ALBANY — The Civil Service Employees Assn. has instituted a law suit in State Supreme Court seeking to challenge a local and a central of the American Federation of State, County and Municipal Employees in Rochester and a local of the employees, AFL-CIO.

The agreement, effective last July 1, resulted in an order from the city that all present and new city employees, except those in a few selected categories, who joined the union, submit to payroll deduction to maintain their membership in the union, or face dismissal.

In a statement CSEA challenges the legality of the agreement on several points. The Association maintains the agreement is clearly in violation of the State Constitution in relation to civil service appointments and promotions.

Clerk Constitution
CSEA cites the Constitutional provision giving promotion and in promotions in the Civil Service of the State, and of all the police and fire departments and cities and villages, shall be made according to merit and fitness, to be ascertained, so far as practicable by examinations, which shall be competitive.

CSEA says that the Civil Service Law was amended "to carry into effect this article of the Constitution" and that the "duty to afford everyone who has the necessary qualifications an opportunity of securing appointment within the Civil Service, and requires that appropriate promotions under suitable regulations adapted by commissions created by the Civil Service Law under the mandate of the Constitution, must be passed or determined upon upon merit and fitness, not upon membership in a labor organization."

CSEA also charges that the Governor this year with the "right of universities to define or prescribe the qualifications of any positions under the Civil Service Law, and the Governor did not mention any plans for liberalization of the Civil Service System. Action in this area also will come at a later date.

In the meantime, the Civil Service Employees Assn. has made no announcement in addressing the opening session of the 1967 Legislature which will be repeal of the anti-strike Condon-Wadlin Law and its replacement.

A demand for a public hearing was in a telegram sent last week by Joseph F. Pelt, president of the 141,000-member association, to have the N.Y. Legislature." The suit also charges the city-union agreement with the State Retirement System. Action in this area also will come at a later date.

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Don't Repeat This!

(Continued from Page 1) The U.S. Bureau of Labor Statistics that between 1965 and 1969 the public employees force has been increasing at a rate of 100,000 to 1,100,000, a whopping 10 percent increase. The significance of this is that the civil service population grows, which grows in major importance and political force in America. Not counting agricultural workers, there are some 40,000 private and workers. In private industry, Roughly, this means that there are 10 percent of government employees for work for private persons privately employed which leads to the further statistic that more than a half million persons work for private industry.

The Labor Bureau substantiates the civil service growth further by noting that the rate of increase in government hiring last year — for all levels of government jurisdiction — was 2.7 per cent, compared to a gain in private industry of four per cent. Agricultural workers are excluded because their work is seasonal and include cultural workers — was 7.2 percent, counting agricultural workers. It is not a stretch to point to the existence of public service employees as a significant and extremely important fact that every year is going to have to be taken more seriously by everybody from the White House to the local Court House. Civil servants here showed in the recent elections that they know who they are in terms of political strength. They helped the right kind of candidate — from Governor Rockefeller on down — win their elections this year; they have a broad and popular base of support.

In government hiring last year — for the first time since 1963 and 1964, the 1965 figures are not yet being available.

All applicants must possess a valid New York State license as a registered nurse or have a graduation license for the wage positions pending. In addition, candidates must have completed 88 credits in a college program in the following areas:

Public health, social aspects, psychology and education and communication skills. At least two, sometimes with praise, sometimes with criticism.

In government, these days there is talk of "intercourse," meaning a confronting between people or programs. With all the people and programs proliferating in government, we suppose there is a new word had to be found to define this new situation.

Your Public Relations IQ

By Leo J. Margolfin

Mr. Margolfin 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.

To Coin A Word Or Two

Since you cannot have good public relations unless you have good communications, our society becomes of paramount importance in achieving good public relations for civil service.

IMPROPER USE OF spoken or written words can confuse, and anything which amounts of confu- sion is generally not good public relations.

For the past 30 years, government has made its contribution to word usage, inventing new words to meet new situations, or twisting normal words into new and meaningless also to meet new situations. This tendency to make a word new use of old words or to invent new words has been de- plore by English language purists.

AT THE same time, semanticists, who deal with words, their meanings and their uses, have diligently reported the changes—sometimes with praise, sometimes derogatorily.

To maintain good public re- lations, i.e., good communications, we have always recommended to use simple, straightforward, univer- sally understandable English.

We have always bashed to suggest that few words be in- troduced, particularly because it takes some time before good communications or clear understanding is achieved. New services generated out of government recently have upset a number of people, who feel that "governmentese" is bad English, and bad English is bad. We can't entirely agree with them. True, some words are bad. But when you use the phrase "to replace" to "to finance," we think use of "to fund" is more accurate than the phrase it re- places.

No-NIT PICKERS are finding fault with Secretary of Defense Robert McNamara, who coined the term "Vietnam" from the noun "Viet." No dictionary, not even the new ones, has an "attrib." name it as a good word invention.

No-NIT PICKER is a what people generally use to commu- nicate. But if they find better words to communicate, why not use them?

President Johnson is be- ing criticized for using the word "Vietnam" to designate "adding." "Add-on" as a word has common language in the time sales. It is a general term. Maybe, "add-on" will now become current with government usage.

In government these days there is talk of "intercourse," meaning a confronting between people or programs. With all the people and programs proliferating in government, we suppose there is a new word had to be found to define this new situation.

(Continued on Page 12)

Registration now open for . . .

N.Y.C. EXAMS / ACCOUNTANT

$12.50

Sobelsohn School

145 W. 46 St., N.Y. 24

$15.00

For all tests in the New York area, the only place to order is at Paul's Book Store.

Tuesday, January 10, 1967

Page Two

The Delehanty Institute

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Avoiding The Issue

With this in mind, it is evident to me that the Director of Classification and Compensation has settled upon an opportunity, resulted in the recent appeal, and other representatives at a hearing on November 30, 1966, to demonstrate the advantages of allowing for office and clerical position comparisons to what can be found in the State's personnel records. In our economy, in so doing, he has avoided the issue of the proper interpretation of the many classes of State positions and chooses to brush these arguments aside merely by referring to past actions taken by his Division and negating the basic principles upon which reallocations have been granted in the past, and which he has defended for a number of years.

The seriousness of the inequities existing in the State Compensation Plan at the present time cannot be understated. The rendering of a negative decision which promises arguments that could be used to begin a position that the salary table with the present relationship of one State position to another is a problem. Classification and Compensation has always attached very high value to "properly" compensating employees. Employees who suddenly no longer seem to have the same significance. There is a disposition to discount the monetary value of a class of positions as it relates to other positions, and to higher levels than would have resulted from the general rise in wages and salaries. The report of the Commission on over-whelmingly points to approval of the use of a variable minimum on the basis of the Director, Classification and Compensation rather than to the upward reallocation of the positions. We think that such a consideration should be given to the effect on all State office and clerical positions. We think that such a consideration should be given to the effect on all State office and clerical positions. We think that such a consideration should be given to the effect on all State office and clerical positions.

