Civil Service Happy

Trivia Most Likely To Head Convention On New Constitution

Civil service workers and their leaders — and they are looking beyond the current legislative session to the most important political meeting that will take place in this State for the next 2 years — the State Constitutional Convention. Civil service workers will have much at stake in the convention.

(Continued on Page 10)

High Court Battle Seen

Westchester Court Ruling Offsets Suffolk Decision
On Extra Welfare Aide Pay

WHITE PLAINS — State Supreme Court Justice John J. Dillon reversed the field last week and turned what looked like a victory for Westchester County into defeat. In its court battle against a State law that mandates premium salaries for workers with graduate training.

Running counter to a Suffolk court decision, Justice Dillon ruled the State law which mandates salary increases of 10 to 20 per cent was constitutional.

The Westchester case was successfully argued by Harry W. Altman, counsel to the Civil Service Employees Assn.

A State Supreme Court in Suffolk, ruling on a combined Erie County and Suffolk County case, agreed with Westchester County's position and found that the state law was unconstitutional.

Battle Not Over

With two conflicting State Supreme Court decisions, the issue will have to be decided by the highest court.

There was a provision of the Westchester County Charter that cleared the way for the two contradictory court opinions. Under the charter, a suit against the county must be heard in Westchester. As a result, officials were barred from consolidating the Westchester case with the Erie and Suffolk cases in Suffolk.

Justice Cromarty, who ruled in the Suffolk case, and Justice Dillon disagreed on a basic point.

Justice Cromarty said the mandated increased amounts to promotions and are within the power of the Legislature to enact.

Differential Scale

The law, passed in 1965 and effective a year ago, provides that social welfare personnel who have nongraduate training: those with one year getting 10 per cent more than those with graduate training.

Justice Dillon said the mandated pay hikes do not constitute promotions and are within the power of the Legislature to enact.

(Continued on Page 3)
Gold Medal Awards

(Continued from Page 1) usually a job in a fish bowl. The million or so men and women who do their jobs with dedication and energy and efficiency pass unnoticed because the public expect this of them. But the unusual individual who steps out of line immediately earns the public spotlight. Too often we are not aware that government is made up of only ordinary men and women trying very hard to make things better for all of us.

"For some years the Civil Service Leader has selected from each of the four areas of public service in New York State an individual who has given more than his share of dedication and contributed more than anyone else had the right to expect of him for special notice. "This year it is my pleasure to present to each of them the Annual Civil Service Leader Gold Medal for significant contribution and outstanding dedication to the public welfare."

The selections are made each year from the various public service jurisdictions—federal service, New York State service, New York City service and county and other jurisdictions. This year's judges were Warren B. Haer, Regional Director of the United States Civil Service Commission; Dr. Theodore H. Lang, Deputy Superintendent of Schools; Dean Raymond Harvey, New York University School of Public Administration; Marion Stevenson, State Civil Service Commissioner of Schools; and Jerry Finkelstein, publisher of The Leader.

service ranks to his present responsible position. He has the overall responsibility within the Region for Financial Management, Automatic Data Processing, Administrative Services, Personnel Intra-agency ADP Coordination and for the direction of the Regional Institute.

JAY KRAMER, chairman of the New York State Labor Relations Board, is a devoted public servant who over a period of 25 years has come up through the ranks to his highest position in his field. He is responsible for the improvement of internal procedures and substantial reduction of time lag in decision-making and the commencement and implementation of a quasi-judicial and administrative apparatus applying the use of Board processes by questionnaire examinations posings in the clinic of genuine labor organizations.

ANTHONY PRINCIPAL, director of operations, New York City Department of Correction, has proven his desire to set high standards for the operation of his department by acting as the principal liaison officer for the New York City Department of Correction with the New York City Police Department and the Vera Institute for Justice to establish centralized and coordinated arrangement facilities throughout the City for prisoners awaiting initial appearance in court.

DR. JOHN R. KING, formerly Director of the New York University School of Public Administration, has been appointed by the Governor to the position of President of the University School of Public Administration.

Reappointed

Walter A. KLINE, former editor of the New York State Department of Labor, Office of Occupational Safety, has been reappointed to the position of Director of the Office of Occupational Safety and Health.

Arthur B. Yates Memorial services for Arthur B. Yates, 36, editor of the Marine Engineers Beneficial Association newspaper and former associate editor of The Leader, were held last week at the Ethical Culture Meeting House in New York City. A policeman for some 15 years, Mr. Yates served on The Leader staff in 1944-45. He is survived by his wife, Frances, and a daughter, Doris.

