MAJOR CSEA BILLS GETTING APPROVAL OF THE LEGISLATURE

CSEA Wins A Delay On Overtime Options For Mental Hygiene Aides

ALBANY—At the urging of the Civil Service Employees Asso., the State Department has agreed to delay implementation of new institution work-period options under the Federal overtime law until the Department has provided all employees with an adequate understanding of the Federal statute and pending State legislation governing overtime.

Mental Hygiene officials announced they would defer implementation for permanent work-periods following a meeting last week at which CSEA's special mental hygiene representative argued strongly against pending State legislation. The Department was also urged to delay implementation of new institution work-period options until the evidence of employee understanding and agreement, McArthur said.

Meetings Required. The Department thus resinded an earlier advisory that institution directors arrange meetings with their employees to ascertain whether they would prefer work periods based on 40 or 37.1/2 hours.

(Continued on Page 18)

D of E Auditors

It was announced recently by Robert P. Dailey, president, Metropolitan Division of Employment Examiners, Civil Service Employees Asso., that the Administration of the Division of Employment has agreed to the demands of the Metropolitan Division of Employment and has canceled all direct collection cases given to payroll auditors.

ALBANY — The inclusion of institution telephone operators under the shorter work week regulations won by the Civil Service Employees Asso. came a step closer to reality last week with the announcement that three State departments, at CSEA's urging, had formally requested the Division of the Budget to include the operators.

The Division of the Budget two weeks ago acceded to CSEA's demands and granted a 37.1/2 hour work week to office and clerical workers in institutions under supervision of the Departments of Correction, Health, Mental Hygiene, and Social Welfare and the facilities of the Division for Youth. Not included in the list of 43 other titles receiving the shorter work week were telephone operators and senior telephone operators.

CSEA immediately demanded that the two titles be covered and urged each of the affected departments to petition the Budget Division for coverage of the operators.

At Leader press time the Department of Mental Hygiene, Correction, and Health had done so and the auditors were expected to follow suit shortly.

Last Minute Delay On Condon-Wadlin

(Special To The Leader)

ALBANY—Bills accomplishing several of the major programs of the Civil Service Employees Asso. were awaiting final action by the State Legislature and approval and implementation by Governor Rockefeller, it was learned at Leader press time.

The Legislature had been expected to adjourn late last Friday night, but delays in agreement over a final version of a labor relations law to replace the Condon-Wadlin anti-strike measure, as well as action on other major Administration proposals were expected to keep the Legislature in session well into the weekend.

In the meantime, the Employees Association predicted final success on numerous benefits for State and local workers.

1/6th Bill Renewed

Of immediate importance to State and political subdivision employees was word that the 1/6th, guaranteed half-pay pension bill would be renewed, but with no further retroactive credits. This legislation is mandated for State members of the Retirement System, and was the result of local government aid, many of which are now covered under the 1/6th plan.

Late last week, Governor Rockefeller announced submission of a bill — conceived, he said, in negotiations with the CSEA that gives state employees a non-cumulative health law on April 1 and picks up 50 per cent of their contributions for dependents of those who die.

(Continued on Page 18)

Overtime Bills

Also assured passage was a measure that will pay overtime in cash at the rate of time-and-one-half for 40 hours work to State employees now eligible for such overtime. Action was reported also on a bill that would give other employees a time-and-one-half for accumulated overtime. This measure was introduced at the insistence of the Employees Association to give some compensation to workers excluded from State Attendance Rules on overtime.

For already retired employees, a measure was urged by the CSEA that would ensure to them people-cost-of-living increases in their pensions on a regular basis.

(Continued on Page 18)

Western Conference Will Meet April 8

A meeting of the Western Conference of the Civil Service Employees Asso. will be held April 8 at the Alta Motor Inn, Niagara Falls, Ni. Melissa Ron, Conference president announced.

State chapters will meet for a business session at 10:30 a.m. New York Thursday. Western Division chapter will host the event, that will end with a dinner and dance starting at 6:30 p.m.

WARM WELCOME — Lucy Teller, on the left, president of the Southern New York Conference of the Civil Service Employees Asso. extends a warm greeting to Robert J. Ryder, president of the Wassane State School chapter of the CSEA which recently became the 35th chapter to join the ranks of the Southern Conference membership. Following on at the right is William Wyman the treasurer of the Southern New York Conference.

Mexico Fiesta Tour Now Open

Bull fights and ballet; sun and swimming will be among the features offered on a 15-day deluxe jet tour to Mexico on July 15, now open to Civil Service Employees Asso. members and their families and friends.

This tour is designed to offer a wide variety of scenic views in the cities and countryside of Mexico and the itinerary proceeds integrally from Mexico City to Acapulco with landscape ranging from mountains to seashore. Other activities include dinner and cocktail parties, dancing and a variety of sightseeing.

The complete price of $523 includes round trip jet transportation, all hotel rooms, most meals except while in Mexico City and most tips.

Space is limited and immediate application should be made to Mrs. Grace Smith, Room 976, State Education Bldg., Albany, telephone (618) GR 4-5131.

Repeat This!