In the Director of Classification and Compensation in his decision mentions the supply and demand condition, had been changed as a result of applications 

The Suffolk County Civil Service Unit has started a scholarship fund that would like to know what such salaries would be. In essence, with such a statement, the Director of Classification and Compensation has expressed absolutely nothing with its very nature would leave no doubt that the pay grades of employees. We think that such a consideration should be given to the effect on all State office and clerical positions.

The Suffolk County Civil Service Unit was held at the Utica State Hospital and was held at the New Whitesboro Central School. A reallocation resulting from the Director of Classification and Compensation can make such a statement when he has not conducted an intensive survey of all State office and clerical positions.

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CSEA Wants Open Hearing

On New Clerical Appeal

(Continued from Page 1)

50 YEARS — A luncheon was held recently in at Utica State Hospital honoring Mrs. Margaret Crossman as his duration of her 50th anniversary as a practicing nurse. Mrs. Crossman is a supervising nurse at Utica State Hospital. Picaried at the luncheon celebration are: George Wells, left, and James J. Bro, chief superintend and Mrs. Crossman; Mrs. Elva N. Drautz, supervising nurse (retired); Neil Jewell, left, the late Marie Green, supervising nurse; Joyce Lowell, supervising nurse; James Huggins, supervising attendent; James Mefford, supervising nurse; June Scheller, supervising nurse; Martha Secretary, supervising nurse; Mary Rockaway, supervising nurse.

CSEA Board Court Suit Filed

(Continued from Page 1)

The arbitration of disputes between the two, which would include both employees and those who are left. This is certainly not fair or just. The Suffolk County Civil Service Unit was held at the Utica State Hospital and was held at the New Whitesboro Central School. A reallocation resulting from the Director of Classification and Compensation can make such a statement when he has not conducted an intensive survey of all State office and clerical positions. We think that such a consideration should be given to the effect on all State office and clerical positions.

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CSEA Board Court SuitFiled

(Continued from Page 1)

Tahiti, Fiji & Australia Tour Is Offered Now

Roger Kane is New Whitesboro Chapter Head

WHITESBORO — Roger Kane recently was elected president of the Whitesboro Chapter of the Oneida County Civil Service Em-
ployees Assn. as state-wide CSEA officers, including its president, Joseph F. Jabbus, and the Suffolk County Highway Unit recently held a dinner meeting to raise money for the Scholarship Fund. The officers were installed by Thomas B. Doke, Suffolk County chapter president.

The most recent effort to raise money for this fund was a raffle, planned by the committee.

The tickets were sold throughout the county by CSEA members. The drawing was made on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund. The winning number was drawn on Dec. 31, 1965, at the time of a meeting of the CSEA Scholarship Fund.
BOOKLET ON LABOR LAW
Minimum wage increases effective Jan. 1, the extension of workers' compensation to farm workers and the State Manpower Training Act are among the changes in the Labor Law included in "How the New York State Labor Law Protects You."

This 3-page booklet, issued by the State Labor Department, includes many other topics and is available free from the Office of Public Information, New York State Department of Labor, State Campus, Albany, N.Y. 12226.

FROM: To Gar Meister

Twelve candidates for promotion to car maintenance, group F, took practical examination last week, the Department of Personnel has announced.

GOOD REASONS FOR JOINING C.S.E.A.

Income Insurance Plan

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
3. Pays in addition to other insurance.
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6. Thirteen conveniently located claim offices throughout New York State.
7. 24 Hour coverage (on and off the job if desired).
8. World-wide protection.
9. Underwritten by The Travelers Insurance Companies and approved by The New York State Insurance Department.
10. Endorsed by The Civil Service Employees Association and administered by its Insurance Representatives, Ter Bush & Powell, Inc. for 30 years.

Remember—55,000 C.S.E.A. members can't be wrong:

We will be happy to send you complete information.

THE CIVIL SERVICE LEADER

Good Reasons for joining C.S.E.A.

Accident • Sickness

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Start At $75 Wk.

With Fed. Gov.

Tuesday, January 10, 1967

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 Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. 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.

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

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

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are theIRT 7th Avenue Line and the IND 8th Avenue Line. The IND 8th Avenue Line stop to use is the 14 St. South Street stop and the IRT Lexington Avenue Line stop to use is the 14 St. Brighton Locals stop. Both lines have exits to Diane Street, a short walk from the Personnel Department.


Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, News Building, 625 8th Ave. at 32nd St. (2nd Ave.), New York 17, N.Y. Just west of the United Nations building at the corner of 32nd Street and 2nd Avenue, the Gran Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens—Plow- shearing train from any point on the line to the Grand Central Terminal.

Hours are 8:30 a.m. to 4:30 p.m. Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 212-775-1610.

Applications are also available at main post offices except the New York, N.Y., Post Office. Request of examiners at the particular installations offering the tests also may be applied for by further information and application forms. No return envelopes are required with mailed request for application forms.
CIVIL SERVICE LEADER

Page Five

College Grades, File By Jan 18 For Next FSE Examination

The U.S. Civil Service Commission is accepting applications for the Federal Service Entrance Examination. College graduates successful in their performance on this exam will qualify to fill positions in almost 100 types of careers with the Federal Government.

Applications for the Feb. 18 examination will be accepted until Jan. 18.

In effect, applicants for this test are creating prospective employees, a reservoir of offices throughout the nation.

In addition, many overseas positions may be filled from this test annually.

Those hired from this test are trained to work on programs of both national and international importance and will be prepared to take further examinations above the GS-5 ($5,331 per year) entry level.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social science, human resources, public relations, political science, housing management, archival sciences, adjudication, and labor relations.

To meet the requirements for the grade 5 position, candidates must have completed 2 years of college work or are enrolled in a course leading to a bachelor's degree. In addition, they must have three years of experience in sciences, social security administration, management analysis and collection, electronic data processing, budget management, pack ranging, vehicle investigation, procurement and supply administration, professional, investigative or other responsible work which has prepared them for the appropriate specialty for which they are applying. Candidates may also take advantage of any equivalent combination of the experience and education required for the grade 5 position.

Candiates with education or experience qualifications in excess of the minimum requirements may also be considered for GS-7 positions paying $7,531 to $9,155 per year. For this grade, candidates must have an additional year of study at the graduate level or have 2 years of experience at the supervisory level or an equivalent combination of education and experience.In addition, an L.D.B degree, or higher, from a law school is acceptable.

A new experimental program initiated this year permits those college graduates who have completed all requirements of a college or university course leading to a bachelor's degree within the last two years and have received a score of 600 or more in the Graduate Record Examination Area Test or Advanced Test. The pay is $100 to $150 a week.

Candidiates may be marked qualified for the GS-7 grade if they have had a 3.0 grade index in college courses or rank within the top 25 percent of their class or have been elected to membership in one of the national honorary society or have attained a score of 400 or more in the Graduate Record Examination Area Test or Advanced Test.

Management Internships There are also opportunities in management internships which will be filled from this test. This position is given to persons who show a potential for special training as management interns.

To file for this test, write to the U.S. Civil Service Commission at 229 East 42 St., New York City, and ask for applications for test number 400—The Federal Service Entrance Examination.