New Sheriff

Edwin S. Spalding of Munnsville has been appointed by Gov. Rockefeller as sheriff of Madison County to fill the vacancy caused by the resignation of former sheriff Philip T. Thomas.

CIVIL SERVICE LEADER

America's Leading Weekly

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Director of Key Safety Personnel

A directory listing key safety personnel in the New York State Department of Labor has been made available to the public. The directory, which is the result of a request by the Department, offers names, addresses and telephone numbers of all key personnel in the Department's Divisions of Industrial Safety Service and Industrial Hygiene. It also provides information to assist employers and labor unions officials who may have difficulty in contacting the New York State Board of Standards and Appeals, and explains the functions of the various safety units within the Department.

Copies are available upon request by writing to: New York State Department of Labor, Office of Public Information, Bidg. 12B, State Campus, Albany, N.Y. 12226.

Council Maps "Aggressive Constitutional Convention Action" Program On State

At the last regular meeting of the steering committee of the City-based Civil Service Council on Constitutional Convention, a program of "aggressive action" was prepared for presentation to the representatives of all affiliated unions and associations.

JUDGES — seen here with Gov. Nelson A. Rockefeller, third from right, are the judges for The Leader's annual Gold Medal Awards. They are, from left, Jerry Finkelstein, publisher of The Leader; Dr. Theodore Lang, Deputy Superintendent of Schools; State Civil Service Commissioner Orin Wilcox, representing Morton Stevenson of the State Civil Service Department; Lawrence N. Baer, Regional Director of the U.S. Civil Service Commission, and Dean Raymond Harvey, New York University School of Public Administration.

"Can you imagine," said Henry Pelting, the Council's chairman, "what would happen if the three most vital and basic sections affecting the civil service were removed from the Constitution?"

"Pelting said, "The present pension benefits anticipated by current civil service employees, could and would be slashed with the first economy move! Their protest against reduction of benefits would be gone."

Pelting pointed out that loss of the vital safeguards to civil service security now in the Constitution would tend to complete destruction of the merit system besides over-all reduction in present pension rights and other inequities.

"We must make every civil servant in the State realize that the Constitutional Convention represents a 'hydrogen bomb' and unless the Civil Service Council, acting for him, can defuse it every one is, figuratively, 'dead,'" Pelting said.

The Council's steering committee has authorized a drive to increase membership and has established a goal of $10,000 fund to be provided by the affiliates to underwrite anticipated expenses.

At the last regular meeting of the council on Jan. 26 a number of prominent labor leaders with affiliated unions and influential members and representatives of over 350,000 civil service employees in the metropolitan area. Among those invited as speakers are Moe Touchev, secretary-treasurer of the Central Labor Council; Gerald Ryan, president of the Uniformed Firemen's Association; William Lewis, president, local 224; Albert Shonker, president, United Federation of Teachers; John A. R. MacDonald, president, PFAW's Benevolent Assn., and Charles Stephanou, president, Uniformed Fire Officers Assn.

City service and county and other jurisdictions. This year's judges are, from left, Jerry Finkelstein, publisher of The Leader, Rockefeller, third from right, are the judges for The Leader's annual Gold Medal Awards. They are, from left, Jerry Finkelstein, publisher of The Leader; Dr. Theodore Lang, Deputy Superintendent of Schools; State Civil Service Commissioner Orin Wilcox, representing Morton Stevenson of the State Civil Service Department; Lawrence N. Baer, Regional Director of the U.S. Civil Service Commission, and Dean Raymond Harvey, New York University School of Public Administration.
Nassau Police, Crossing Guards Receive Pay Hike

General salary increases paying longevity categories have been granted guards at the Nassau County Police Department, it was announced Monday by Frances B. Looney and Nassau County Service Employees Union President Irving Fismanbaum.

The Nassau police union also benefits in this doubling of the number of paid holidays to 10. Guard duties are also covered by the County’s adoption of the 1/60th retirement amendment.

New Scales

New hourly pay scales are as follows:

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Two Top State Police Officers Are Promoted

ALBANY—State Police Supervisor Arthur Cornelius Jr. has been promoted in the Bureau of Criminal Investigation. His salary will be $18,000.

Sixty scholarships with a value of $300 each for use at any accredited college will be awarded in ten public hearings on Clerical Title Upgradings.