Reef Civil Service:

State Constitution Convention Means Hard Work Ahead

COMPLETION of a session of the State Legislature means that only public employees can relax for a time from the intensity of seeking legislative benefits for the civil service and return to their own labors.
(Continued from Page 1)

Don't Repeat This!

Prepare to leave Albany last week, The final document they prepare public workers for decades to protect their interests in the Legislature, Inadequate retirement system for N.Y.C. EXAM SOBELSOHN SCHOOL Registration now open for INSURANCE COMPANY BE

Don't Repeat This!

Now 20% Savings Save More!

Auto Insurance Going UP? SAVE 10% MORE!

of the legal insurance of pension systems but want to strip the legal blessing of such programs upon them. This is one reason why civil service is departing the insincerity with which some communities are demanding more home rule.

Public employees are not denouncing home rule, per se, but they are asking that they be protected from possible abuse of home rule measures by maintaining their present constitutional guarantees on pensions.

Merit System Threat

Another major threat seen in the meeting of Constitution Convention delegates is the numerous proposals being received to reduce the strength of the Merit System. Many State and local government services simply would like to have more freedom in making appointments and would like to abandon the strict lines for hiring and promotion that the courts have interpreted from the present language of the constitution.

Constitution delegates should take note of the fact that they will be representing at the convention the needs of nearly one-fifth of the electorate of the State. A list of the civil service voting family, comprised of State, Federal, City and County workers, is kept by the various departments of all States. These public employees are already unhappy at the present system and too often, thereby affecting the way in which the government operates out what is decided. And, as usual, this puts civil service "in the middle." Unfortunately, the manner in which the government operates puts civil service in the middle and too often, through the good public relations of civil service.

WHEN THE Connecticut motorist protested the sale of his name to a marketing company, it was disclosed that the same company buys auto registration lists from all 50 states, a practice it has followed "for 20 or 30 years."

WHAT MAKES the problem even more sticky is that motor vehicle registration lists are public property anyway. Realistically, any marketing company or mailing list broker could come into a State automobile owner in that State. The case in point, however, does not follow the general rule. The broker could come into a State, mail the list to each automobile Registrant in Connecticut, the marketing company paid about 10 cents for each name.

To which the Motor Vehicle Department retorts, "the names of- ers. To the average recipient, this should be proportionately large fees for this service.

The Motor vehicle Department is running off a list with names of new automobile owners in that State. To BE SURE, this is a labor intensive and detailed job. The Motor vehicle Department has installed an electronic data processing "roundup" system for this purpose. This system involves little or no difficulty. Actually, the purveyor of the list is required to provide the Motor vehicle Department his new home address form. In turn, he was threatened with doubled taxes and fees if he did not follow the general rule. The police, however, do not follow the general rule. The police, however, do not follow the general rule.

To the average recipient, this should be proportionately large fees for this service.

WHEN A MOTORIST would rather not have his name included on the mailing list he is being billed by the department, all he does is write a letter requesting that his name be crossed out when the list is run off for a mailing list processed by a marketing company.

THIS SHOULD MAKE the motorist happy, while enhancing the public relations of government and, therefore, civil service.

New SIF Terms

ALBANY—Three members of the State Insurance Fund have been named to new terms. They are:

Thomas P. Lynch of Pelham Manor, Milton A. Hendrickson of Lawrence and Anthony Cuccio of Suffern.

Commissioners of the Fund are appointed by law.

Insurance

Civil Service Television

Your Public Relations IQ

By LEO J. MARGOLIN

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

A Serious Public Relations Problem

A serious public relations problem is posed by the protest of a Connecticut automobile owner against that State's practice of selling vehicle registration lists for advertising by mail.

Civil Servants are very much involved in the outcome of this protest. While the execution of a Connecticut home rule measure, civil servants, as usual, will have to carry out what is decided. And, as usual, this puts civil service "in the middle." Unfortunately, the manner in which the government operates puts civil service in the middle and too often, through the good public relations of civil service.

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Current Legislation Discussed At Capital District Conference; Site Selected For Annual Meet

ALBANY—While acknowledging that "This is a difficult year for civil service legislation—especially for employees in State departments," Grace Nulty, legislative chairman for the Civil Service Employees Assn., last week called upon these employees to assist their count- erpart at the State Capitol, whose Make-up project could have made fewer gains in the past.

In reviewing the CSEA's legislative program Miss Nulty described the gains made and those that were outstanding through the 1967 program.

One of the guests attending the final meeting of the Capital District Conference at which Miss Nulty was the principal speaker was State Senator John Flynn Tinkers, chairman of the Senate Civil Service Committee.

A. Victor Costa, president of the conference, addressed the conference, speaking on the CSEA's part in the achievement of more parking spaces available for the conference-sponsored Ice Capades on Saturday afternoon.

The number of employees involved in this year's parking project was the highest it has ever been, with the conference attending chapters contributing to the required numbers.

The program faced by employees attempting to park their cars near offices in downtown Albany was developed by Leonard Kaplan, chairman of the Employees' Committee on Parking, and chairman of the Downtown Committee of the Conference.

Kaplan reported on a recent meeting of the Conference's executive committee and discussed parking problems which have been encountered in the past.

