Nearly 400 Attend
CSEA Conferences Produce Three-Star Hit Workshop

SOUTH FALLSBURY—Nearly four-hundred members of the Civil Service Employees Assn. were at The Pines hotel here last week to make the first CSEA tri-conference workshop a huge success. The two day program—sponsored by the Metropolitan, Southern and Long Island Conferences—offered everything from seminars and speakers to swimming and strolling in the Catskill Mountain resort.

Irving Flaumenbaum, Long Island Conference president, opened the workshop on the first evening with a welcoming address to all the guests and members. Leon Braun, Deputy Comptroller, was guest speaker for the evening, for which Randolph V. Jacobs, Metropolitan Conference president, was toastmaster.

For the second evening was Mrs. Ena Poston, president of the State Civil Service Commission. Joseph D. Lockover, CSEA executive director, was toastmaster for that event, at which Joseph P. Puly, CSEA president, also spoke briefly.

Brice Heads Suffolk Psychiatric Hospital

ALBANY—Dr. James A. Brice of Woodbury, Long Island, has been named director of the new Suffolk Psychiatric Hospital, which is being established on the grounds of the Central Islip State Hospital in Suffolk County.

Dr. Neff Appointed

ALBANY—Dr. Monroe E. Neff of North Carolina, has been appointed director of the Division of Continuing Education at SUNY at Albany.

He succeeds Dr. R. J. Fleming, who is retiring from the State Education Department post.

CSEA Makes Strong Protest on Promotion of State's New Rules on Overtime Pay

(Continued on Page 16)

Urge State To Implement Geographical Salary Plan

ALBANY — The Civil Service Employees Assn. last week urged the State Division of Classification and Compensation to establish, as soon as possible, the necessary systems to implement the geographical salary differential and shift pay differential pay program won by the Employees Association in the recent session of the Legislature.

The Special Classification Officers Committee of the Civil Service Employees Assn. will meet this week in Albany, Richard Corcoran, committee chairman, reported to the Leader press room.

"The committee will meet with Classification Commissioner Paul McGlions and members of his staff on a wide range of correction personnel problems, Corcoran said.

CSEA Correction Comm. Sets Meeting

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Major Themes

Major themes that evolved in the panel discussions concerned the 1/60th retirement plan and the effect of the new Public Employee Fair Employment Act on civil service. Speaker on the first topic was Kenneth Altman, chief actuary for the State Retirement System, with Ted Webn. CSEA first vice president acting as moderator.

Harry W. Albrocht, CSEA counsel (Continued on Page 16)

Geographical Salary Plan

INTERMISSION — This informal photograph shows Mrs. Ena Poston, seated left, president of the State Civil Service Commission, as she chatted with three CSEA Conference presidents during an intermission at a two-day workshop last week sponsored by the three conferences. From left are Randolph V. Jacobs, Metropolitan; Irving Flaumenbaum, Long Island, and Jay Tesler, Southern.

WELCOME — Three Civil Service Employees Assn. conference presidents are seen here with Deputy Comptroller Leon Braun, second from right, as they welcomed him to a two-day workshop sponsored by the three conferences. From left are Randolph V. Jacobs, Metropolitan; Irving Flaumenbaum, Long Island, and Jay Tesler, Southern.

CSEA told J. Earl Kelly, director of the Division of Classification and Compensation, that it was "receiving numerous inquiries from its more than 100,000 state employees members concerning the new laws enabling them to receive pay differentials for the new benefits."

CSEA also urged that the procedures guaranteed to employees prompt decisions to appeals for pay differentials.

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1. Failure to include overtime pay for employees working on a day-to-day basis.
2. Failure to include overtime pay for employees working on a week-to-week basis.
3. Failure to include overtime pay for employees working on a month-to-month basis.
4. Failure to include overtime pay for employees working on a year-to-year basis.
5. Failure to include overtime pay for employees working on a life-to-life basis.