Westchester Decision

(Continued from Page 1) be eligible for raises with top employees qualified to receive raises with a salary of $12,000. Twenty-seven of those received graduate training under a county-sponsored program, the county claims.

The county asserted the law was unconstitutional as a matter of grounds and said it was an invasion of "Home Rule" and the county's right to fix wages. The mandated increases would throw the whole county salary out of line, the county argued.

Arguments Rejected

In addition, the county asserted the law deprives the court of authority to consider the question of whether public welfare and assistance of offices and affairs and fails to establish adequate standards.

Relying upon these arguments Justice Dillon replied:

"It is clear, as herebefore indicated that the object of the statute is to attract and retain qualified persons in the employ of the county, and that the county has a substantial interest in the salaries paid to employees in the various offices and departments throughout the State. The State Constitution expressly declares that public welfare and assistance of offices and affairs are public concerns and shall be provided by the state and by each of its subdivisions and in such manner, and by such means as the Legislature shall from time to time determine."

"Penalizing the provision of the contract that the provisions relating to minimum increments are too vague. No computer is in a position to determine the minimum amount a qualified person would receive if his salary was raised by 10 cents or by 25 cents."

Commenting on the importance of the Westchester decision, Joseph P. Kelly, CSEA president, said that "I believe that this decision is of vital importance because the State Supreme Court, in finding that the State nurses were engaged in the private employment of the State, held it was unconstitutional to the National Labor Relations Act, and that such a finding is not challenged by the State."

A foreman Westchester County Nurses Association was heard by the National Labor Relations Board to assert the right of the nurses to be represented by the State Nurses Association in the collective bargaining negotiations with the State. This action, the board held, is not challenged by the State."

Williams Named Renewal Director

ALBANY—Governor Rockefeller has named Arthur E. Williams of Southbury as Director of Housing and Development Fund of the Division of Housing and Community Renewal. His salary will be $12,000 a year.

A former Westchester County Nurse, Williams joined the State service in 1962. He attended the Columbia University School of Architecture, plus the addition to two higher salaries were put into effect Jan. 1 for employees of the United States Coast Guard Authority.

CSEA exclusively upon receipt of which they supported CSEA. All 29 workers signed a letter asking that the CSEA be recognized.

The authority, which operates the Atlantic Beach Bridge, also agreed to continuing negotiations for implementation of the 1/60th retirement amendment.

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Richard E. Boland, now a lieutenant with the Division headquarters in Albany, has been promoted to captain. He is being employed by the County, however, in the long and esteem of Mr. Kelly's decision."

The benefit was extended to all regular employees of Fismanbaum and crossing guards unit with assistance of Mrs. Eve K. Armstrong, wife of the late head of the Division of Housing and Community Renewal. His salary will be $12,000 a year.

Sixty scholarships with a value of $300 each for use at any accredited college will be awarded in ten public hearings on Clerical Title Upgradings.

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**The Job Market**

**By V. RAIDER WEXLER**

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A Dangerous War

WITHIN less than a week, two conflicting court decisions have been rendered on one subject—differential payments to local welfare case workers who have taken part in their field. Under State law, local governments were mandated by the Legislature to give such employees from 10 to 20 per cent more pay for acquiring additional skills through advanced education.

Several counties have fought this law vigorously and in a lawsuit brought jointly by Erie and Suffolk Counties, Supreme Court Justice Arthur Cromarty, in Suffolk, ruled the law unconstitutional. A few days later, however, Supreme Court Judge John J. Dillon, hearing a similar suit in Westchester County, ruled the opposite. The issue will now have to be decided by the higher courts.

The ramifications of these court tests go far beyond the issue of whether or not this particular law is or is not constitutional. What has really happened is that counties and towns throughout New York State have openly declared war on the right of the Legislature to mandate local legislation. This battle has been going on behind the scenes for years under the guise of protecting Home Rule rights. By invoking the cry of "Home Rule," any number of local governments have been able to avoid laws that would force them to pay proper salaries for efficient public service and even to deny their citizens necessary services on the pretense of economy in government.

The essential part of Justice Dillon's opinion declares that it is the "right of the Legislature to mandate local legislation. This battle has been going on behind the scenes for years under the guise of protecting Home Rule rights. By invoking the cry of "Home Rule," any number of local governments have been able to avoid laws that would force them to pay proper salaries for efficient public service and even to deny their citizens necessary services on the pretense of economy in government.