The problems of employees being forced to pay for parking downtown unless parking coupons were made available to other employees at the parking lot, and the low cost parking at the airport, were discussed.

Kaplan reported that the new program was made available earlier than the month of April when the parking coupons were scheduled to be made available.

Also at the meeting were resolutions on CSEA's achievement of members in the Chapter.

Syracuse—Joseph Lockner, executive director of the Civil Service Employees Assn., and Patrick Rogers, field representatives supervisor, will speak at a meeting of Onandaga Chapter's membership committee for April 4.

The meeting, beginning with a buffet dinner at 6:30 p.m. in Raphael's Restaurant, will launch the CSEA's 1967 membership drive.

Lockner and Rogers will talk on CSEA achievements, goals and benefits for members.

Also scheduled to speak are:

Constitutional Convention
The importance of CSEA participation in the Civil Service Convention for Constitutional Purposes was outlined by Duncan Macpherson, American Association representative on the committee. Following a report by Janet Cohen, chairman of the site committee for the conventions, Lockner reported that delegates selected a full-bloodmobile, which will be at the conference site for the programs, will be made available to interested members.

The main purpose of the program is to recognize employee contributions, both qualitative and quantitative, to state and local government workers.

The kick-off at Bronco State Hospital will be at 1:30 in a fully-equipped bloodmobile.

John H. Ray, CSEA area field representative, was present at the meeting and spoke of the importance of giving blood.

Broome CSEA Asks For A Personnel Officer
(From Leader Correspondent)
BINGHAMTON—Broome County may soon have a personnel officer, as requested last year by the Broome chapter of the Civil Service Employees Assn.

A personnel officer would have the duties until now handled by the executive secretary of the County Civil Service Commission.

Herrick said he hoped a personnel officer would be involved in a continuing program to familiarize employees with personnel policies and procedures.

The possibility that the count may soon have a personnel officer was brought up in a continuing program to familiarize employees with personnel policies and procedures.

GOING PLACES? See Page 11
Veterans Only—Post Office

Full Listing Of Delegates
To Constitutional Convention

As a service to our readers, The Leader is printing a list of delegates to the Constitutional Convention which opens this week. The names before each group of three members indicates the Senatorial District represented.

The second section lists the delegates at large, representing the entire state.

There is no written examina-
tion announcement. Widows of vets,
who are not entitled, may file to
obtain the Application. United States
Service Examiners, United States
Civil Service Commission, are
employed to determine disqualifi-
cation because of his disability. There are even rare cases of
a disabled serviceman being eligi-
able if his husband is totally and permanently disabled.

These examinations are open
until further notice. Interested
persons should write to the Execu-
tive Secretary, Board of U.S. Civil
Service Examiners, United States
Post Office, New York, N.Y. 10029.

Veterans Only—Post Office

Positions Pay to $6,191
For Public Jobs

Between 10 a.m. and 3 p.m., the job placement service of the Personnel Department is near the State Campus, Albany; Room 600, Genesee Building 1 West Main Street, a short walk.

There is no written examination announcement. Widows of vets, who are disqualified because of his disability, may file to obtain the Application. United States Service Examiners, United States Civil Service Commission, are employed to determine disqualification because of his disability. There are even rare cases of a disabled serviceman being eligible if his husband is totally and permanently disabled.

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U.S. Service News Items

By JAMES F. O'HANLON

Employee Leader Charges Error In Downgradings

Thousands of Federal employees are being unfairly and adversely affected by downgradings in their positions directly resulting from alleged errors in classification made by management, in some cases as much as ten years ago, it was charged by President Nathaniel T. Wolkomir of the National Federation of Federal Employees.

At the same time, the NFPE executive declared that the Federal Government has an inescapable moral obligation to protect the salaries of employees from the "unjustified downgradings" which are being inflicted upon them.

Wolkomir said that the Bureau of the Budget and the Federal Civil Service Commission 'have revised and updated their guidelines for giving the employee the benefit of the doubt in borderline classifications and have added hereinafter borderline questions to appropriate classes which would be rated at a lower salary grade. The NFPE further urged careful scrutiny of existing classifications.

"It is NFPE's contention that it was largely as a result of this change in philosophy that the so-called 'errors' in classification came about. A more honest explanation would be that downgradings are the result of changes in the interpretation of classifications standards or the issuance of new standards," Wolkomir said.

Wolkomir also questioned the legality of many downgradings, which result from an 'opinion on the part of a classifier as contrasted to the facts of the case relating to duties and responsibilities.'

Food Service Workers Sought

The Veterans Administration Hospital, 998 East 11 St., Brooklyn, N.Y. 11209, has several vacancies for food service worker, WA-1, to earn $1.35 an hour (part-time early shift), and work from 7:30 a.m. to 10:30 a.m. for 10 days a month. For further information, call 930-6600, ext. 388 or 392.

Nurses Needed In Oneida County

Oneida County is accepting applications for the position of public health nurse. The salary range is $5,955 to $7,350 per year.

No written or oral test is required for this position. Candidates will be rated on the basis of their training and experience, but they must meet the New York State Public Health Council's required qualifications for Public Health Nurse for Field Service.

