Buffalo, and in Albany. The salary ranges from $3,810 to $4,775 a year in annual increases.

Candidates must be high school graduates with four years of scientific laboratory work experience or have an equivalent combination of the above training and experience. The written exam will test the candidate's ability to understand terms related to laboratory work, his understanding of the principles of basic science, and his knowledge of routine laboratory procedures. Opportunities for advancement are excellent: from laboratory worker to the senior, the principal, and then the head laboratory worker position, which pays up to $8,990.

For further information, write to the New York State Department of Civil Service, 1200 Washington Ave., Albany, N.Y. 12222, and refer to exam no. 20-100.

**Putnam County Seeks Sr. Stenographers**

Putnam County is accepting applications until Feb. 1 for a March 4 examination for senior stenographer. Salary ranges from $4,048 to $5,594. Candidates must have been legal residents of Putnam County for at least four months prior to the exam date.

For further information, contact the Putnam County Civil Service Commission, Room 210, County Building, Carmel, N.Y. 10512.

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**WHAT DOES "EARLY DIAGNOSIS" MEAN?**

"Early diagnosis" is what happens when your doctor sees you and figures out what's wrong with you before it becomes serious.

Early diagnosis means your doctor can treat you fast—while whatever you have can be arrested or cured without too much trouble. That's why GHI's Family Doctor contract with Civil Service workers provides for first-dollar coverage. As a GHI subscriber, you have nothing to loose—and every thing to gain—by seeing your doctor promptly when something's wrong.

This is just one reason why so many Civil Service workers are selecting GHI. There are other reasons, too. Write or phone today to find out what they are.

**GHI**

GHI/221 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003

Phone: SP 74000

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**GHI**

GHI/221 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003

Phone: SP 74000
Summer Park Patrolman Jobs Are Now Offered By N.Y. State Last Date To File Is January 16

New York State has openings this summer for college students and teachers to work as traffic and park officers in Nassau, Queens and Suffolk Counties. Hourly pay for these summer season jobs is $2.81.

Candidates must be 21-29 years old at the time of their appointment. By the date of the written test, they must have been legal residents of New York State for at least one year and or Nassau, Queens or Suffolk County a minimum of four months. The examination is scheduled for Feb. 18. Applications will be accepted until Jan. 16. Those appointed as a result of this test will get preference for employment in succeeding seasons without further examination.

Traffic and park officers patrol State parks and parkways to enforce laws and give assistance, information and protection to the public. They work within a specified district of a park or parkway, patrolling on foot, horseback, motorcycle or in a radio car.

Because of the extraordinary physical effort this job entails, candidates should be strong and active. They must have at least 20/20 vision, be 5'10" tall in bare feet and weigh a minimum of 150 pounds. To be eligible for appointments, applicants must also possess a valid New York State driver's license.

For further information and applications, write Recruitment Unit No. 319, New York State Department of Civil Service, State Campus, Albany, New York 12226.

Estimator Jobs Pay To $10,670

New York State Department of Civil Service has jobs for architectural estimators at two levels: assistant, with an annual salary of $8,816 to $10,870; and junior, with a range of $7,665 to $8,590. Applicants for the junior position need two years' experience and an associate degree in architecture or engineering. Candidates with three years of appropriate college credit need only one year of acceptable work experience. Those with four years' experience can qualify without college study.

All candidates for assistant architectural estimator must have at least one year's experience in preparing and checking building construction cost estimates. Applicants with an associate degree need an additional three years' experience in architecture or engineering. Those with a bachelor's degree in architecture or engineering need only a year of additional experience. Five years of appropriate work experience will be accepted in lieu of college training.

For more information and application forms, write Recruitment Unit No. 326, New York State Department of Civil Service, State Campus, Albany, New York 12226.

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

Jobs As Computer Programmers Pay Up To $10,125

The State department of Civil Service has announced that examinations are being held continually for computer programmers, with vacancies in Albany and New York City. The jobs are at two levels: computer programmer, paying $6,675 yearly and increasing to $8,425 after five years; and senior computer programmer, with a salary range of $8,365-10,125.

Candidates for computer programmer need one year of computer programming experience or an associate degree in electronic data processing from an accredited two year college or a bachelor's degree.

Applications will be given the written test at a mutually convenient time and place. For more information and an application, write Recruitment Unit No. 319, New York State Department of Civil Service, State Campus, Albany, New York 12226.

SPEcIFICALLY DESIGNED

Safety Goggles

... specifically designed to protect workers hazardous occupations. They are required safety equipment wherever flying sparks or bits of metal represent a source of danger.