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Home Rule is essentially desirable in many areas. When it is used as a device to avoid accepting responsibility to its citizens, however, it is merely a false front to conceal Inaction. When the salaries, efficiency, ambition and morale of such local employees as teachers, police, firemen, welfare workers and others who give a community its essential services are suppressed to an excessive degree, then the whole community suffers.

The State Legislature is, after all, the voice of the people as well as its guardian. Those local officials challenging the right of the Legislature to mandate local legislation are therefore attempting to undermine the prestige, the duties and the responsibilities of the State's highest governing body.

This challenge will be openly given at the forthcoming State Constitutional Convention. It is imperative that delegations to that convention be enlightened concerning the following facts—factual and legal aspects of the battle for Home Rule—so they can make an informed decision to avoid public responsibility through political, financial or other means. It is a challenge that, unless accepted and defeated, will impose the gravest of consequences on good government in New York State for decades to come.
U.S. Service News Items

By JAMES F. O'HANLON

N.Y. National Guards-Bus To Capitol For Protest

Busloads of New York National Guard civilian employees many of them serving directly in the war effort, will descend on Washington this week to protest their orphaned job status. It was announced today.

Known as "Operation Struggle," the civilian guardsmen seek passage of a bill that would make them federal employees. Although technically working for the State, the civilians, who are forced to become "unemployed" members of the New York National Guard, are paid by the Federal government.

However, they have neither state nor federal employee status, nor are they accorded benefits of the armed forces.

Charging that they are victims of "job discrimination," the civilian guardsmen hope to have a bill reintroduced ensuring better civil service status. The bill passed the House in the last session, but failed in the Senate.

It could be on the Senate floor this week, according to Majority Leader Mike O'Callaghan, known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, being the persons interested as next of kin of said deceased:

I, the undersigned, Philip A. Donahue, having his office at Hall of Records, in the County of New York, the 20th day of December, 1966, do hereby execute and affix my seal to the within instrument.

Philip A. Donahue

WASHINGTON, D.C., a member of the House in the last session, but was not able to get his bill through.

The bill introduced by Congressman F. Edward Hebert, (D-La), a member of the House in the last session, but was not able to get his bill through.

Executive Director of The Public Advertiser 50 West 50th St., Suite 11, New York 19, N.Y.

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I, the undersigned, Philip A. Donahue, having his office at Hall of Records, New York 9-4466.

Wednesday, January 17, 1967

POST OFFICE AWARDS — Four City Post Office employees win awards totaling $4,780 for adopted suggestions. (L to R) Clerk S. Fechter, Long Beach, $900 for his suggestion to rearrange a conveyor belt resulting in a saving of approximately $29,800; Foreman P. Singer, Brooklyn, $900 for his suggestion regarding Mail-Trax resulting in a saving of approximately $6,199; Acting Postmaster of New York, John H. Strachan, who presented the awards; Machinist A. J. Ricalo, Manhattan, $3,100 for his suggestion to modify certain clamping and cancelling equipment resulting in a continuous saving of man hours; Survey Assistant A. Swin, of the Bronx, $1,150 for his suggestion to re-route certain foreign mails resulting in a continuous saving of man hours.

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FREE BOOKLET on Social Security: Only 88, Duane St. New York, N.Y. 10017.
Legal Notice

Supreme Court of the State of New York, County of New York.

To Earl Henry, your husband:

The undersigned are attorneys for Ruth Henry, plaintiff, and contam to you within the State of New York, on the 7th day of January, 1967.olics held in the Court of Civil Actions and Divisions, as a class of "unknown defendants." 

This summons is served upon you by publication pursuant to an Order of the Court. All persons who may be affected by the action and who are not represented by counsel are to be served with a copy of this summons and complaint. The service of this summons must be made within 30 days after the service of this summons. If this summons is not returned within 30 days after the service of this summons, you may be deemed in default.

You are hereby notified that failure to answer this summons may result in a default judgment against you. If a default judgment is entered against you, it may be against you for an amount greater than the amount shown in the complaint.

If you do not wish to be in default of the action, you are advised to file an answer with the Court of Civil Actions and Divisions within 30 days after the service of this summons. If you do not file an answer with the Court within 30 days after the service of this summons, you will be deemed in default and a default judgment may be entered against you.

You are hereby notified that if you do not file an answer with the Court within 30 days after the service of this summons, you will be deemed in default and a default judgment may be entered against you.

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Tuesday, January 17, 1967

N.Y. State Professional Career Test Program Is Open To College Seniors

The New York State Professional Career Testing Program is again open for filing to college seniors and graduates.