For further information, contact the Oneida County Department of Personnel, 290 Mary Street, Utica, N.Y.

Contract Specialist, Price Analyst Jobs

The Board of U.S. Civil Service Commission in Fort Monroe, New Jersey is accepting applications on a continuous basis for contract specialist and contract price analyst.

Both of these positions are open at GS-5-6-7-8, 9-11 levels, paying yearly salaries of $6,806 and $7,321 respectively.

Further information about the different experience requirements for these positions, contact the Office of the U.S. Army Electronics Command, Fort Monroe, New Jersey 27756.

Recreation Resource Specialists Wanted

The United States Department of Civil Service is accepting applications on a continuous basis for recreation resource specialist in the U.S. Department of the Interior and other Federal agencies.

Recruitment specialists assist government and non-governmental organizations in locating and establishing needed recreation facilities.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Office of the Secretary, Department of the Interior, Washington, D.C. 20260.

For further information and applications write to the New York Region Office, U.S. Civil Service Commission, 239 East 8th Street, New York City.

Sergeant Eligibles To Meet April 11

A meeting of the Sergeants Elitigibles Asm. of the New York City Police Department will be held on Tuesday, April 11, at 7 p.m., at the Garden Ballroom, 277 Canal St., near Broadway, New York City.

At this time, two important guest speakers will be heard. The subjects discussed at the meeting are the快速发展 of the Association's legal staff and the rules of the Department relating to the status of the City-wide drive to reverse the Personnel Department Booklet "In Defense of Our Policy."

All patrolmen who feel they may have an interest in the outcomes of these two examinations and the procedures involved in this exam are urged to attend this meeting.

Interested parties may contact the Association through P.O. Box 211, Letters, Staten Island, N.Y. 11205.

Urban Renewal Testing

This spring, tests were tested last week by the Department of Personnel.

Maintenance Instructors

Applications for electro-mechanical instructors are being accepted continuously by the Manpower Development and Training Program. Duties include teaching the maintenance and repair of washing machines, U.S. citizenship and New York State education to qualify, except State residence for at least one year. The position is subject to the New York State Social Security laws. They need no special background.

Starting Office Worker Positions Offered New By New York State

Walk-in testing has resumed for many beginning office worker positions which exist in State agencies in the Albany area through the New York State Civil Service Department.

Candidates will be tested Monday and Wednesday evenings at 7:30 p.m. in the Auditorium, F Virtual Number 3, at the State Campus at 1615 Washington Ave., Albany. Testing will begin no later than 8:30 p.m. on these days.

Candidates may take the tests on any of the scheduled nights. They need no special background, U.S. citizenship and New York State education to qualify, except State residence for at least one year. They would be subject to their social security number with laws.

Applications for this 88 hour position must have had nine years of full-time paid experience in this field and hold a high school or equivalency diploma.

Send resume of experience and qualifications to Manpower Development and Training Program, 110 Livingston St., Room 84, Department P, New York 11201.
WE find it hard to reconcile the threats to three guaran-
tees on the security of the State's civil servants at the
Constitutional Convention, which starts this week, particular-
ly those aimed at the accrued pension privileges, with the
very essence of the Charter of the Constitution's own
motivation—progress for New York.

Some realities must be restated. Government is getting
bigger each year. More people work for government in this
country than ever before. Every indication points to the
great expansion of these two factors in the coming years. By 1975,
approximately one out of every five working adults in this
country will work for one form of government or another.

In the Federal government, always the leader in pro-
gress, the bureaucracy, the traditional foundations of a secure and workable civil service community—
the merit system, a pension system which is responsive to
the fluctuations of time and the means to a decent existence
for the loyal employee when his days of prime effectiveness
are over, and the protection of those pension funds from
taxation years after the economic factors on which they were
based have been inflated — have each been given the
Enforcement attempt of approval for performance recently
in these roles as are being ever-widened.

Considering all this, it would only be the mark of a
thoughtless appraisal of its own value to the future citizens
of New York if any of these foundations for the future and
testimons to the workability of democracy turn up as
damaged goods when the Convention is over.

New Law Not Enough

A Leader press time, Republicans and Democrats in the
State Legislature had not reached final agreement on a
measure to replace the Condon-Wadlin Act with a new
labor relations program, although final agreement was ex-
pected over the weekend.

Whatever happens, it will take more than legislation
alone to set a new tone for successful negotiations in the
future between government and its employees. Proper intent
will be as important as the means for bargaining because an
essential approach of government from now on must be that
public employees are to be treated as equals in the negotia-
tion table.

A viable labor relations law will do much to reduce the
threat of civil service strikes. A continued pattern of treat-
ing public employees concerns concerning the state of im-
portance, however, will not keep the most willing worker from
using force to get the respect and the justice he now de-
mands from government.

These past months have seen a disturbing number of strikes
and demonstrations and much unhappiness among public
employees. The major burden in resolving civil ser-
vice needs—and attitudes—will now largely rest on whether
or not government comes to these problems with an enlight-
ened view. Past attitudes will damage not only the great-
career service of the State and its political subdivisions but
also will be a disservice to citizens everywhere.