Applications will be accepted until Feb. 18, cut-off dates are: February 18, cut-off January 18, March 18, cut-off, February 15, March 15, and May 29, cut-off April 19. The final test will be given on June 17.

Enjoy NEW YORK TOGETHER

The family hotel with charge plans for children stays more with parents.

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123 West 48th Street
New York
In the Heart of Times Square Special Rates to the Civil Service
Singles $7 Doubles from $11
Write for Attractive Brochure

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State Clerical Positions
Walk-In For Office Job Tests in Albany Area; No Previous Filing

The New York State Department of Civil Service has announced that walk-in testing will be resumed this month for beginning office worker positions with State agencies in the Albany area.

As result of previous cycles of testing, hundreds of clerical workers have been hired by the State, but more 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 1233 Washington Avenue. Exams will be given on Jan. 18, 16, 18, 25, 30 and Feb. 1. Applicants can take the test on any one of these nights.

Prior applications are not required but candidates should bring their social security number with them to the test.

Testing will start no later than 4:30 p.m. Because facilities are limited, only the first 300 candidates can be tested on any one night. Those who cannot be admitted will be given a later opportunity to take the test.

Successful candidates on these tests will be eligible for appointments as clerks, account clerks and stenographers, with salaries ranging from $3,635 to $4,735.

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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 1233 Washington Avenue. Exams will be given on Jan. 18, 16, 18, 25, 30 and Feb. 1. Applicants can take the test on any one of these nights.

Prior applications are not required but candidates should bring their social security number with them to the test.

Testing will start no later than 4:30 p.m. Because facilities are limited, only the first 300 candidates can be tested on any one night. Those who cannot be admitted will be given a later opportunity to take the test.

Successful candidates on these tests will be eligible for appointments as clerks, account clerks and stenographers, with salaries ranging from $3,635 to $4,735.

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A Major Concern On Constitution Change

In the first of a series of reports the Temporary State Commission on the Constitution Convention will submit to the people of New York State and to delegates to New York’s ninth Constitutional Convention one of the major issues it has been studying. It has proposed an amendment to permit collective bargaining by public employees. If it should, so the right to strike be explicitly granted or denied?

These issues are among the most important matters affecting the concerns today as well as the immediately urgent urgency of language to impel public employees to direct their most ardent efforts to see that any new Constitutional amendments on these subjects are written for, not against, the public interest of an efficient civic service.

There is the great danger that encompassing such areas of labor relations into the rigidity of constitutional law may blind public employees to negotiating procedures that at a future date may become obsolete as bargaining techniques become more sophisticated. A constitutional prohibition against civil service strikes would have to have extraordinary compensations in order for it to be any way acceptable to public employees.

Running parallel with these considerations is the fact that Governor Rockefeller and the State Legislature intend to deal with the same issue this year. Will the final solution to repeal and replace the Conwood-Wadlin anti-strike law, when it is written into State law, be in conflict with decisions arrived at by the convention delegates?

There will be the need of effort and interest on the part of the State’s public employees, its executive and legislative bodies and the Constitutional Convention delegates in order to arrive at a new labor relations program in a service that is not in conflict for either constitutional legal or anti-public employee reasons.

We propose right now that the Governor’s office, representatives of the Legislature, the Constitutional Convention and the public employee organizations of the State form a liaison committee to prevent any working at cross purposes and create a feasible line of communication that will result in laws and constitutional changes that will serve both the public and the employees who serve that public.

New Clerk Appeal

A precedent may be set soon by the Civil Service Employees Association with its call for an open hearing before the State Civil Service Commission. In an appeal to reallocate 180 State clerical titles by two pay grades. The appeal is from the State Civil Service Commission on an appeal to reallocate the State Civil Service Commission.

We believe the CSRA request for an open hearing had considerable merit, the main one being that it allows for human as well as factual reasoning and argumentation. At an open hearing on the original appeal, Employees Association members were not only eloquent in their arguments but also presented, apparently, some factual material that was not taken into consideration in judging the reallocation request.

The City Service Commission has nothing to lose by such an open hearing and should accede to the Employees Association’s request.

Letters

Letters to the editor must be typed or stenographically transcribed. They should be no longer than 300 words and we reserve the right to publish or to delete them in whole or in part. Address all letters to: The Editor, Civil Service Leader, Sick Leave Bill

Editor, The Leader:

In his letter which appeared in the Dec. 25 issue of The Leader, Maurice Wettner pointed out very clearly why it would be less advantageous for the State to pay unused sick leave credits upon separation from the Service.

For the past twenty years sick leave bills have been introduced and every year they have come to committees, except for the policy bill passed last year which picks up the subject.

Payment for sick leave accrues makes good sense. Then why isn’t it granted? For one thing, too many sick leave bills are introduced every year. If we employees can’t work these into a law of what we want and can we expect our legislators to act favorably?

The Cabinets of the various employees organizations get together on every bill and in general get it over the line THIS YEAR. Organizations interested, please write.

DOROTHY REHM, Chairman

Sick Leave Committee

Automatic Upgrading in State Hospitals

Editor, The Leader:

The teacher was indeed fortunate that an understatement was there. She was immediately able to move to the next classroom as a grade 4 and believe it to be any way acceptable to public employees.

A Little Legal and exact reading of the by-laws supported the Board’s argument. They clearly stated that tenure depends upon a service for a full school year and received a full year’s salary. Their services were given pursuant to a formal letter of appointment for a period “7-16-63—8-1-63” at a salary of $1450 per month.

A LITERAL and exact reading of the by-laws supported the Board’s argument. They clearly stated that tenure depends upon a full salary. Judge Lupiano observed that the letter initially appointing the petitioner did so for a full school year (September to June). She also pointed out that the Board in its power to avoid the ambiguity by choosing clear language. Stating the rule, Judge Lupiano held that the appointment was on an annual basis for tenure purposes. As the jurist stated:

In view of the ambiguity of the letter notifying petitioner of her appointment, any doubts as to its meaning must be resolved against the party drafting the instrument. The reason for the rule is that the Board in its power to avoid the ambiguity by choosing clear language. Applying the rule, Judge Lupiano held that the appointment was on an annual basis for tenure purposes. As the jurist stated:

The By-Laws of the Board of Higher Education do not assure tenure to a teacher until she has taught for three years without reappointment for a fourth year. The years must be consecutive and, according to the by-laws, compensation must be on an annual salary basis.

These technicalities place a tremendous burden of good faith upon the Board when it hires a new teacher. The teacher is likely to be trusting. For example, she may not realize that payment of her salary between September, and June instead of on a twelve month basis may be set up to render the year’s work valueless for tenure purposes.

The Board can in its power to make a settlement upon a period when the salary has been set on a monthly instead of annual basis.

The Case of Rosens v. Board of Higher Education of the City of New York (New York Law Journal, July 14, 1966) illustrates the extremes resorted to by the Board to prevent tenure. Fortunately, a wise Judge, Vincent A. Lupiano, cut through technical considerations to reach a just conclusion.

The Petitioner, having served for three full years as a teacher at Hunter College High School, was reappointed for a fourth year. Yet, she was dismissed without charges or a hearing.