Through this examination program, college graduates may begin professional careers receiving on-the-job training in the fields of administration, physical and biological sciences, sociology, economics, research, mathematical accounting, and sanitary engineering.

The examination is designed to measure verbal and quantitative abilities, abstract reasoning and spatial perception, and will require about two hours to complete.

All candidates must be U.S. citizens. Other qualifications for the various fields follow:

**Administration**

Most recent graduates begin work as trainees at a salary of $6,300 a year. Those who have had one year of appropriate post-graduate experience of study, may be employed directly at the first professional level, with a starting salary of $6,665.

The examination is administered frequently at locations throughout the State and wherever possible, at college campuses across the nation.

**Qualifications**

Administration trainees receive civil service tests, recruitment, and local government coordination.

Positions in administration require a bachelor's degree with any major and include: personnel administrator, civil defense representative, budget analyst, personnel examiner, training technician, administrative analyst, junior investment officer, and hospital administration intern.

**Economics, Research, and Accounting**

Graduate study and membership in professional societies is encouraged for excellence as economists, researchers, and accountants.

These positions require a bachelor's degree with appropriate specialization. Some of these positions are: economist, research assistant, assistant accountant, research assistant (sociology), municipal accounts examiner.

Trained mathematicians with statistical skills are utilized by almost every State agency, each of which will conduct training sessions on the job.

Requiring a bachelor's degree with a major in mathematics or statistics, these positions include: statistician, assistant actuaries, scientific data programmer and junior insurance examiner.

**Science**

The State needs scientifically-trained professionals to conduct health research and direct programs of the Department of Public Welfare.

Requiring a bachelor's degree with appropriate specialization, these positions include: biologist, bacteriologist, chemistry, conservation biologist, junior scientist, junior engineering geologist, forest engineer, junior landscape architect and junior engineers, civil, mechanical and sanitary.

**Social Sciences**

The State Department of Mental Hygiene has instituted a program for the training of psychiatric social workers. Candidates for this field must be accepted in a recognized graduate school of social work and will attend graduate school with full pay for one year. Clinical officers and probation officer trainees are needed to assist families, children and individuals in adjustment to community standards.

These positions require a bachelor's degree with appropriate specialization. Included in this field are: psychiatric social work trainee, parole officer trainee, probation officer, caseworker, recreation and recreation instructor and institution teacher.

**The Public Administration Internship**

Candidates who possess, or are candidates for a master's degree in public administration or political science, are eligible for internships in public administration.

This is a comprehensive program designed for those whose interests and training are primarily in the area of government administration. Public administration internships are provided with formal and on-the-job training and are offered the opportunity for continued graduate study.

**Data Processors**

Electronic data processors also are needed. Requiring a bachelor's degree in any major, these positions include computer programs (Continued on Page 10).

---

**THE STATEWIDE PLAN**

...specifically designed for protection against the costs of hospital and medical care for public employees. For one thing, if you have to go to the hospital in the middle of the night, or over the week-end, your on-the-job training and are offered the opportunity for continued graduate study.

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---

**FLASHING DIRECTIONAL SIGNALS**

...specifically designed to protect motorists. These signals indicate which way the car will turn. The four-way flashing system on new cars warns other motorists that a car has come to a full stop.
DON'T REPEAT THIS

(Continued from Page 1)

The first problem will be to see that the civil service guarantees now provided in the constitution are maintained and perhaps, in some important areas, even broadened, and they will be watching like hawks to see that no move is undertaken against the merit system.

As a consequence of first importance to civil service employees will be the question of whose hand is at the controls of the convention and what will be the attitude of the governing officer to the needs and wants of civil service employees.

Assemblyman Anthony J. Travia, Speaker of the Assembly, at this moment as the man most likely to be elected president when the convention opens in Albany early in April. There are other possible choices—former Judge Charles Desmond, Judge Bernard Bolstein, and former Mayor Wagner, being among those named. But the fact is, that of this writing, Speaker Travia has a decisive lead. Moreover, he is an active candidate and is calling on his friends throughout the state to back him.

Travia has a number of things going for him:

1. He is the unanimous choice of the single largest block of delegates, 27, out of his home county, Kings, and two from Staten Island who were elected with the support of the Brooklyn Democratic organization.

2. Travia has a hold on Queens leader Joe Yaminstein, whom he put in as majority leader of the Assembly.

3. Joseph Crangle, the Erie County leader, is also beholden to the Brooklyn Democrat; Crangle holds the clerkship of the Assembly at $20,000 annually because of Travia's benevolence.