THE STATEWIDE PLAN

... specifically designed for protection against the costs of hospital and medical care for public service employees. Blue Cross provides 120 days of hospital care including room and board, general nursing care, operating room, drugs, medicines and many other services. Blue Shield provides surgery in or out of the hospital, anesthesia, in-hospital medical attention and maternity benefits. Major Medical covers catastrophic illnesses as well as day-to-day things such as home and office calls, prescribed drugs and medicines, private duty nursing, all professional and hospital services. These are the benefits offered by the Statewide Plan that are not available under any other contract for which public employees in New York State are eligible.

Ask your payroll or personnel officer for complete details about the Statewide Plan. Then you'll understand why these are...

NEW YORK STATE'S NO. 1 GET-WELL CARDS!

BLUE CROSS • BLUE SHIELD
Variety Of Fields Offered By Army

A wide variety of civilian positions, both temporary and full-time, are being offered by the Army Pictorial Center in Long Island City.

Openings exist in the following fields: clerk-typist, sound recording equipment specialist, film inspector, photographer (motion picture), writer (motion picture and T.V.), film editor, photographer equipment repairer, assistant director, and illustrator.

For further information write the Commanding Officer, Army Pictorial Center, 35-11 35th Avenue, Long Island City, New York 11101 or phone 937-0800, ext. 688.

Broadcast Tech.
Applications for radio broadcast technicians are being accepted continually by the United States Civil Service Commission. Starting salaries for the job range from $6,110 to $7,728.

Policemen & Firemen Needed In D.C.
The District of Columbia is offering career opportunities in law enforcement and fire protection.

Starting pay for policemen and firemen is $6,010. Police cadets start at $3,925 and policemen begin at $6,570 per year.

Further information on these openings may be obtained from the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. Phone number is (202) 343-7341.

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 those benefits.
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Bell & Howell
AUTOLOAD SUPER 8 CAMERA introduces all these completely new conveniences

SUPER 8 CARTRIDGE LOADING
NO MORE FLIP FLOPPING OF FILM
NO MORE LIGHT STRUCK FILM
NO SETTINGS TO MAKE
ZOOM...ELECTRIC DRIVE
NEW IMPROVED OPTRONIC EYE
REFLEX VIEWING...MODERN STYLING

NEW CONVENIENCE IN PROJECTION, TOO!
AUTOMATIC THREADING FROM REEL TO REEL
50% MORE PICTURE AREA = ZOOM LENS
NEW OPTICAL SYSTEM DOUBLES THE BRIGHTNESS
SUPER QUIET OPERATION
SELF-CONTAINED CARRYING CASE
SMART NEW STYLING
FOUR MODELS TO CHOOSE FROM

NOW BEING DEMONSTRATED AT —

THE CAMERA BARN

"The Store That Saves You Money"

1272 Broadway • 666 Fifth Ave. • 135 Liberty St. • 198 Broadway
Walk-In Tests For State Office Workers Resume In Albany

Walk-in testing will be resumed in January for beginning office worker positions with State agencies in the Albany area, the Department of Civil Service has announced.

As result of previous cycles of testing, hundreds of clerical workers have been hired by the State, but many are needed.

To qualify, applicants need no special background or education, except U.S. citizenship and New York State residence for at least a year.

Testing will be conducted on Monday and Wednesday evenings in the cafeteria, Building No. 3, on the State Office Building Campus at 1220 Washington Avenue. Exam dates are Jan. 4, 9, 11, 16, 18, 25, 30 and Feb. 1. Applicants can take the test on any date.

Duties will include answering telephone calls, arranging mail, filling in for absent workers, and other clerical work.

**Albany, New York 12203**

CIVIL SERVICE LEADER

Franklin D. Delano Roosevelt State Office Building, Albany, New York 12226.

Civil Service jobs are open to veterans with special testing arrangements who are blind or have a disability.

The postmaster suggests: Use ZIP code numbers to help speed your mail—Use them in all addresses.
Listing Of New York Metropolitan Area Legislators

Here is the official listing of the 1967 legislative representatives from the New York Metropolitan Area. Printed in this year, which would affect their jobs, public employees who write pensions and rights.

Within the Addresses listed are the assemblymen or senators may be contacted in the respective Legislative House.

The asterisks * indicate the first time. The (R) and (D) represent the political party of the respective Legislative House.