LETTERS

TO THE EDITOR

Letters to the editor must be
from publication upon request.
They should be no longer than
300 words and we reserve the
right to edit published letters as
seems appropriate. Address all letters to:
The Editor, Civil Service Leader.

Thanks For A

Nice Gesture

Editor, The Leader:

I am writing about a nice ges-
ture that I feel should be en-
couraged and continued.

My wife Maria was away on
Monday and I was quite worried
about the ground crew of 20 men
plus the superintendent of grounds
and buildings that came to do the
est of buildings; A. Lauvalle, su-
intendent of grounds, Sam Rice,
president of unit, Frank D'Al-
orea and first vice president H.
Beckles drove into Brooklyn in
an hour and a half to Brickov to
extend their sympathies.

I will not even try to describe
that public employees are to be treated as equals at the nego-
tiation table.

THE APPELLATE Division of the Appellee Division, First Department, held that
Unanimously reversing the enlightened opinion of Justice Vincent A. Lupiano in Rosen v. Board of Higher Education of
the City of New York (February 16, 1967), the Appellate Division in an opinion by Justice Robert J. Hurd noted that
tenure is "in derogation of the common-law right of contract...
and should be strictly construed."

Evidently, Lupiano was correct in awarding the tenure rights of petitioner Rosen was one of liberal construction rather than
strict construction of tenure.

MISS ROSEN HAD served as a teacher at Hunter College with the approval for the 1966-1967 school year.

YEARS LATER, Miss Rosen was removed from her posi-
tion without the assignment of any reason. This was accom-
plished by letter dated November 18, 1965 telling her that
she would not be employed for the 1966 to 1967 school year,

THE APPELLATE Division ruled that her first year did not count
for tenure purposes because her salary was specified as $450
per month. Her salary had been stated to be $8,400 a
year, instead of $450 a month, she would have had no tenure
problem.

THE SIGNIFICANCE of this technicality was certainly
within the knowledge of the Board of Higher Education
that it is deliberate to press it. This was especially true because it represented the petitioner's first experience with the Board's contracts. Certainly, as Justice
Lupiano said, the circumstances required the Board to be "redundantly clear" about the tenure rights of

MOREOVER, THE appointments of Miss Block during
the 1958-1959 years were expressly stated to be "subject
to judicial information without commitment for tenure." The "further
information" related to certain of the petitioner's activities
standing, a bearing on her character and fitness.

THE DIFFERENCES between the Board and Miss Rosen at the case before us the temporary service at a stated

THE TENURE statute requires appointments for a fourth
year. Miss Block's first three years were full years. In
her fourth year she was appointed as a temporary instructor from July 1964 until January 1965 and reappointed for
a second semester from February 1964 until June 1962. In
this respect, Miss Rosen's case was a "tried" one, because
Miss Rosen's appointments for all of the years involved
were for full years.

Moreover, the appointments of Miss Block during
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By WILLIAM GOFFEN

Tenure Justice Non-Liberal

A TENURED teacher in the employ of the Board of
Higher Education of the City of New York has the rights
to his position during good behavior and competent service.
He shall not be dismissed except for cause as defined by law.
Cause may mean incompetence or inefficient service, neglect of duty, physical or mental incapacity, conduct
unbecoming a member of the staff, established after a hear-
ing.

THE IMPORTANCE of tenure to academic freedom is
manifest. However, a teacher must have served on an
annual salary for three consecutive years and have been appointed
for the fourth year before enjoying tenure rights.

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CONSTITUTIONAL CHANGE

**What Are the Reasons For Retaining Those Three Sections: One Argument**

With the Constitutional Convention beginning this week amid clouds of concern arising from threats, stated and implied, to the civil service tradition and employee safeguards in the State, it is imperative that the government employee on all fronts in the ongoing battle to protect his welfare by an occasion. With this end in mind the Leader is reprinting below the basic arguments of the 300,000 member-strong Civil Service Council on Constitutional Convention which includes the 30 or more of the Civil Service Employee Unions, on the importance of retaining, at all costs, the language in the present Constitution in which their work—a day today and their future is sealed.

The Council's presentation follows:

**CIVIL SERVICE APPOINTMENT AND PROMOTION**

1. Who is Civil Service?

In excess of 800,000 workers who have made public service their careers. These dedicated people are those who make it possible for the government to function in the state, counties, towns, villages, municipalities, and, through implementing and carrying out the policies and programs established by the executive, legislative and judicial branches of government.

2. What is Civil Service?

It is a merit system where appointment or promotion is based upon merit demonstrated by competition among candidates, without regard to sex, race, creed, or political party. Objective testings of credentials, qualified as to service and education, has functioned satisfactorily, has avoided serious scandal and has permitted effective government and experience requirements of political parties.

3. What is a Civil Service examination?

An examination conducted by the Civil Service Commission and regulated by the described merit system procedures.

4. The Threat to Civil Service?

The elimination of the competitive examination and study would in itself defeat the end of the probationary period. It is appointment confirmed.

The State Civil Service Commission, at the state level and the Municipal Civil Service Commission, at the local level, administers and regulates the described merit system procedures.