4. Travia has been doing favors for Democratic County chairmen throughout the state since he became speaker in 1965.

and he is now calling in these chips.

5. Last, but possibly most important, is Travia's relationship with Gov. Nelson Rockefeller.

Assist From The Governor

When Rockefeller talks of a bipartisan convention it is hard to believe that he has anyone else in mind but Anthony Travia. It was Rockefeller who delivered the Republican votes to Travia in 1965 that made him Speaker of the Assembly. There are other reasons for the cordiality between these two men. They have mutual respect for each other and Rockefeller has found that next to having a Speaker of his own political persuasion, Travia is the next best thing to it.

With Travia in the chair of the Constitutional Convention, Rockefeller would have a direct line on matters of concern to him.

Kennedy's Role

Reports that Sen. Robert F. Kennedy believes that Travia has enough to keep him busy as Speaker and should bow to someone else are generally discounted by insiders at Albany. While they were not in report earlier, a strong friendship has always existed between the two men. Kennedy has said that he wants a model constitution and Travia is just as likely man to produce such a document as anyone else mentioned to head the constitutional convention. Democratic State Committee Chairman John Burns, generally regarded as Kennedy's emissary on many political matters, has made it clear to insiders that "if Tony wants it, Ted will get it."

Travia's election as chairman of the convention would be a reaffirmation of civil servants and the type of whom see pension, promotions and other merit system rights now guaranteed by the State Constitution being threatened. As Speaker, Travia has supported the State's public employees on negotiation ranging from pay raises and retirement benefit increases to liberalized working conditions and other benefits.

Above all, Travia has acquired a stature as Speaker of the Assembly that has earned him vast respect as a hard worker, a man of integrity and a leader who knows how to get things done, all of which are eminent qualifications for being chairman of a constitutional convention.

THE BRUSSELLS HAVE 12 SPROUTS...

...AND THEY'RE ALL THRIVING IN GHI!

(Continued from Page 4)

New York City Patrolman Fred Brussell and his wife, Mary, of 6 Elves' Lane, Levittown, New York, are raising a bumper crop of children. And Fred can tell you that doctor bills, for a family this size would be a staggering problem — if not for GHI.

"Whatever it is — from a well-baby check-up for Maureen, our youngest — or house calls or in-hospital care for any one of the rest of us, the GHI coverage lets us choose our own doctors," Fred says.

"And we get our bills paid in full by choosing GHI Participating Doctors. We're sold on GHI."

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Tuesday, January 17, 1967

P.R. Column

(Continued from Page 4)

about a few laconic individuals in government. We would doubt that they are in a different breed—dedicated to the democratic form of government, and ready to do anything in their power to protect it, including an individual's civil liberties.

THE FACT is that Congress has not yet wrestled with the problem of computer files versus civil liberties. We feel certain that when Congress does face the problem and solve it, they will depend, as usual, on the intelligence, good sense, and efficiency of civil servants to implement the law.

WE WOULDN'T say that this flag is endangering the public relations of civil service. At this stage of the roller ball game, let's just say that it isn't helping civil service public relations.

Career Test

(Continued from Page 9)

men and computer systems analysts. Other Professions

There are a multitude of other positions to be filled by GHI. Each position requires a bachelor's degree with appropriate specialization. Some of the other positions available include industrial geographer, urban planner, home economist, investment advice, assistant examiner, accounts editor, bank examiner aide and professional accountant.

Final dates for filing for this opportunity and test dates follow:

February 27 for the April 1 exam and April 11 for the May 20 exam.

For further information and applications contact the New York State Department of Civil Service, at The Campus, Albany; Room 100, 370 Broadway, New York City; Room 500, State office building office building, Syracuse.
Tuesday, January 17, 1967

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"when the chips are down..."

A LETTER TO H.I.P.

As a Transit Authority employee I was in H.I.P. right from the beginning. A little over a year ago, I had to leave H.I.P. Because I moved to Lake Ronkonkoma, and H.I.P. isn't that far out into Suffolk County yet. I belong to another plan now, and I miss the medical attention I used to get. I haven't had any blood or urine tests for my condition, and no effort is made to control it.

Every visit to the doctor is a Rush, Rush, Hello, Goodbye, one shot, no follow-up deal. There is paper work involved which I didn't have with H.I.P.

This doctor doesn't seem to be satisfied with what his plan pays him, and he shows it in his attitude. In all my years with H.I.P. the doctors didn't seem to resent the Group they were associated with.