The Article is presenting, the petitioner claimed she was entitled to a hearing on charges as a tenured teacher. The Board answered that her first year of service did not count because her salary that year was fixed on a monthly basis instead of an annual basis. Still, the Board had to concede that she performed services for a full school year and received a full year’s salary. Her services were given pursuant to a formal letter of appointment for a period “7-16-63—8-1-63” at a salary of $1450 per month.

A LITERAL and exact reading of the by-laws supported the Board’s argument. They clearly stated that tenure depends upon a full year's salary. However, Judge Lupiano observed that the letter initially appointing the petitioner did so for a full school year (September to June). She also pointed out that the Board in its power to avoid the ambiguity by choosing clear language. Applying the rule, Judge Lupiano held that the appointment was on an annual basis for tenure purposes. As the jurist stated:

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The cork is the usual risk of seeking legal guidance before entering into important contracts. Teachers tend to be trusting, and many a teacher takes employment with the Board of Higher Education without any awareness of the obstacles that may nullify the appointment. Only after three years of full time service may the teacher learn for the first time that for technical reasons none of that time counts for tenure.
File In February For City Messenger Jobs Paying From $3,750

Filing for an expected 500 messenger jobs, to be filled within the coming four years, is expected to open Feb. I, according to the New York City Department of Personnel. There are no specific requirements for appointment to this grade 7 position.

Filing will extend through Feb. 21 for the written examination which is scheduled to be held on May 27.

The written test will have a weight of 100, with 75% required. It will be of the short answer type, and applicants may be promoted to the position of clerk with a score range of 655 to 5,890 per annum. Candidates will be required to pass a medical and physical examination prior to appointment.

The salary ranges from $3,750 to $4,830 per year, with an average starting salary of $4,550 to $5,990 per annum. The positions pay $2,925 to $4,269 per annum, depending upon experience.

Interested applicants should report to the Civil Service Department of Personnel, Flushing and Washington Avenue, Brooklyn, N.Y., for an interview and written test. For further information, phone Main 6-4500, ext. 401 to 469.

Last Week To File For State Park Patrolman Positions; $2.81 Hour

Summer jobs as traffic and park officers are open for filing until Jan. 16 with New York State. Hourly pay for these seasonal positions, located in Nassau, Queens and Suffolk Counties, 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 of Nassau, Queens or Suffolk County for at least one year. The positions pay $2,925 to $4,269 per annum. Those appointed as a result of this test will be eligible for promotion to that rank as vacancies occur.

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, and are required to patrol on foot, horseback, motorcycle or in a radio car.

Some of the duties may include writing summonses, collecting fines and tickets; enforcing traffic and speed limits; controlling traffic; maintaining order and safety; and performing other tasks as required.

Applications can be submitted by mail or in person at the Recruitment Unit No. 241, New York State Department of Civil Service, 1215 Fifth Avenue, Albany, New York 12205.

U.S. Naval Lab Needs Temp. Clerk Typists

The U.S. Naval Applied Science Laboratory needs clerk typists for temporary appointments, not to exceed one year. These positions pay $2,925 to $4,269 per annum, depending upon experience.

Interested applicants should report to the Civil Service Department of Personnel, Flushing and Washington Avenue, Brooklyn, N.Y., for an interview and written test. For further information, phone Main 6-4500, ext. 401 to 469.

Questions and Answers...

... on health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager

The Statewide Plan

This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 135 Western Ave., Albany, N.Y. Please do not submit questions pertaining to employees. Only the formulation of general interest can be answered here.

Q. Will my share of the premium for my Statewide Plan coverage change when I become 65 years old?

A. Yes. Your premium will be reduced $3.00 a month, the amount you will be paying for Part B of Medicare, for which you will be eligible when you reach your 65th birthday. Also, if you have family coverage and your spouse is 65 or over, your share of the Statewide Plan premium will be reduced by another $3.00, the amount you will be paying for your spouse's Part B coverage under Medicare.

Q. I remember hearing that a person can have full benefits restored under the Major Medical part of the Statewide Plan after a major illness. How do I arrange for this?

A. To restore full benefits under your Major Medical part of your Statewide Plan, a statement of health form PS 440 must be filed out and submitted through your payroll or personnel officer. The form may be obtained from the same office that processed and approved your application. You will be eligible for the full $10,000 Major Medical benefits again under your Statewide Plan.

Q. Does a person's salary affect how much money he receives through the Statewide Plan?

A. No. Benefits are exactly the same for everyone who is a member of the Statewide Plan and are not based on a person's salary. I might also add that benefits are also the same for dependents as well as for the enrollee himself.
DISCUSSION — Members of the executive board of the Brookhaven Town Highways Department unit of the Civil Service Employees Assn. met recently with Superintendent of Highways Charles W. Barrand to discuss pending employee benefits.

State Offers Parole

Recent efforts with Superintendent of Highways Charles W. Barrand in connection with State Department of Civil Service Employees Assn. met the Board of the Brookhaven Town Highways Department on a continuance of the parole application. For further information contact the State Department of Civil Service, State Campus, Albany, or the State Office Building, New York City.

Charles Josef

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100% HUMAN HAIR
Natural Color - Undetectable
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Legal Notice

SERVICES COURT OF THE STATE OF NEW YORK COUNTY OF BROOKLYN
JAMES COHEN, JULIO MENDES, CHARLES CHAPMAN,
WALTER WATT, WILLIAM WATKINS, JOSEPH MOON,
OWEN K. PETERS, MARK Stats, MAURICE McMAHON,
MATTHEW R. BISHOP, WALTER WATT
ATTORNEYS AT LAW

The following petition is made by John Ferreira, a resident of the Village of Fresh Meadows, Queens County, New York, to the Supreme Court of the State of New York, County of Queens, in the County of Queens, New York, for an order of the court permitting his tenancy as a tenant of a tenement house in the Village of Fresh Meadows, Queens County, New York.

In the matter of A. B. and C. D., Tenants, as to the said A. B. and C. D., Tenants.

WHEREAS, A. B. and C. D. are tenants of the said tenement house, and

WHEREAS, the said A. B. and C. D. have a right to continue in their tenancy under the terms and conditions of their tenancy agreement; and

WHEREAS, the said A. B. and C. D. have a right to continue in their tenancy under the terms and conditions of their tenancy agreement;

NOW, THEREFORE, the court hereby grants the said A. B. and C. D. a right to continue in their tenancy under the terms and conditions of their tenancy agreement, and the said A. B. and C. D. shall continue to live in the said tenement house, and the said A. B. and C. D. shall continue to reside in the said tenement house.

In witness whereof the undersigned, the attorneys for the said A. B. and C. D., Tenants, have executed this instrument this 11th day of January, 1967.