INVESTIGATE ACCIDENTS AND ADJUST CLAIMS, CREDITS & COLLECTIONS

**Euro** $200 a week (full time)
**Euro** $100 a week (part time)
Low cost courts, 2 nights for $2.00. That's free advice. Please call 45-3841.
Free advisory placement.
FREE BOOKLET—BE 3-5910 ADVANCE BUSINESS INSTITUTE 31 W. 32nd St., N. Y., N. Y.

INCOME TAX

Prepared by EXPERTS ACCURACY GUARANTEED

$5 Big Staff Small Staff Large Staff

**FEDERAL TAX SERVICE CO.** 445 LEXINGTON AVE., N. Y. N. Y.

**In New York State Employees:**

Men, Women—Enjoy Learning

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

**BINGHAMTON**—Sheraton Motor Inn (call 463-6401)

**BUFFALO**—Sheraton Motor Inn, Sheraton-Camelot (call 258-5341)

**THICA**—Sheraton Motor Inn (call 372-1660)

**ROCHESTER**—Sheraton Motor Inn (call 599-4661)

**SYRACUSE**—Sheraton Motor Inn (call 463-6693)

(All ANALY CALL 463-6781 FOR RESERVATIONS, IN NEW YORK CITY, CALL 4-7863)

**Sheraton Hotels & Motor Inns**

IN NEW YORK STATE EMPLOYEES:

New York State Employees:

Q. I joined the Statewide Plan over two months ago, but have not received an identification certificate. Please tell me where I can get them?

A. These are issued by your employer and not the Statewide Plan. I suggest you contact the personnel or payroll officer who handles the Statewide Plan for your agency and let them issue these forms to you.

Q. Please tell me if the cost of an artificial eye is covered by my Statewide Plan?

A. Yes, the initial purchase of an artificial eye is a covered medical expense under the Major Portion (Part X) of your Statewide Plan. Any replacement in the future, however, will not be covered by Major Medical.

Q. I am a member of the Statewide Plan. I live in New York State but am going to a hospital in Massachusetts for needed surgery. Please tell me what benefits I am entitled to under my Statewide Plan?

A. You are entitled to exactly the same benefits you would be entitled to in New York State. This free choice of hospitals anywhere in the world is one of the many excellent features of the Statewide Plan.
The New York City Department of Personnel has recently released a list of persons certified for appointment to the position of car maintainer, group F. A total of 159 names follow.


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A list of 40 persons who are certified for the position of food service supervisor has been released by the New York City Department of Personnel. The following list includes the names of the successful candidates:


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Questions 30 to 39 inclusive are based on the following bus timetable:

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Notes:
1. The time interval between buses at a given point is called the headway.
2. The time interval between the arrival of the earlier bus is called the layover.
3. It indicates that a bus not already in passenger service is placed in service at the time and place shown.
4. This indicates that a bus is taken out of passenger service at the time and place shown and is sent to the garage.

30. The safe speed on any route regardless of weather conditions is primarily a function of the ability of the vehicle operator to compensate for roadway and traffic conditions. This statement means that it is:
(A) Always safe to drive well below the posted or allowable speed.
(B) Required to drive a bus faster than the posted or allowable speed to compensate for traffic delays.
(C) Not safe to drive the maximum posted or allowable speed under any weather conditions.
(D) Necessary for a bus operator to use his judgment to determine the safest operating speed.

31. If your watch gains 20 minutes per day and you set it for 9:20 A.M. at 9:00 A.M., the correct time, the nearest minute when the watch indicates 1:00 P.M. is:
(A) 1:20, (B) 1:25, (C) 1:10, (D) 1:10.

32. The law requires that cars having four-wheel brakes must be able to stop in 30 feet from a speed of 30 miles per hour, and in 130 feet from 40 miles per hour. From these requirements and your own knowledge of automobiles in motion, it is most logical to conclude that:
(A) A car is more lenient in stopping a bus than the slow ones.
(B) A car is more lenient in stopping a bus than the fast ones.
(C) The reactions of a car are multiplied by four.
(D) Drivers' reactions slow down greatly as speed increases.

33. If any 20 mile per hour increase in speed will require 90 feet more braking distance:
(A) 1000 ft., (B) 500 ft., (C) 70 ft., (D) 50 ft.
Spain, Portugal
Morocco Tour Is
Leaves On May 22

A few seats are still available for a tour of Spain, Morocco and Portugal that leaves on May 22. This vacation offering is now available to Civil Service Employees Association members, their families and friends.

For the low price of $115 per person, the tour includes the following: round trip air transportation; hotel accommodations; meals, sightseeing tours, etc. The departure city for this tour will be New York.

A variety of tours will be offered, including a tour of Spain, Portugal and Morocco that will depart from New York on May 22. This vacation offering is now available to Civil Service Employees Association members, their families and friends.

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England, Ireland, Scotland Tour Open

Bookings are now available for a 22-day jet tour of Ireland, Scotland and England. The tour departs from New York on July 17 and returns there on Aug. 1, it was announced last week.

In England, the cities of London, Manchester, Liverpool and Edinburgh will be visited as well as many famous historic places and countryside areas. While in Dublin, tour members will not only enjoy a complete sightseeing visit but will attend a performance at the Abbey Theater and throughout the trip, will have leisure time of their own.