In my family, my sister-in-law died of cancer, but H.I.P. spared NO expense to try and save her. My father's illness was successfully arrested by H.I.P., and he has been enjoying good health ever since. Currently, another sister-in-law has cancer of the neck and H.I.P. has done everything possible, and she too is on the mend.

When the chips are down and the patient has his back to the wall, H.I.P. comes through, without added expense, without burdensome paper work, and with medical attention beyond expectation.

I am patiently waiting for H.I.P. to open a Group Center in or near Lake Ronkonkoma so I can again get first-class medical attention.

H. W. H.
Ex-H.I.P. Member

Suffolk County yet. I belong to another plan now, and I

BUY U.S. BONDS

A new experimental program inaugurated this year permits those college graduates who have completed all the requirements within the last two years or expect to complete them within nine months to place on the eligible register without examination provided they have a 3.5 index in all undergraduate courses or rank within the top ten percent of their class.

Those taking the test and attaining a sufficiently high rating may be marked qualified for the GS-7 grade if they have had a 3.5 index in college courses or rank within the top 35 percent of their class or have been elected to membership in one of the national honorary society or have attained a score of 600 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 439 East 42 St., New York City and ask for applications for test member 400–The Federal Service Entrance Examination.
Seasonal Post Office Jobs Now Being Offered; Apply Until Feb. 9 For '67 Test

The Civil Service Commission and the Post Office Department have announced the opening of a nationwide examination for students and others interested in work as seasonal assistants in the Postal Field Service.

The jobs will $2.44 per hour and will be located in a limited number of major post offices.

Teachers Sought For Institution Jobs With Salary To $7,955

New York State is seeking applicants to fill several teaching positions which exist in 50 institutions of the Department of Mental Hygiene, Social Welfare, Health and Correction, and the Division for Youth.

School Lunch Manager Positions Now Available With Board of Education

School lunch managers are needed by the New York City Board of Education. These positions pay from $6,181 to $7,490 a year.

Government Offering Accounting Careers

Applications for Internal revenue agents and internal auditors at grade GS-5, $2,211 a year and GS-7, $2,768 a year, are now being accepted by the Internal Revenue Service.

Further Information Contact MARY CALPAINTER, Sec., Health Unit, U.S.L.A., 5 B. M. AVE., MINNEAPOLIS, Minn. Phone Day (912) 322-0000, Ext. 2073 or 467 Evening (312) Fr 1-9291

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HIGH SCHOOL TEACHERS: These positions pay from $2.44 per hour and will be located in a limited number of major post offices.

Attorneys must apply before Feb. 9 to take the test, which will be given nationally on Feb. 24. A notice will be mailed to all those who passed the examination for postal employment in the summer of 1966 and who failed to retake the 1967 examination unless they wish to try for higher score. The examination will be given on a continuous basis.

Merit Served

The new examination is a continuous one and is being given previously announced plan to assure that selections for summer jobs are made on the basis of merit. The prohibition against the employment of a son or daughter of a member of the Civil Service has been modified. After all others with higher or equal scores have been offered jobs, the son or daughter of a postal employee may be hired.

The minimum age for appointment to seasonal post office jobs during 1967 is 18, with the exception of high school graduates who may be appointed after they reach their 16th birthday. However, to be considered for jobs involving the operation of motor vehicles, the applicant must be at least 16.

Applications for the positions are given specific instructions in the examination announcement, on which the application and announcement forms will be available and at all Civil Service Commission offices, and college placement offices.

No estimates are available on the total number of appointments of seasonal assistants expected in 1967. Although last year the total was 14,288.

For further information on this position contact the U.S. Interagency Board of Examiners, 220 E. 42 St., New York City N.Y., or call 575-5615.

Policemen & Firemen Needed In D.C.

The District of Columbia is offering jobs to police and firemen at $6,105. Police detective starts at $3,925 and policemen begin at $3,565 per year.

Policemen and firemen needed in the District of Columbia are eligible for promotion at specified periods of service. To be considered for promotion, a detective must have three years of qualifying experience and a police officer must have five years of such experience.
City Aides Display Talents At Personnel Dept. Exhibit

The music is in the news. The City Department of Personnel and the Civil Service Commission recently concluded a successful week-long art show featuring paintings, sculptures, collages and other art objects which had been prepared by outstanding artists who are employees of the City.

The show, held at the Department of Personnel's offices at 220 Church St., featured 170 works of art by professional artists working for the City in a variety of jobs, commissioners and their wives, and Department of Personnel staff members.