JAMES COHEN, JULIO MENDES, CHARLES CHAPMAN,
WALTER WATT, WILLIAM WATKINS, JOSEPH MOON,
OWEN K. PETERS, MARK Stats, MAURICE McMAHON,
MATTHEW R. BISHOP, WALTER WATT

LEGAL NOTICE

The Supreme Court of the State of New York, County of New York, in the matter of the application of the Board of Education of the City of New York, for an order of the court permitting the Board of Education to continue in its tenancy as a tenant of the tenement house located at 105th Street and 7th Avenue, New York City, New York, and the said Board of Education shall continue to live in the said tenement house, and the said Board of Education shall continue to reside in the said tenement house, AND FURTHER, the said Board of Education shall have a right to continue in its tenancy under the terms and conditions of its tenancy agreement, and the said Board of Education shall continue to live in the said tenement house, and the said Board of Education shall continue to reside in the said tenement house.

In witness whereof the undersigned, the attorneys for the said Board of Education, have executed this instrument this 11th day of January, 1967.

JAMES COHEN, JULIO MENDES, CHARLES CHAPMAN,
WALTER WATT, WILLIAM WATKINS, JOSEPH MOON,
OWEN K. PETERS, MARK Stats, MAURICE McMAHON,
MATTHEW R. BISHOP, WALTER WATT

Court Officers Group Becomes 322 Affiliate

The Uniformed Court Officers Division of Terminal Employees Local 322 last week formally changed their name to the Uniformed Court Officers Union, and voted to become an affiliate of Terminal Employees Local 322.

A well-attended meeting held in the Bronx meeting rooms of the local saw the following officers elected for a one-year term:

William McDonnell, president; Edward Burke, vice-president; Frederick Cusarelli, secretary and treasurer; and John A. DiMeo, assistant secretary.

In an acceptable speech to those members who attended, McDonnell said that the membership of the Uniformed Court Officers Union was steadily increasing in the Faculty, Civil and Criminal Courts. He also stated that he could not understand why so many of the court officers preferred to pay their dues in cash each year. In advance of 1967, it was time for the officers to stand up and be counted.

A highlights of the election meeting was the resignation of John O. Bauch, president of Local 322, who told the membership that the local has plans to go into court to protect the court officers right in promotion examinations.

FREE BOOKLET on Social Security; Mail only; Box 27, 87 East St., New York 10, N.Y. 10038

CIVIL SERVICE LEADER

Tuesday, January 10, 1967

9 City Aides Share $1,090 In Suggestion Award Fund Grants

Seventy-nine New York City employees are sharing a $1,090 New Year's package from the Employees Suggestion Award Fund, the City Department of Personnel has announced.

The money is to be distributed to the winners for their suggested improvements in City operations which has either resulted in a savings of time or money or has streamlined procedures to benefit the City.

Hanna L. Hendrickson of Brooklyn, an electrical engineer in the Dept. of Water Supply & Electricity, is a top award winner of this group. Hendrickson will receive two awards totaling $100 for improved mailing procedures and for correction of unsatisfactory sewage conditions at a Transit subway station.

Angelo A. Santoro of the Dept. of Sanitation, will receive two awards amounting to $225. Other award winners included:

$25 Awards

Sidney Lerner of the Dept. of Buildings; Thomas V. Trummer of the Fire Dept.; William M. Burke of the Police Dept.; Rosario Castillo of the Police Dept.; Joseph J. Versa of the Dept. of Sanitation; Jack Redlin of the Dept. of Sanitation; Peter J. Weidenr of the Dept. of Sanitation; Edward J. Biscotti of the Dept. of Traffic; Harold Court of the Transit Authority; John Carletti of the Transit Authority; Roland A. Weiser of the Transit Authority; Louis L. Brody of the Transit Authority; Charles Hughes of the Dept. of Water Supply, Gas & Electricity; and Murray Kaufman of the Dept. of Welfare.

$50 Awards

Fred Moro of the Transit Authority.

$100 Awards

Marion L. Marinos of the Dept. of Welfare; Henry Goldsied of the Dept. of Finance; Louis J. Baso of the Fire Dept.; Michael McDonnell of the Dept. of Hospitals; William J. Deacon of the Dept. of Marine & Aviation; Gaetano T. Zafir of the Dept. of City College; Paul Kostie of the Dept. of Public Works; Robert Allen of the Dept. of Public Works; Ruby Beckworth of the Transit Authority; and Maxine Rosenblatt of the Dept. of Water Supply, Gas & Electricity.

$125 Awards

William Leffler and Julius Biniith of the Dept. of Public Works, as co-suggesters, will each receive $125.70. Galvano and John Jackson, both of the Transit Authority, as co-suggesters, will each receive $125.70.

$150 Awards

Arthur Fleharty of the Office of the Register; James Cuddy of the Dept. of Finance; Florence Ashin of the Office of the Register; Hettie Tonnet of the Dept. of Finance; Hanka Rauschel of the Dept. of Finance; Saul Jacobowits of the Dept. of Finance; Brian R. Tuchol of the Fire Dept.; James Vaspe of the Fire Dept.; Constance Marim of the Dept. of Hospitals; Edna Eidelstein of the Dept. of Public Works; Carl Lawton of the Dept. of Personnel; Carrie Wey of the Dept. of Public Works; Frances R. Goldberger of the Dept. of Personnel; John T. Yard of the Police Dept.; Edward J. Dempsey of the Police Dept.; Beatrice E. Meyerson of the Police Dept.; John W. Hesler of the Dept. of Public Works; Peter Klein of the Dept. of Personnel; Arthur Belden of the Transit Authority; John Biclet of the Transit Authority; Robert J. Schopis of the Transit Authority; Samuel Schwartz of the Transit Authority; Philip L. Giustefi of the Transit Authority; and Alberta Manchini of the Transit Authority.

$200 Awards

Dean Kohilow of the Transit Authority; John Bruger of the Dept. of Water Supply, Gas & Electricity; Irwin Millman of the Dept. of Water Supply, Gas & Electricity; Harry M. Hensler of the Dept. of Water Supply, Gas & Electricity; Harry S. Hensler of the Dept. of Water Supply, Gas & Electricity; Frank M. Nicholas of the Dept. of Water Supply, Gas & Electricity; Michael P. King of the Dept. of Welfare; Richard Singer of the Dept. of Welfare; Charles Delena of the Transit Authority.

$250 Awards

Anthony Incerillo and Angela Pozzen as co-suggesters will each receive $250.滚动

$300 Awards

Irwin Russo and William L. Heim of the Transit Authority, as co-suggesters, will each receive $300. Lollisone Trumana and Anthony Wilk both of the Transit Authority, as co-suggesters, will each receive $300.
New Pay Raise Legislation

Pay raises well in excess of the President's 3.2 guideline. Some bills may ask for as much as a 20 percent across-the-board raise, it has been indicated. The minimum that any bill now in the works asks for is 5.2 per cent. The bigger Federal employees unions are asking for raises as high as 10 per cent. These employee groups leaders have learned to be fairly realistic in their wage demands. So many proposals, they are asking for raises as high as 10 per cent. These employees working for the government in the granting of the 4.4 per cent raise to Federal blue-collar workers recently.

Battalion Chief Promotion
The Personnel Department call-
led a total of 282 members of the Fire Department for a promotion examination to battalion chief last week.

Help Wanted - Female

NURSES, R.N.