CSEA called on Budget Director, Norman Hurd, as the State officer responsible for overtime regulations, to:

1. Intervene in a dispute in which some Barge Canal employees reportedly were being denied their regular pay checks until they waive overtime earnings earned prior to last April 1.
2. Implement, without delay, procedures enabling employees to appeal for overtime pay in lieu of overtime pay.
3. Implement a new overtime rule to appeal for compensation up to 10 percent of salary for overtime work under a bill won by CSEA in the Legislature.
4. Take prompt action to stop state agencies from reducing overtime work credits after instituting new overtime work rules after the end of the current fiscal year.
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Suffolk Library Unit Installs First Officer

BELLPORT — Officers and directors of the newly-formed Suffolk Cooperative Library System unit of the Suffolk chapter, Civil Service Employees Assoc., were installed recently.

Henry J. Stein, chairman of the board of trustees of the Library System, installed the unit's officers and praised CSEA. "We have entered an era of happier relations between workers and management," he said. "The CSEA has been a leader in this advance into good employee-employer relationships. Without threat or strikes, it has obtained visibly improved pay and working conditions for its members, and its efforts continue daily."

Mrs. Grace Everly of Patchogue heads the new unit as president. Her officers are: Mrs. Carol Maclellan of East Patchogue, vice president; Mrs. Jean Mooman of Selden, treasurer; Mrs. Ginger Heppler of Holbrook, recording secretary, and Miss Barbara Ofiar of Riverhead, corresponding secretary.

The Suffolk Library Unit is continuing negotiations with the village for other CSEA objectives. Michael Filipiak, president of the unit.

FREE TO DROP-OUTS!
U. S. GOVT BOOKLET

How much is a High School Diploma worth? What does a graduate earn compared to a Drop-Out? How important is Reference work essential to those who have just graduated? How important is Reference work essential to those who have just graduated? And Figures. In addition, they may now reach these official."

The 1967 edition of The Office Directory of the City of New York, generally known as "The Little Green Book," went on sale this week at the office of The City Record.

"The Little Green Book" began publication in 1918, with a modest issue of 2,000 copies. It is now filled to the 666 pages of this year's edition. It has become a standard reference work especially for those concerned with city, state, and federal government in New York City. Since 1918, the publication has been edited by Frank Miedel, assistant to the Director of the City Record.

Included in the book are such basic facts as the population and area of the City by boroughs, the name, location, and area of each park and playground, the number and location, of every school, police station and firehouse, the assessed valuation of real estate, the tax rate, the expenditures in preparing the Expenditure and Capital Budgets, the number of employees in each city agency, the requisition and enrollment of votes by parties and seats, New York State and Federal public holdings, and selected excerpts from the New York State and United States Constitutions.

CITIZENS having business with City officials in lower Manhattan may now reach these official.

Citizens having business with City officials in lower Manhattan may now reach these official."

Requests should be sent to Academy For Home Study, Dept. 46-773, 866 Third Ave., New York, N. Y. 10022

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LITTLE GREEN BOOK
Edition Now On Sale

Your Public Relations IQ

By LEO J. MARGOLIN

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

Fiscal Newsletter

AT LONG LAST, the City of New York with the largest budget of any municipality in the nation has joined the list of the nation's leading insurance companies—among the leaders in the field of New York—has been included in the nation's money markets.

MAYOR LINDSAY and his Fi-
nance Administrator, Roy M. Goodman, should be salute for taking the initiative in publishing the City's first "Fiscal Newsletter,"

IT IS A PIONEER move by the City to tell its financial story (Right to bankers, bond dealers, and institutional investors—something that America's major corporations have been doing for more than 30 years.

THE PUBLIC RELATIONS technique adopted by the City of New York should be standard operating procedure for all municipalities. A total of 50,000 cities, states, counties, towns, authorities, and service districts borrowing nearly 115 billion dollars.