New York County

Borough: South—William J. Ferrall (D), 140 W. 141st St., New York City. 23rd District—Manfred Ohlson (D), 280 W. 168th St., New York City. 24th District—Whitney North Seymour Jr. (R), 298 W. 100th St., New York City. 25th District—Basil A. Passamonte (R), 440 Manchester Ave., New York City. 26th District—Joseph G. Palermo (D), 100 Cabrini Blvd., New York City.

Bronx-New York

20th District—Eugene Rodriguez (D), 194 Palisade Ave., Bronx. 21st District—John O. Calandra (R), 166-25 Powells Cove Blvd., Bronx. 22nd District—Charles John L. Meldin (D), 28 Haven Esplanade, Staten Island. 23rd District—Joseph T. Gallagher Jr. (R), 72 Kelso Ave., Staten Island. 24th District—Thomas V. LaFauci (D), 25-62 Court Blvd., Queens Village. 25th District—John W. Walsh (D), 110 Palisade Ave., Bronx. 26th District—Mark T. Sounbala (D), 311 Walton Ave., Bronx. 27th District—Frank M. Kelly (D), 924 W. 199th St., New York City. 28th District—Jose Ramos-Lopez (D), 124 Madison Ave., New York City. 29th District—Crest V. Massa (R), 500 W 114th St, New York City. 30th District—General C. Royal (D), 74 West 132nd St., New York City. 31st District—Mark T. Sounbala (D), 311 Walton Ave., Bronx. 32nd District—Richard Alexander Chanaud (D), 1353 Lemoine Ave., Bronx. 33rd District—Burton G. Hecht (D), 2715 West 182nd St., New York City. 34th District—Joseph A. Russo (D), 4718 Curra Ave., Bronx.

State Credit Union

Dividend Is 5%

Dr. Joseph F. Vitter, president of the New York Metropolitan Area Credit Union, chairman of the superintendence committee, respectively, of the New York State Employees Federal Credit Union, have announced that the Board of Directors approved a 5% dividend for the entire year of 1966.

A vigorous program of new automobile financing as well as three convenient offices at 80 Centre Street, 26 Broadway and 50 Park Place have been instrumental in bringing about an increase in the dividends.

Benedit and Shapiro have indicated that the Credit Union is committed to the best possible service and better ways to service its current members and all eligible to join.

Civil Eng, Draftsmen

Twelve members of the State Credit Union’s Counseling and Training Committee have participated in an open-competitive examination for civil engineer or draftsmen, with the approval of the Board of Directors and the Department of Personnel of the New York Metropolitan Area Credit Union. A list of successful candidates has been prepared.

New York Metropolitan Area Legislators

17th District—Frank M. Kelly (D), 924 W. 199th St., New York City. 18th District—Herbert P. O’Donnell (D), 234 W. 104th St., New York City. 19th District—John E. Kingston (R), 97 Ward St., Westbury. 20th District—Basil A. Paterson (D), 400 Park Place, New York City. 21st District—Moses Dowd (D), 786 Carroll St., Brooklyn. 22nd District—John T. Gallagher Jr. (R), 72 Kelso Ave., Staten Island. 23rd District—*Vincent R. Balletta (D), 2036 3rd Ave., Bronx. 24th District—Martin Rodell (D), 221-06 146th St., Jamaica. 25th District—Jose Ramos-Lopez (D), 124 Madison Ave., New York City. 26th District—Crest V. Massa (R), 500 W 114th St, New York City. 27th District—General C. Royal (D), 74 West 132nd St., New York City. 28th District—Jose Ramos-Lopez (D), 124 Madison Ave., New York City. 29th District—Crest V. Massa (R), 500 W 114th St, New York City. 30th District—George B. Hecht (D), 2715 West 182nd St., New York City. 31st District—Mark T. Sounbala (D), 311 Walton Ave., Bronx. 32nd District—Richard Alexander Chanaud (D), 1353 Lemoine Ave., Bronx. 33rd District—Burton G. Hecht (D), 2715 West 182nd St., New York City. 34th District—Joseph A. Russo (D), 4718 Curra Ave., Bronx.
Eight N.Y. State Exams Now Open For Filing; Some For Summer

The New York State Department of Civil Service is accepting applications until Jan. 16 for the Feb. 16 open competitive examination series. Eight examinations are included in this series and one, traffic and park officer offers work.

Engineering aide, exam number 21-231, $5,000 to $6,160.

Drafting aide, exam number 21-218, $3,950 to $4,600.