The cities of glasses and Edinburgh, the former capital, and the town of Oban will be featured on the Scottish portion of the tour. While in England there will be a leisurely tour through the countryside, a visit to Stratford-upon-Avon and several daily visits will be spent in London.

Space is strictly limited. Appointments and descriptive brochures may be had by writing to Sam Remmett, 1640 East 28th St., Brooklyn, N.Y. (212) 263-6468 after 5 p.m. Price, including sightseeing, hotel rooms, meals, jet transportation is $660.

Two Departure Dates For Hawaiian Tour

Because of the heavy demand from members of the Civil Service Employees Association for bookings on the annual jet vacation to Hawaii and the Golden West, there will be two departure dates instead of one for next summer. It was announced recently.

One plane will leave New York on July 8 and the next on July 22. Both planes will be the identical model, and the total price of only $667 will include round trip jet transportation, three nights in Hawaii, all transportation to and from airport to hotels, etc. Departing groups will head for San Francisco, Los Angeles and Las Vegas, and the vacation will conclude with a visit to Las Vegas.

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With Urban Corps
2,000 Summer Jobs
For College Students

The 1967 operation of the New York City Urban Corps Summer Internship Program is about to get under way. Approximately 2,000 jobs are being made available to college students who meet the eligibility requirements.

Student application forms can usually be obtained at any college where Urban Corps field representatives will be on hand to discuss the program. The forms should be completed promptly and submitted immediately. The forms are available on a first-come, first-served basis.

Students interested in participating in the New York City Urban Corps program usually work a 30-hour week and are paid $2.50 per hour. The program usually lasts an hour, according to a rising scale based on the level of study they are presently undertaking.

Arrangements for student participation in the New York City Urban Corps program must be made by agreement between the school and the college where the student is attending.

This year's program, which is an expansion of last year's initial operations, involves approximately 1,200 college students taking part in the daily operation of the city government, with a degree of success that makes us all proud.

If you want to know what's happening in the field of study in which you are interested, you can ask for information at the nearest office. The program will provide you with the opportunity to become familiar with the activities of the city in activities covering virtually all areas of academic and vocational interest.

Every effort is made to place a participating student in a work area which relates most directly to his field of studies. This year's operation is scheduled to get underway on Monday, June 19. This is the start of the 1967 program.

The program will terminate on Friday, Sept. 1. Later starting dates may be arranged where individual cases may warrant such action.

If a student is interested in participating in the program, the student must be attending a college which does not take part in the Federal work-study program. It is possible to arrange to work in the Urban Corps on a voluntary non-paid part or full-time basis.

For further information on the operation and possibilities of the Urban Corps, or for future editions of The Leader, please contact the nearest office of the United States Department of the Interior. The leader's office is located in the New York City Urban Corps office, 110 West 40th Street, New York, 10007, and 212-264-4010.

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Assistant Stockman Positions Now Open $4,550 To $5,990

Men are being sought to fill a New York City examination for assistant stockman positions in various City departments.

Applicants for this examination must meet the following qualifications:

- A recent high school education and candidates will be required to pass a qualifying medical and physical examination because of the extraordinary physical effort required to fulfill the duties of the job.

- The position is in salary grade 10 with a salary range of $5,550 to $7,596.

- The examination will be held on June 10, according to present plans, and will consist of: 5 p.m.

Construction Inspector Key Answers Released By City

The Department of Personnel has released the rating key answers for the March 18 examination for construction inspector. The March 20 examination for the same title for those candidates observing the Saturday Sabbath.

Both sets of answers follow:

25. C:

Port Steward Jobs

The Military Sea Transportation Service, Atlantic Area at 58 and 77, 87-89, 97-99, West 34th St., New York, N.Y., is seeking port stewards. O'67 at $6,451 per annum. Applications for this position will be accepted until April 11.

Applications must be rated on the basis of their experience. Four years of experience is required for 60-7 and five years for G-7. The experience must have included responsibility for planning and preparing meals for large groups of persons aboard ship.


Mortuary Caretakers Needed Now By City; Walk In Test May 27

Men are needed by New York City to fill positions as mortuary caretakers in the New York City Hospital Department. These jobs, for which there are no formal educational or experience requirements, pay from $4,850 to $5,990 a year.

- No prior application is required for the May 27 walk-in examination. The test will be held at Steward Park High School, 300 Grand St., Manhattan.

- The position is in salary grade 10 with a salary range of $5,550 to $7,596.

- The examination will be held on June 10, according to present plans, and will consist of: 5 p.m.

Nursing Careers Offered By VA

The Veterans Administration Hospital, 300 Polk Fice, Brooklyn, NY 11209 is offering interesting nursing career experience in the Intensive Care Units, Surgical, Neurological and Medical Nursing Units.

Registered nurses—Starting salaries at $7,600-$7,266-$7,213 per year, depending on qualifications. Applicants must have completed, full time program of study in a State approved school of practical nursing and have current license in any of the 50 states or territory may apply.