OUR READERS know all too well that lack of bond money for capital improvements makes the City's bond issue little more than a drop in the bucket.

Citizens having business with City officials in lower Manhattan may now reach these official.

We have always maintained that every government entity must present its own financial story accurately and in its own financial newsletter is an attempt to bring the City's public relations to the nation's money markets.

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CSEA Asks 30-Day Open Enrollment in Health Insurance Plan

ALBANY — The Civil Service Employees Assn. has called on the State Administration to provide an open enrollment period of 30 days in the State Health Insurance Program, during which active or retired State employees might enroll under the plan.

CSEA representatives, at a meeting with State Budget Director John R. Haggan of the State Civil Service Commission, urged that the open-enrollment period be extended to any active or retired State employee under the following:

- Regardless of whether he ever applied previously;
- Regardless of whether his application was rejected previously;
- To enable change from one to the other of the two optional coverages available;
- To enable change from individual contracts to individual and dependent contract and vice versa.

CSEA also recommended a procedure requiring an employee who does not wish to participate in the program to sign a waiver of evidence that he has been made aware of his privilege to participate.

The Employees Association contends that the State, by taking over the responsibility of the employees' cost of the Health Plan, established a revised fringe benefit program which encourages County employees, families and guests to permit Onondaga Chapter, CSEA, to attend.

The chapter, local officers and County workers, has been a leader in the battle for lower costs at the 2/3 rate; and it chapters to represent added value after 30 days at the 2/3 rate.

Suffolk Welfare Unit Outing To Be Held July 8

Terrallo, president of the Civil Service Employees Assn., is holding an annual picnic for the Suffolk County Unit, Southaven, on July 8.

By tradition, this annual affair is open to all unit members, their families, friends and other employees. Beginning at 11:30 a.m. the festivities will continue until 1:30 p.m. The event will be scheduled throughout the day that will be of interest to all age groups. Activities and backyard facilities are also available.

Free of food and refreshments will be available. The cost for this family outing is $2.50 for adults—$1.50 for the 12-15 year olds and children under 12 are free.

Onondaga CSEA Seeks Exclusive Bargaining

SYRACUSE — Meetings have been requested by both Syracuse Mayor William Walsh and Onondaga County Executive John M. Mallove to discuss machinery to amsult Onondaga CSEA, Civil Service Employees Assn., to represent City and County workers under the County's Fair Employment Law.

Leona Appel, chapter president, and herself a former mayor, said that the meetings, held both members of the CSEA unit and other City and Counties' employees under Walsh's Fair Employment Law.

The chapter, with its more than 2,300 membership, has undertaken a campaign to boost its membership and to maintain its position as the group with the largest number of members in either the City or the County departments. Ms. Appel also noted that

Benko And Raymond Nominated For Capital Conf. Presidency; Election To Be Held June 17

ALBANY—John Raymond of the Gilleran chapter and Max Benko of the Department of Labor chapter, Civil Service Employees Assn., will face each other in the election for the presidency of the Capital District Conference, CSEA, at Hidden Valley, Lake Luzerne on June 17.

The election will be held on the second day of the conference's three-day meeting. The installation will take place immediately following the election.

Despite a tremendous ovation, when his name was placed in nomination for the presidency, Harry Kolothros of the Office of General Services declined the nomination because of extreme pressures of his work.

Other nominations, standing, left to right, are: John Raymond, Victor Troidle, Thomas Shearer, Thomas McDonough, Seated, same order, are: Marion Farely, Costa, Margaret Fleming, and Helen Marsh.

Terrallo Elected By Correction Dept. Chap.

ALBANY—Vita M. Terrallo has been elected president of the Capital District Correction Dept. chapter, Civil Service Employees Assn., CSEA.

Elected to serve with him were: Jane Hughes, vice-president; Alfonso, secretary; Carmi Peto, treasurer; Irene Dougherty, and Marian Farrelly, alternate delegates.