STAFF & HEAD NURSES

PROFESSIONAL NURSES FOR THE CITY OF NEW YORK

MAIL THE OPPORTUNITY TO CARE FOR THE SICK AND SUFFERING AND MAINTAIN HIGHEST POSSIBLE STANDARDS.

Effective January 1967

Starting Salaries Will Range:

Staff Nurses

$533-$637

Head Nurses

$591-$695

Schick Science announces -

New Schick Band Razor

Schick Science brings you the new cartridge-loaded Schick Band Razor. Inside the cartridge, not six, but ten Schick Super Stainless Steel Edges could into one continuous shaving band.

It's completely different. Better. In every way. You get a faster, smoother, closer shave.

The patented Schick band is slotted. It feeds between two spools, holds each new edge in place to give you the control and the comfort you want. You'll like the convenience. You'll like the way each edge has the famous Schick Super Stainless Steel Edges coating to shave you closer - with greater comfort.

Schick Science 10-edge Band Razor $295

Schick Safety Razor Co., Division of Eversharp, Inc.

CHAMBERS STREET MART

122 CHAMBERS STREET

NEW YORK CITY, N. Y.
Recruiters In City Jan. 16—

State Dept. Seeking Secretaries And Communications Clerks For Positions Overseas And In Capitol

United States Department of State recruiters will be in New York City from January 16 through February 3 in search of secretaries and communications clerks for work in American Embassies and Consulates around the world, and for duty in the "home" offices in Washington, D.C.

Salaries for these positions, here and abroad, are reported to range from $4,776 and up a year.

"We are looking for secretaries with shorthand skill and communications clerks with teletypewriters or cryptographic experience who are willing to serve anywhere they are needed," said one of the recruiters who has served at several foreign posts. "The Foreign Service offers a unique combination of service to our government and the opportunity to live in and learn about other countries," she added, "and those fortunate enough to be selected will find a challenging, rewarding career awaits them."

In Washington, D.C. and may apply from countries overseas, are reported to range from $4,776 and up a year. Applications will be accepted from $4,776 and up a year. Qualified married men who have dependents to be considered, but no more than two. Applicants for this $8 per hour position must have had nine years of full-time paid experience in this field and hold a high school or equivalency diploma.

We are looking for secretaries and communications clerks with teletype or cryptographic experience, and male clerks with teletype or cryptographic experience. Applications will be accepted from $4,776 and up a year. Applicants for this $8 per hour position must have had nine years of full-time paid experience in this field and hold a high school or equivalency diploma.

CITED — Edward J. Carroll, right, a draftsman in the State Department of Public Works, was recently presented with a citation and check for $500 under the State's Merit Award Program. This was the largest prize presented so far in 1965, and also topped 1963 awards throughout the State. Making the presentation is J. Burgh McCornan, State Superintendent of Public Works.

Nursing Assistants
Sought in Met. Area

The Veterans Administration Hospitals, Manhattan, Brooklyn, Bronx, Jamaica, St. Albans, and Public Health Service, Sluice Island have vacancies for the position of hospital attendant (nursing assistant) GS-2, $3,925 per annum. There are no training or experience requirements. However, competitors will be required to report for a written test. Further information is contained in announcement No. NY-27-6 for hospital attendant (nursing assistant).

For further information, contact main post offices in Brooklyn and Jamaica, the above hospitals or the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area, 220 East 42nd St., New York, N.Y. 10017.

TO THE EDITOR

Bridge & Tunnel Officers
Some 250 people took the medical and qualifying physical examinations for bridge and tunnel office last week, the Personnel Department has announced.

New York State Employees:

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns

Bridge & Tunnel Officers
Some 250 people took the medical and qualifying physical examinations for bridge and tunnel office last week, the Personnel Department has announced.

New York State Employees:

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns
A NEW SUPER-8 BY BELL & HOWELL AND IT'S PARTNER... A FEATURE PACKED AUTOMATIC THREADING PROJECTOR

LOOK AT THE SUPER-8 CAMERA FEATURES
• Super 8 film gives you 50% larger picture area for pictures that are the biggest, brightest, sharpest and best ever.
• Autoload® film cartridge means you never touch the film—just drop it in and it's ready to go. No more exasperating light-struck film.
• Optronic Eye* measures the just-right amount of light for every exposure; then sets the lens automatically for you.
• Zoom in to bring far-away subjects up close or out to capture beautiful panoramas—gives you the greatest versatility possible for your movie taking.

Enjoy picture taking with this wonderful pair from Bell and Howell—and at this new low price. Both the camera and projector give you a wonderful combination of features to make your movies the best ever.

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138 Liberty St. • 198 Broadway
Idea Awards Enters 20th Year With $2,250 Going To State Aides In Month

ALBANY—The New York State Employee Suggestion Program marked its 20th year with a monthly total of $750 awarded to employees in recognition of their time and money saving ideas to streamline the operation of State Government. The month’s total included a single award of $200, two for $200 each, and four $100 awards.

Since the program was begun in 1946, more than 20,000 suggestions have been submitted. The State has saved almost $1,000,000 of these into effect and granted a total of $143,000 in award money. The committee has tried to make the program a tremendous saving in time and money.

$200 Winners

Elizabeth S. McKeel, of 1 Meadowbrook Jct., Reynolds Ave., Cornwells, earned $200 award. An assistant employment security manager, Mrs. McKeel proposed a change in methods of recording and filing application data in all 125 local offices of the State Employment Service. Her filing system is both a simpler and more efficient method of classifying the more than 1 million applications used for referral to job openings. It will mean better service to job-seekers and employers and save hundreds of man-hours in clerical work.

$1,833 went to Mr. Moses B. Dudley, Brooklyn, for a roll cover to offset printing machines. His suggestion was accepted by the U.S. Post Office for adoption of same for use in all offices. He realized a tremendous saving in time and money. National Post Office Clerks Association, Brooklyn, senior clerk; Mrs. Ethel Schiffman, 237 Broadway Ave., Albany, typist; Robert P. Pacelli, 950 Westerville Ave., Columbus, operator of offset printing machine.

$1,300 was awarded to Kenneth Niccolini, 175-54 Dalby Dr., Jamaica, head clerk; Mrs. Marian M. Shields, 1 Davis Street, Brooklyn, senior file clerk; Mrs. Elizabeth Schafflin, 237 Broadway Ave., Albany, typist; Harry P. Picello, 950 Westerville Ave., Columbus, operator of offset printing machine.

$1,000 was awarded to Edward K. Preston, who lives at 2 Sherwood Avenue, Brooklyn. He proposed a change in methods of making roller covers on offset printing machines. The new closer has made possible the saving of $5,000 annually in materials and labor spent in manual washing, for an estimated annual savings of $5,000.

To Mrs. Mae Crowe, 15 Campus Drive, Latham, head clerk; Mrs. Marion M. Shields, 1 Davis Street, Brooklyn, senior file clerk; Mrs. Ethel Schiffman, 237 Broadway Ave., Albany, typist; Robert P. Pacelli, 950 Westerville Ave., Columbus, operator of offset printing machine.