City Exam Coming Soon For

ADMINISTRATIVE AIDE

INTENSIVE COURSE COMPLETE PREPARATION

Class meets Monday 6:15-8:45 beginning Jan. 9
Write to place for information

Eastern School AL 4-5229
721 Broadway, N. Y. 2, N.Y. 003 (at 8th St.)
Please write me free about the Surface Line Operator class.
Address
Name
City
State

FREE BOOKLET on Social Equivalency "The Art of Persuasion" by D. D. H. Smith. 15 W. 63rd Street, ENdicott 2-8117

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Broome CSEA's Yule Package Holds 1-60th Plan and Pay Raises

BINGHAMTON—Broome County's 1,100 employees have celebrated a merry Christmas and their most prosperous New Year with the biggest bundle of benefits ever won in a single year.

The topper in the Christmas stockpiling came Christmas bonuses for employees fully paid retirement benefits under the State's new 1/60th retirement plan.

The new program was requested by the CSEA chapter of the Civil Service Employees Association, which contains about two-thirds of the county work force. It will mean an increase in take-home pay for many and an increase in retirement and in-service death benefits for all.

The supervisors made the new system effective immediately, meaning a number of people retiring today will qualify for expanded benefits. The county will not have to make any payments for the new plan until 1968.

It was such an increase that was anticipated by one vote because 12 supervisors were absent. It needed 15 of the 18 vote to pass, as 3 did not. 16 supervisors opposed it.

Other Benefits

Other presents under the 1966 Yule tree for Broome:

• A salary schedule giving raises averaging 9.5 per cent for the majority of employees and 12.4 per cent for those at Binghamton Technical Community College. The schedule provides across-the-board increases in pay for all employees.

• A liberalized list of employees eligible for paid vacation. The new plan gives eight to ten paid vacation days for employees.

• The plan will provide for reimbursement for travel expenses and transportation for employees fully paid retirement benefits under the State's new 1/60th retirement plan.

CSEA's Southern Conference, long

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“Tessler Wins Tenth Term

ALBANY—Jay Tesler, president of the Civil Service Employees Association, chapter of New Hampshire Training School for Boys, has been re-elected to his 10th term.

Tesler, who is also president of CSEA's Southern Conference, has been active in association affairs at both the State and local levels, and currently serves on the Directors Budget Committee and the State-wide Legislative Committee.

Other winning posts in the election were: Joseph Camacho, vice-president; William McCarthy, secretary; and Clarence Bailey, treasurer.

Robert Kropchak, chairman of the chapter's election committee, submitted the official returns.

Promoted

ALBANY—Dr. William S. Barlow has been named director of the new Bureau of Chronic Disease and Geriatrics in the State Health Department at a salary of $17,560 a year.

Cayuga—Cornell

12th District—Louis H. Polter (R), 86 South Main St., Homer.

Broome County

13th District—Kenneth S. Little (R), 500 Cornwall Rd., Binghamton.

Tioga-Tompkins

13th District—Constance E. Cook (R), 205 11th St., Binghamton.

Chenango County

12th District—Richard Marshall (R), 7 Stratton Pk., Em- phis.

Steuben County

12th District—Charles D. Henderson (R), 39 Church St., Hornell.

Ontario-Seneca-Yates

13th District—Frederick E. Wilson (R), 108 Lewis St., Geneva.

Geneseo-Livingston

13th District—Don W. Cook (R), 1306 Lehigh Station Rd., Geneseo.

Niagara County

13th District—V. Sumner Carroll (D), 3361 Buffalo Ave., Niagara Falls; 13th District—Gregory J. Pope (R), 618 East Ave., Lockport.

Erie County

13th District—William J. Long (R), 113 W. Elmwood Park, Town-

a: 14th District—James T. Ford (R), 105 Main St., Buffalo; 14th District—Arthur O. Yoe (R), 14 Cellite-

Plass, Buffalo; 14th District—Alfred T. J. Smith (R), 19 Depot Ave., Buffalo; 14th District—Frank E. Ireland (D), 848 Main St., Buffalo; 14th District—Francis J. Zefiro (D), 120 McKinley Parkway, Buffalo; 14th District—William P. Mosier (R), 1083 Main St., Buffalo; 14th District—Fred J. Ross (D), Gold Street, Angola.

 Allegany-Erie-Wyoming

14th District—Frank Walker (R), Cattaraugus. 14th District—Chautauqua: 14th District—Lloyd A. Rus- sell (R), Bass Otsego.

Cattaraugus—Chautauqua

14th District—Lloyd A. Russell (R), 41 Chestnut St., Jamestown.