In addition to the State-wide benefits obtained principally through CSEA efforts—as the State Health Plan and 1/40th Retirement Plan—Onondaga Chapter has been a leader in the battle to win for its members and other local City and County workers higher pay and other benefits.

Among these, she said, have been low cost group life insurance, improved sick leave and vacation plans and local governments' approval of the 1/40th Plan for City workers (Syracuse was one of the first governmental units in the State to approve this plan for its employees after requests from the chapter) and the State Health Plan for some workers.

Also, she said, CSEA acted May 13 to remove from its constitution the "no strike" clause and so enable the State-wide Association and it chapters to represent better public employees under the new law.

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Nominees — Candidates for office of the Capital District Conference, Civil Service Employees Assn., pose with A. Victor Costa, outgoing president, following their nominations at the regular meeting of conference delegates at the Ambassador Restaurant, Albany. Standing, left to right, are: John Raymond, Victor Troidle, Thomas Shearer, Thomas McDonough, Seated, same order, are: Marion Farely, Costa, Margaret Fleming, and Helen Marsh.

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Civil Service Television

Television programs of interest to civil service employees are presented on the WNYC-TV, Channel 31. This week’s programs are listed below.

Sunday, June 4
6:30 p.m.—Around the Clock—The N.Y.C. Police Department training program
7:00 p.m.—On the Job—N.Y.C. Police Department training program
7:30 p.m.—On the Job—N.Y.C. Fire Department training program
8:00 p.m.—N.Y.C. State Constitutional Convention: Some Issues and Perspectives—Individual Rights and Liberties

Monday, June 5
6:00 p.m.—Around the Clock—N.Y.C. Police Department training program
8:00 p.m.—N.Y.C. Police Department training program
9:00 p.m.—N.Y.C. State Constitutional Convention: Some Issues and Perspectives—Individual Rights and Liberties

Tuesday, June 6
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program
6:30 p.m.—Community Action—Ted Theaker moderates discussion
7:00 p.m.—On the Job—N.Y.C. Fire Department training program
8:00 p.m.—N.Y.C. State Constitutional Convention: Some Issues and Perspectives—Individual Rights and Liberties

Wednesday, June 7
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program
5:00 p.m.—On the Job—N.Y.C. Fire Department training program
6:00 p.m.—On the Job—N.Y.C. Police Department training program
6:30 p.m.—On the Job—N.Y.C. Fire Department training program
7:00 p.m.—Community Action—Ted Theaker moderates discussion

Thursday, June 8
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program
5:00 p.m.—On the Job—N.Y.C. Fire Department training program
7:30 p.m.—School News and Interview—Information of the varied services of the Board of Education
8:00 p.m.—Community Action—Ted Theaker moderates discussion

Friday, June 9
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program
10:00 p.m.—Behind the Law—Analysis of selected laws passed in 1966—"Amendments to CPLR"

Saturday, June 10
7:00 p.m.—Community Action—Ted Theaker moderates discussion

8:00 p.m.—On the Job—N.Y.C. Fire Department training program

Where to Apply
For Public Jobs
The following directions tell where to apply for public jobs having to do with the New York City on the transit system.

CITY

NEW YORK CITY—The Application Section of the New York City Transit Authority is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of Central Hall, one block west of Broadway.

Applications:
Filled Period—Applications issued Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 9 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013. Telephone 566-9720.

Further information and applications may be obtained at the Personnel Department at least five days before the existing date for the filing of applications.

Applications must be mailed or dropped in a self-addressed, business-size envelope and must be sent to the Personnel Department no later than the last day of filing or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subways that go through the area. These are the IRT 7th Avenue Line coming from the 42nd Street terminal; the IRT Lexington Avenue Line stop to use is the West Street stop; and the BMT Brighton local stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE—Room 1010 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 2-2200. Application forms may be obtained from: Alfred P. Smith State Office Building and The State Campus, Albany; State General Building 1 West Genesee St.; State Office Building, Binghamton; and 50 Sheehan Tower, White Plains.