$500 was awarded to Louise Walsh, 2 Brookline Avenue, Brooklyn, for a new type of hitch for fastening trailer to horse. He also proposed a change in methods of handling data in all 125 local offices of the State Employment Service. A reevaluation of the distribution lists to members by means of the State mail service. A reevaluation was made by the U.S. Post Office for adoption of same for use in all offices. He realized a tremendous saving in time and money. National Post Office Clerks Association, Brooklyn, senior clerk; Mrs. Ethel Schiffman, 237 Broadway Ave., Albany, typist; Robert P. Pacelli, 950 Westerville Ave., Columbus, operator of offset printing machine.

$100,

$750 was awarded to Mrs. Mary E. Martin, 9 Lowell Street, Albany, senior file clerk; Mrs. Marion M. Shields, 1 Davis Street, Brooklyn, senior file clerk; Mrs. Ethel Schiffman, 237 Broadway Ave., Albany, typist; Robert P. Pacelli, 950 Westerville Ave., Columbus, operator of offset printing machine.

$100,

$500 was awarded to Kenneth Niccolini, 175-54 Dalby Dr., Jamaica, head clerk; Mrs. Marian M. Shields, 1 Davis Street, Brooklyn, senior file clerk; Mrs. Ethel Schiffman, 237 Broadway Ave., Albany, typist; Robert P. Pacelli, 950 Westerville Ave., Columbus, operator of offset printing machine.

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W. H. DiMarco; Retired Jan. 1
BUFFALO—William H. DiMarco, a veteran Civil Service employee, retired Jan. 1 as a senior case worker in the Erie County Welfare Department.

DiMarco, who started his public service career as a $23-a-week case worker in 1933, helped found a local Welfare Employees Association that later merged into the CSEA.

He also headed the Western New York County Workshop and was a director of an Erie County Employees Credit Union. Many CSEA members will attend a retirement party for Mr. DiMarco Jan. 12 at 17:30 p.m. in Hotel Buffalo.

Dr. Tesse To Head New Bronx School

ALBANY — Dr. Bernard Tense has been named director of the planned Bronx State School under a new State policy of appointing administrators for new facilities before their construction. Salary: $20,000 a year.

Dr. Tense has been an assistant commissioner of mental hygiene and the new policy of appointing administrators, he said, "permits directions of new facilities, avoids the provision to a position in a lower salary grade, or promotion, transfer or reinstatement to a position in a higher salary grade in the same geographical area, his salary in the lower grade position which he was transferred, reassigned or demoted shall not exceed the maximum salary plus two additional increments in such lower grade." Assuming the employee in question has permanent status in an allocated position which was abolished on or subsequent to May 23, 1960, the effective date of the 1960 amendment, and subject to the proviso in paragraph (e) as to the effect of refusal to accept an offer of permanent appointment, promotion, transfer or reinstatement, it is my opinion that the employee is entitled to receive in such lower grade position the same salary he would otherwise be entitled to in his abolished position.

Erie CSEA Pushing 1-60th Retirement Plan For Buffalo

(From Leader Correspondent)

BUFFALO—Buffalo Competitive Unit, Erie chapter, Civil Service Employees Assn., is pressing the Buffalo Common Council for action on the CSEA proposal for the 1/60th retirement plan but only for Buffalo policemen and firemen.

"Whatever the mayor's proposal will be," said Mr. DiMarco, "it should be substantially amended to match the proposal came originally from the CSEA."

Rehabilitation Counselor Desk Audits Started

ALBANY — Desk audits on reallocation requests for the State's rehabilitation counselors got underway last week in the New York City and Long Island districts offices of the Division of Vocational Rehabilitation. Poughkeepsie office had not been announced at Leader press time.

The current appeal, submitted by the Department of Education with full support from the Civil Service Employees Assn., calls for boosting of from two to five grades for eight titles in the rehabilitation series. It followed an earlier realization that by a group of CSEA members which was virtually turned down by J. Earl Kelly, State Director of Classification and Compensation, who approved only a one-grade hike for one title—a decision termed "most inadequate" by Education Department officials.

Legislative Interest

At the same time, according to a spokesman for the affected employees, several legislators have displayed active interest in the proposed upgrading and "have constantly cabled both Kelly and the Governor," asking to be kept informed in the matter.

The spokesman also noted the apparent failure of continued efforts to recruit new legislators. "The general feeling is that unless the counsellors are upgraded, these efforts will be in vain," he said.

HONORED — Miss Frances McCabe, a stenographer at the State Common Council for the past 4 years, was recently honored at a tea at the hospital. Presenting a gift from the personnel of the hospital to Miss McCabe is Dr. Gibbon.

Promotions Listed In Civil Service

ALBANY — The State Civil Service Department has approved the following non-competitive promotions:

- Winston Davis, assistant director of the Insurance Research and Statistics, Insurance; David M. Lyon, assistant sanitary engineer, Health; Earl F. Kent Jr., assistant director of the Interagency Services, OGS; Allan G. Robert, chief of the Bureau of Occupational Education Research, Education.
- Granville W. Lee, director of the State Office of Personnel and statistics, Labor; Logan Poole, director of the Office of Workmen's Compensation, Labor.
- Walter E. Walter, principal attorney, Tax; Eugene F. Kramer, senior historian, Education; Anna Crawford, senior attorney, Youths, and Janice E. Nunn, chief stenographer, Rockland State Hospital.

TWENTY-FIVE YEAR DINNER —
Dr. and Mrs. Louis Dozoretz and the Board of Visitors of the Binghamton State Hospital were hosts at a Silver Anniversary dinner-dance held at the Roosevelt Building diners on Nov. 16 in honor of the twenty-seven officers and employees, who have faithfully served the State for twenty-five years at such terms Daniels. Director, presented twenty-five year plus to the honored employees. Pictured, at the dinner-dance are: (front row) Catherine E. Mealy, Mabel Brown, Lucy M. Ryan, Greta J. White, Leah Fegg, Margaret R. Mulligan, and Margaret Macklin; (second row) Ralph Missia, James E. Cyril, John J. Ryan, Matthew Robinson, Earl W. Brady, William L. Lahti, Robert Pope, Andrew Scamma, Samuel Uobody, Henry C. Wallace, Richard Parrotte, John A. Leal, Raymond Parrotte, Robert H. Goodrich, Jilicia C. Herrick.

CIVIL SERVICE LEADER
Tuesday, January 10, 1967
Eight Tests; Summer Jobs Also

Last Week To File For State Exams In Feb.

January 16 is the last date for filing applications for the state open competitive examination series to be held Feb. 16. Those interested in examination series and one, traffic and park officer, offers seasonal work.

Capital police officer, exam no. 20-186, $4,000 to $4,950.

Draftee aide, exam no. 21-258, $3,950 to $4,950.

Engineering aide, exam no. 21-219, $3,950 to $4,950.

Plant superintendent B, exam no. 21-301, $12,160 to $14,750.

Plant superintendent C, exam no. 21-282, $10,330 to $12,430.

Traffic and park officer (fem.), exam no. 21-232, $8,280 to $10,470.

Summer helper employed to residents of Nassau, Queens, and Suffolk counties.