The show was previewed by Mayor John V. Lindsay. The Mayor was presented with a portrait of himself painted by Mrs. Olga Ellissen, a supervising personnel examiner who was art committee chairman for the show.

The show, which was held at the suggestion of Civil Service Commission member George Gregory, Jr., was designed to call to the attention of the public the fact a great many City employees are not only hard working civil servants, but are also talented in other fields.

The halls of the Department of Personnel, festooned with holiday season decorations and pictorial displays, in addition to the many eye-catching works of art which graced the walls, never looked so good. It was, all in all, quite a show, everyone admitted.

Mrs. Olga Ellissen, a supervising personnel examiner with the Department of Personnel, presents Mayor John V. Lindsay with her painting of portrait as Commissioner George Gregory, Jr., assists by holding the painting.

Recreation Resource Specialists Wanted

The United States Department of the Interior, Office of the Secretary, is looking for art resource specialists to assist governmental and non-governmental organizations in locating, assessing, and establishing needs for recreation facilities.

For further information contact Assistant Secretary for Human Rights, Department of the Interior, Washington, D.C. 20240.

It proved that there is nothing exclusive about talent. Among the contributors were messengers, clerks, executive secretaries, specialists in the U.S. Department of the Interior and other Federal agencies.

Recruitment Resource specialists are needed to assist governmental and non-governmental organizations in locating, assessing, and establishing needs for recreation facilities.

For further information contact Assistant Secretary for Human Rights, Department of the Interior, Washington, D.C. 20240.

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CALE G. WIDENER, Professor of Political Economy,
New York University

URBAN RENEWAL IN NEW YORK CITY

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GEORGE RAYMOND, Chairman, City of Regional Planning, New York City

THE ARTICLES OF THE NEW YORK STATE CONSTITUTION: ISSUES AND PROBLEMS FOR THE STATE CONVENTION

Wed. 6:00 P.M., $21 (8 sessions)
A. R. S. J. McGUIRE, Director, New York State Bar Institute

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Tue. 6:00 P.M., $21 (8 sessions)
M. W. FALTIS, Executive Director, Citizen's Panel, "The Unity Test: The City and Its Critics"

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1208 BROADWAY, NYC.
MARCY VICTORS — Marcy State Hospital's golf team emerged victorious at the annual interhospital tournament held at the Harlem Valley State Hospital. Four members of the victorious team are seen displaying Marcy State's new trophy. They are, from the left, Roger Kane, co-captain; Dave Alberbach, club pro; Jim Bledsoe captain; and Ed Krukowski, team member. Marcy retired the trophy that has to be won three times for permanent possession.

SIGNING UP — President Joseph LaVaille accepted Mrs. Dolores Atkin's signature for a CSEA membership card. A holdout for 15 years, Mrs. Atkin felt she "just had to be a member of the union chapter," better known as the Suffolk State School chapter, CSEA.

SECOND ANNIVERSARY — New officers of the Nassau County Health Dept. unit of Nassau chapter, Civil Service Employees Assn., were installed during the recent second anniversary luncheon and installation of officers. Installed were, front row, left to right: Nick Abbate, vice-president and Joyce Franks, president. Second row, same order, are: Mary Callaghester, secretary and Helen Richards, treasurer.

Rx For Getting High Quality Aide—More $5

ALBANY—A private management consulting firm has found the percent of unfilled professional positions in the State Education Department has nearly doubled in five years. The remedy: higher salaries.

This is one of the recommendations of the State Board of Regents to the 1967 Legislature. In the report to the lawmakers, the Regents said the unfilled positions were especially serious at a time when the department has greatly increased.

Proposed Remedy

The Regents added: "As a remedy, the agents have recommended salary increases for top positions in the Department and a major reallocation upward of three or four civil service grades for classified professional positions."

The management study was made by McKinsey and Company. It also drew attention to the lack of adequate staff in the Department's Office for Higher Education Planning.

Commissioner James E. Allen and his deputy need additional staff, the report noted.

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8) Williams, J. S. New York 90.2
9) Neely, W. W. New York 90.2
10) Aric, L. S. New York 90.2

Chairman of the program committee, Edward L. Poulos, said:

"And Buffalo," Drago pointed out, "is the highest population city except Albany."

In New Post

ALBANY—Mrs. Constance E. Cook of Albany has been named chairman of the program committee of Assembly Republican minority.

PASS YOUR LEADER ON TO A NON-MEMBER.