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, New York, N.Y., 250 Vesey St., New York 22, N.Y. (at battery and Broad Ave.), New York 17, N.Y. Just west of the United Nations building, take the IRT Lexington Avenue Line to Grand Central and walk two blocks east, or take the shuttle from the Grand Central or the IRT Queens-Furnish train from any point on the IRT and exit at 49th Street.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 8 a.m. to 1 p.m. Telephone 231-6300.

Applications are also obtainable at main post office except those in New York, N.Y., and New York, N.Y. 22. Boards of examiners at the particular installations offering the employment are required to check names and to send application blanks to the Personnel Department for further information and application forms. No return envelopes are necessary with the requested forms for application forms.
1. As a clerk in an office in a previously done by another clerk.

Before beginning work on this get the Authorized CSEA License Plate: finish your supervisor's instructions for the doing the job by the end of the day. The plates which sell for $1. can also be ordered through the office at the end of the day is to take away.

2. Assume that you are a clerk in a City department. Your supervisor has given you an important job that he wants completed as quickly as possible. You will be unable to complete the job by the end of the day, and you will be unable to work on the job in the next several days because you will be away from the office. You have just been told, the most appropriate action for you to take before leaving the office at the end of the day is to:

(A) look your work in your desk so that it will not be disturbed in your absence;

(B) ask another clerk in the office to finish the job while you are away;

(C) tell your supervisor how much of the job has been done and how much remains to be done;

(D) leave a note on your supervisor's desk informing him that you will continue to work on the job as soon as you return to the office.

3. Assume that, as a newly appointed clerk in a City department, you are doing an assignment according to a method that your supervisor has told you to do. You believe that you would be less likely to make errors if you were to do the assignment in a different way. However, although the method your supervisor has told you to use is faster. For you to discuss your method with your supervisor would be:

(A) desirable because he may not know the value of your method;

(B) undesirable because he may not know of your method and may prefer the one he tells you. 

(C) desirable because your method may show your supervisor that you are able to do accurate work.

(D) undesirable because your method may show your supervisor that you are not able to do accurate work.

4. Assume that you are responsible for several members of the public who visit your department for information. At a time when they are seeking information, a man asks you for information in a rude manner. Of the following, the best action for you to take in handling this man is to:

(A) give him the information in the same manner in which he spoke to you;

(B) ignore his request until he asks for the information in a more polite manner;

(C) give him the information politely, without commenting on his manner;

(D) not give him the information in a polite manner so as not to anger other people at the same time.

5. As a clerk in a City agency, you are assigned to issue applications to members of the public who request the applications from your supervisor. Your supervisor has told you that under no circumstances are you to issue more than one application to each person. A person enters the office and asks for two applications, explaining that he wants the second one for use in the event that he makes an error in filling out the application. Of the following, the most appropriate action for you to take in this situation is to:

(A) give the person two applications since he may not know how to fill out the application;

(B) ask your supervisor for permission to give the person two applications;

(C) give one application to the person and advise him to come back for another one;

(D) issue the application to the person and inform him that only one application may be issued to him in a single transaction.

6. Suppose that as a clerk in an office of a City department, you have been asked by your supervisor to assist Mr. Jones, another clerk in the office, and to do his work in his absence. Part of Mr. Jones' duties are to:

(A) smooth papers that are wrinkled;

(B) give routine information to visitors who request the information. Shortly after Mr. Jones has begun a three-week vacation, a visitor goes to the office and asks for routine information which is available to the public. He explains that he previously had gotten similar information from Mr. Jones. Of the following, the best action for you to take is to:

(A) inform the visitor that Mr. Jones' vacation is not on your work schedule, and that you will attempt to obtain the information;

(B) advise the visitor to return to the office when Mr. Jones will have returned from vacation;

(C) tell the visitor that you will have Mr. Jones mail him the information as soon as he returns from vacation;

(D) attempt to contact Mr. Jones to ask him to request the information.