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THOMAS H. GORMAN, Gen. Mgr.
ALBANY — The Civil Service Employees Assn., New York State’s largest and most influential public employee organization, made final preparation this week for a “long hot summer” protecting the rights and benefits of its 147,000 members—and the Merit System of Civil Service—during the Constitutional Convention which gets underway here today.

One of several strong indications that CSEA will face one of its most severe tests in speaking for the State’s public employees was the release last week by the State Civil Service Commission of a study prepared by a management consulting firm of Touche, Ross, Bailey and Smart, which examined the study.

The Convention—the first since 1937—is designed to bring about a general revision of the State Constitution and is empowered to meet continually until in order to submit recommen-
dations to the voters of the State at the next general election, the convention must adjourn at least six weeks prior to November 7.

The Employees Association’s Special Constitutional Convention Committee has taken elaborate steps since its appointment last Fall to ensure that the views of CSEA are fully known by all of the convention’s 168 delegates throughout the duration of its session.

In a report to delegates at the recent CSEA meeting in New York City, the committee outlined some of the steps it will take in discharging its duties, including:

1. Endorsement or opposition amendments which may be presented to the convention by other groups.

2. Introduction of amendments for the accomplishment of CSEA goals.

3. Close scrutiny of all proposed convention actions affecting public service in the State and full communication with members.

In order to achieve its goals, the committee also reviewed some important steps. One of the most significant of these was its affiliation with the approv-
as of CSEA’s Board of Directors, with the Civil Service Council on the Constitutional Convention, an independent coalition of more than 330 associations, unions and other groups representing public servants throughout the State. One of its purposes, the Council is to present to the main articles in the present Constitutional Convention all existing public employee assn.

1. Article 3, Section 6, "Appointment and promotion in the civil service of the State and all of the civil divisions thereof, including the municipalities, shall be made according to law, and shall be ascertained as far as practicable, by examination which, as far as practicable, shall be competitive.

2. Article 3, Section 7, "After

July 1st, nineteenth hundred and forty, membership in any pension plan or retirement system of the civil division of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired."

3. Article 1, Section 5, "All salaried employees, except pensions, paid to officers and employees of the State and its subdivisions and agencies shall be subject to taxation.

Reviews Hearings

In an effort to support the Convention with the Council on the Constitutional Convention, the committee to has acquired and distributed to CSEA staff and other interested members all of the reports published or expected to be published on the Constitutional Convention, the agency responsible for preparing the Convention; has met with the executive director of the Convention, and has ob-

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tions to the convention, the Convention must adjourn at least six weeks prior to November 7.
Bill To Protect Pay Of Authority Aides Is Reported

ALBANY—A bill sponsored by the Civil Service Employees Assn, which would protect the salaries of employees of public authorities who move into similar positions in State departments and agencies was reported out of the Senate Civil Service Committee onto the Senate floor as the State Legislature moved into its final days last week.

The measure provides that, if a position held by an employee of a public authority under the jurisdiction of the Department of Civil Service is allocated to a salary grade corresponding to the grade to which positions having the same title in the State service are allocated, the salary of the employee into an allocated position in the State service shall be determined as though he had been holding the position in State service.

Adjustments

The bill also would adjust salaries of employees who have moved from public authority to State service prior to the effective date of the measure, in amounts they would have been receiving on April 1, 1967, if the new provisions added by the bill had been in effect at the time of their movement to the State service.

The bill applies to appointments, promotions, reinstatements or transfers of employees.

The Senate Civil Service Committee acted on the bill, its chairman, Senator John E. Flynn (R-Tonawanda) explained, because it would correct obvious inequities towards some employees moving from authority positions to State jobs, and would permit the free movement of employees of State authorities to State agencies and of employees between State agencies and public authorities.

In citing several examples given to the committee of employees of authorities who are penalized under the present procedure involved in movement from an authority to a State agency, Senator Flynn’s committee noted that the salaries of the affected employees in their authority jobs had been determined in strict accordance with the provisions of the Civil Service law just as though they were employed in regular State agencies. But upon their promotion or transfer to regular State agencies they received considerably less than they would have as State employees.

Frank Tschan

Frank Tschan, first vice president and one of the organizers of the Valley Stream Village unit, Nassau Chapter, Civil Service Employees Assn, died of a heart attack while shoveling snow March 13 after the heavy snow on Long Island.

He was a member of the Department of Mental Hygiene and was a graduate of 1934 of St. Albans High School, and of 1938 of State University.

Mrs. Lillian Harris, Letchworth Village; and Dorothy McCooch, Middlesex Municipal Hospital, were promoted to regular State employees.

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Oneida Chapter

Rallies In Utica

UTICA — The Oneida Chapter, Civil Service Employees Assn, held a membership rally at 8 p.m. in the Polish Legion of American Veterans Hall, PLAY Cottage and Hart St. in Utica.

The guest speaker was A. Victor Costa of Albany, supervisor of the State agency’s Office of Workers’ Compensation Board.

His topic was the role of the Civil Service Employees Assn, one of the largest labor organizations in the world, and its functions to assist its membership in their work.

Mrs. Mary Leonard, chairman of the chapter’s membership committee, addressed the meeting.

She said the 1967 goal is to increase the membership of the Oneida Chapter to 1,300 by 1968.

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