Speech therapist (Erie County), exam no. 21-206, $8,280 to $10,470.

New York State residence not required.

APPLY BY JAN. 16 FOR RADIO DISPATCHER

The State Department of Civil Service is accepting applications for an examination for radio dispatcher. The written exam is scheduled for Feb. 18. Salary ranges from $5,613 to $6,860 a year for this position which is located in the Communications Bureau of the New York State Department of Civil Service.

Candidates must have had at least one year of experience as a police radio dispatcher, in two years as a radio dispatcher of a mobile or outdoor type, or four years as an inventor or radio telephone equipment.

For further information write to: Test No. 246, New York State Department of Civil Service, The State Campus, 1220 Washington Ave., Albany, N.Y. 12208.

FREE BOOKLET by U.S. Government, Social Security, Mail, ONLY. Leader, 58 Duane St., N.Y. City, N.Y. 10007.

School Lunch Managers Needed

Suffolk County is accepting applications for an examination for school lunch manager. The exam is scheduled for Feb. 18. Starting salary for this position is $5,450.

The Suffolk County Civil Service Commission is seeking information, contact the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y., N.Y.

PREPARE NOW FOR CIVIL SERVICE ARITHMETIC

10 Weeks Course Begins Thursday, January 18, 4:30 to 6:30 a.m. This course covers fundamentals and problems found on Civil Service Exams. Instructed by William Alexander, teacher. N.Y. C. College.

Are you interested? Call BROOKLYN CENTRAL YMCA

LEXICON By DeMors-Rosenberg

Just Published:

LEXICON BY DE MORS-Rosenberg

THE TIMES-LEDGER OF BETHLEHEM: INSTITUTE OF BETHLEHEM INC.

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THE TIMES-LEDGER OF BETHLEHEM: INSTITUTE OF BETHLEHEM INC.
The State Judicial Conference of New York has completed action on special classification board rules for New York City Court Classification Plan and because these rules will have similar appeals procedures in other counties throughout the State. They are being printed now for The Leader for study by court employees in area other than Metropolitan New York.

The Special Classification Appeals Board shall hear, examine and review any appeal under the provisions of the classification rules. The appeal is not an action arising out of the installation by the Administrative Board of the Special Classification Appeals Board of the uniform classification plan within the City of New York effective July 1, 1966.

Scope of Appeals

(a) Title conversion (group of individuals).
(b) Position evaluations (individual).

Appellate Board may be for neither which in the approved title structure or not, deemed more consistent with the applicant's duties and responsibilities. However, classification rules are not limited to the duties or responsibilities made subsequent to the title structure. Appeals shall not be entertained after completion of the appeal process on the title structure or rules.

Eligibility for Filing

Appellants may be filed by:
(a) An employee as to his own position.
(b) An employee as to the class of positions encompassing his own position.
(c) An employee representative — i.e., an attorney, a representative from a labor or professional organization, or other (may be an individual position on a class of positions).
(d) An Appeal Division, court, or court-related agency as to an individual position or a class of positions.

Procedures for Filing

(a) Appeals have been accepted up to Dec. 1, 1966. The Administrative Board has established a procedure for the determination of the merits of the appeal, including filing of the appeal and the determination of the merits of the appeal.
(b) Each appeal may include the name of the employee representative, or a member of the Special Classification Appeals Board for the approved title, if the applicant's representative, or a member of the Special Classification Appeals Board, has been requested by the applicant.
(c) The Special Classification Appeals Board shall not accept an appeal if it has not been filed in the office of the Administrative Board of the Special Classification Appeals Board for the approved title, if the applicant's representative, or a member of the Special Classification Appeals Board, has been requested by the applicant.

Appeals Hearings

(a) The Special Classification Appeals Board will review all appeals, and may act on the appeals if it determines that the appeal is appropriate for a hearing on the merits. In the event an appeal has been filed, but the applicant's representative, or a member of the Special Classification Appeals Board, has been requested by the applicant, the Special Classification Appeals Board may in its discretion schedule a hearing if it deems a hearing necessary for further clarification of the appeal.
(b) In the event a hearing is scheduled and the applicant or representative refuses to appear, the appeal may be decided by the Special Classification Appeals Board based on the hearing record.
(c) The Special Classification Appeals Board shall notify the applicant and his representative of the date of the hearing.
(d) The Special Classification Appeals Board shall provide written notice of the hearing date.
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Decisions

(a) Only one member of the Special Classification Appeals Board or, in his absence, his duly designated delegate, may vote on any appeal. A panel of at least three members of the Special Classification Appeals Board shall be reached by a majority vote of the panel. The Special Classification Appeals Board shall also be informal. Only appellants and/or their representatives and, in the event there is no representative, by law or by rule of the Administrative Board, the granted an appeal. The decision of the Special Classification Appeals Board may be in a bad way.

The Committee on the Constitutional Court of the New York State Bar Association has put forward a proposal by which the State, for the first time, would finance the entire $120 to $130 million annual cost of a unified court system.

The Legislature thus would reduce the cost of over 60 court rules.

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(a) A re-appeal will be accepted upon matters already acted upon by the Special Classification Appeals Board.
(b) Re-appeal may be in a bad way.

The Leader's Committee's report said: "If a state is so busy with state and local government, one county may have fine auxiliary service while an adjoining county may be in a bad way.

Two separate dates for Hawaiian Tour

Because of the heavy demand from members of the Civil Service Employees Assn. for bookings on the annual Hawaiian Tour through the Golden West, there will be two departure dates instead of one for this year.

The proposal would place responsibility for the entire state wide budget for an administrative board of the unified court system. No part of the court would be charged directly to New York City, the fifty-seven counties, or any local subdivision. All tribunals, from the Court of Appeals through the district courts, would be covered.

State Bar Unit Proposes State Assume Full Cost Of Judicial Conference

The Committee on the Constitution of the New York State Bar Association has put forward a proposal by which the State, for the first time, would finance the entire $120 to $130 million annual cost of a unified court system. No part of the court would be charged directly to New York City, the fifty-seven counties, or any local subdivision. All tribunals, from the Court of Appeals through the district courts, would be covered.

Re-Appeal

(a) A re-appeal will be accepted upon matters already acted upon by the Special Classification Appeals Board.

Gov. Names Inglis

George L. Inglis of Binghamton, a member of the Assembly from 1963 until 1966, has been appointed by Gov. Rockefeller as a member of the State Power Authority.

Tietjen Repa"tted

Harry H. Tietjen of Wilkes- Barre Postal Road, Wilkes-Barre, has been reappointed by Gov. Rockefeller as a member of the State Power Authority.

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The CHRISTMAS SPIRIT — Stanley Young, representing the Binghamton Chapter of the Civil Service Employees Assn., recent early Christmas party for 700 residents of Fairmount- Passaque Francesco of the Binghamton Police Benevolent Assn. The State employees in the Binghamton area collected the gifts in behalf of the Toys For Tots drive held by police. The CSEA chapter held a dinner-dance at Danceland in Kirkwood, attended by over 200 persons recently. Price of admission: a toy.