7. Miss Smith is a clerk in the information section of a City department. Of the following, the most desirable way for Miss Smith to handle a case such as the one call to the section is to say,

(A) "Hello, Miss Smith speaking. May I ask who is calling?"

(B) "Miss Smith speaking. May I ask who is calling?"

(C) "Hello, May I be of service to you?"

(D) "Information Section, Miss Smith."

8. When preparing papers for filing, it is not desirable to:

(A) smooth papers that are wrinkled;

(B) use paper clips to keep larger papers together in the file;

(C) arrange the papers in the order in which they will be filed; and

(D) mend torn papers with cellophane tape.

9. Assume that you are a clerk in the main room of a City department. One of your younger clerks has opened the letters addressed to the department and to route them to the appropriate officials. One of the letters you open evidently requires the attention of two different officials in the department. In this situation, the one of the following which is the best action for you to take is to:

(A) make two duplicate copies of the letter, send one to each office, and keep the original on file in the mail room;

(B) return the letter to the writer with a request that he send a new letter to each of the two offices;

(C) request the head of each office to send the employee to your room to do this work, and tell each that you will do it;

(D) request the head of each office to send the employee to your room to do this work, and tell each that you will do it.

(ANSWERS NEXT WEEK)

ADDITIONAL CLERK STUDY MATERIAL WILL BE PUBLISHED IN THE LEADER IN COMING WEEKS—UNTIL TEST DAY.

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., NEW YORK 2, N.Y. (Subway) 

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PATROLMAN AND POLICE TRAINEE

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Physical Preparation for all Civil Service Tests at our Jamaica Branch, 89-25 Merrick Blvd., on Mondays 6-7-8 P.M.

Preparation for SUPERVISING CLERK-STEPNO

All Departments Classes Meet On

Wednesday, 6-7-8, Thursday in Jamaica at 4:30 P.M.

PREPARATION FOR CLERKS

Applications now open; no experience necessary. Classes meet Thursday in Manhattan at 1:15; 5:30 or 7:30 P.M.

CLASSES NOW MEETING IN MANHATTAN & JAMAICA

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CLASSES FORMING

FIREMAN

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Accredited by Board of Regents


For information on All Courses Phone 43-3900

All Classes Air-Conditioned

1. As a clerk in an office in a previously done by another clerk. Before beginning work on this get the Authorized CSEA License Plate: 

2. Assume that you are a clerk in a City department. Your supervisor has given you an important job that he wants completed as quickly as possible. You will be unable to complete the job by the end of the day, and you will be unable to work on the job in the next several days because you will be away from the office. You have just been told, the most appropriate action for you to take before leaving the office at the end of the day is to:

3. Assume that, as a newly appointed clerk in a City department, you are doing an assignment according to a method that your supervisor has told you to do. You believe that you would be less likely to make errors if you were to do the assignment in a different way. However, although the method your supervisor has told you to use is faster. For you to discuss your method with your supervisor would be:

4. Assume that you are responsible for several members of the public who visit your department for information. At a time when they are seeking information, a man asks you for information in a rude manner. Of the following, the best action for you to take in handling this man is to:

5. As a clerk in a City agency, you are assigned to issue applications to members of the public who request the applications from your supervisor. Your supervisor has told you that under no circumstances are you to issue more than one application to each person. A person enters the office and asks for two applications, explaining that he wants the second one for use in the event that he makes an error in filling out the application. Of the following, the most appropriate action for you to take in this situation is to:

6. Suppose that as a clerk in an office of a City department, you have been asked by your supervisor to assist Mr. Jones, another clerk in the office, and to do his work in his absence. Part of Mr. Jones' duties are to:

7. Miss Smith is a clerk in the information section of a City department. Of the following, the most desirable way for Miss Smith to handle a case such as the one call to the section is to say,

8. When preparing papers for filing, it is not desirable to:

9. Assume that you are a clerk in the main room of a City department. One of your younger clerks has opened the letters addressed to the department and to route them to the appropriate officials. One of the letters you open evidently requires the attention of two different officials in the department. In this situation, the one of the following which is the best action for you to take is to:

(ANSWERS NEXT WEEK)

ADDITIONAL CLERK STUDY MATERIAL WILL BE PUBLISHED IN THE LEADER IN COMING WEEKS—UNTIL TEST DAY.
Settle Now, Pay Later

SOMETIMETHING has to be done and done quickly about the horrendous lag in payments of awarded pay increases to its civil servants by the City. Employees who have fought hard for wage increases that have on paper only kept them standing still have been waiting for months for something tangible, spendable return for their efforts and pleas. Many of them have gone into debt, some of them have resigned for positions when the raises were awarded—never having for a moment realized that the actual extra monies might be held up indefinitely before they found their way to the employee's pocket.

Right now hard bargains are being driven and compromised, while even other city workers are getting ready to settle for the bare essentials in wage negotiations—while even the chances of the payments being made on time are almost nil.

According to the bargaining agent's agreements on both sides, many of the wages due to these workers are retroactively.

My Kids are

One of the world's best known cartoonists featuring "My Kids are Hungry" "Factory Sweepers Make More Than the DO" and "65th Raise Now" while thousands of emoji-whites and worth at least a $a rule their frustration in the world.

During the half-hour in which they paraded before the Executive Director of the National Postal Union, brought to the President's suite a huge resolution demanding the 15 percent raise.

The majority of the marchers had come from flags New Jersey area and had formed at noon on the Washington monument grounds for march to the White House.

Many Congressional leaders gave statements to the marchers including Senator Daniel K. Brewster who told them they should not have to take a back seat to anyone in pay or fringe benefits. He received a rousing response of encouragement in the whistle-packing throng.

Other Washington officials who were on hand to talk to the crowd were: Senator Quentin Burdick, Chairman of a Senate Democratic Committee; Clete Bosco Delaware Republican; Senator Vance Hartke, Indiana Democratic; Representative Charles Nadel, New York Democrat and fellow New York Democratic House member, James Hanley and Frank Brocc.

Foreign tourists stopped to play on their first U.S. post offices but many, cameras ready, were confused at signs bearing warning in the fact that "Mourn Vermont Waste 15 Percent."
WATERTOWN CHAP.
Installs Officers

New officers of the Watertown State chapter, of the Civil Service Employees Assn., were recently installed at the chapter's annual spring party by Robert Guild, CSSEA field representative.

Robert Mitchell became president of the chapter with William Dupee and Nicholas Smith as first and second vice presidents. Mrs. Dorothy Ebeling continues as secretary and Mrs. Sally Helmer as treasurer.

Austin H. Emery, assistant north district engineer, was toastmaster. Awards were given to Alma M. Smith, an employment interviewer with the Division of Employment, Watertown, and to George Keelings, electrician in the P.W.P. for 36 years.

Guests from the Jefferson chapter, CSSEA, included Mrs. Pauline W. Smith, past president; Mrs. Shirley Gaffney, treasurer, and Mrs. Eleanor Perry.

Pipe Inspector

Ten candidates for jobs as pipe laying inspector took technical oral examination recently.

LEGAL NOTICE


Notice is hereby given that on Thursday, April 26, 1967, the County Clerk of the County of Jefferson, State of New York, will hold an Election of Trustees for the Watertown Public Library, to be held in the Court House, Watertown, New York, commencing at 7:00 o'clock A.M, and which will continue until 1:00 o'clock P.M. with a recess for lunch at noon, and which is open to all persons who are of the age of 21 years and over, who are United States citizens, who have been residents of said County for at least 30 days next preceding the election, and who are not disqualified for any reason other than the absence of an unsettled claim against the Watertown Public Library.

The Watertown Public Library is a public corporation of the State of New York, and is supported by the County and the City of Watertown, New York.

Q. Is it necessary for new employees to have a health examination to join the Statewide Plan?

A. No. No examination is required. However, you should apply within your first two pay periods in order to enroll without qualifying. If you fail to enroll within that time, you will have to furnish a statement of health for yourself and each member of your family.

Q. Have I been a member of the Statewide Plan even since it was offered to State employees? If I retire this year at 62 my benefits will be the same as if I were still working?

A. Yes. Benefits for both active employees and retired employees of the Statewide Plan are exactly the same. Incidentally, this privilege of continuing the Statewide Plan is one of the marvelous features of the plan.

Q. Where are doctor's office calls covered under the Blue Cross-Blue Shield portion of my Statewide Plan?

A. No regular office calls to a doctor covered by the Blue Cross-Blue Shield portion of your Statewide Plan.

Patron Medical Examinations

The New York City Department of Personnel last week administered medical and radiological examinations to some 450 candidates for patrolman, police trainee, and

The Job Market

BY V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There is a real demand for window washers throughout the city. Must be experienced in route work, able to use both liquid and paste wax and have checkable references. Day and night positions are available and a driver license would be helpful. The pay ranges is $75-$90 a week. In Manhattan fully experienced window cleaners are wanted. Must be able to do both interior and exterior work in commercial buildings. Pay ranges from $100 to $125 a week depending on experience. Apply at the Manhattan Service Office, 239 West 46th Street, Manhattan.

Farm workers are needed for about six months of work in various parts of New York State. Experienced workers preferred but persons able to do heavy manual work should apply. Few Government-inspected housing is provided. The pay range is $2.25 to $3.50 an hour for 40 to 60 hours, six-day week. Also needed are landscape workers to work in New York City. At least three months experience preferred but persons able to operate a gas powered lawn mower and to do heavy outdoor work should apply. The pay range is $1.65 to $2.50 an hour. If interested in farm jobs or landscape work apply at the New York City Farm Office, 240 West 34th Street, Manhattan.

There are many jobs for people with good office skills. For example, experienced legal stenographers able to take rapid dictation and use electric typewriters are needed in downtown and midtown Manhattan. The salary range is $110 to $135 a week.

For temporary work, legal stenographers with three years experience can get

The New York City Department of Personnel last week administered medical and radiological examinations to some 450 candidates for patrolman, police trainee.

via

There is no discrimination in employment. For further information call Mr. Walker, Ctanrman, Office at 76-6060, ext. 776.

NEW CLASSES START
JUNE 5th IN MANHATTAN
JUNE 7th in JAMAICA
PREPARE FOR NEXT WRITTEN EXAM

PATROLMAN NEW SALARY SCALE $191 A WEEK

Three years experience can get

The Job Market

By V. Raider Wexler

A Listing of Non-Civil Service Jobs Available Through the New York State Employment Service

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Headlines Like These Need Not Apply To You!

Most doctors demand patients pay extra money, despite insurance coverage.

Indemnity insurance link to higher fee

DOCTOR FEES RISE WITH BENEFITS
STUDY SHOWS

Surgery Fees Drain Increase in Benefits

Insured Surgical Fees Reported Up

If you are a City employee, only H.I.P. can stand between you and the extra charges that lurk behind headlines such as these.

Cash allowance and major medical insurance programs cannot give you the full protection that your family needs today.

Fewer and fewer physicians are accepting insurance fee schedules. More and more "insured" families are having to pay out-of-pocket for services for which doctors' charges exceed the scheduled allowances. Major medical subscribers find that the higher the medical bill, the greater their "share" of the cost.

Only H.I.P. members have the peace of mind of knowing that their insurance faithfully protects them for all the plan's basic services—be it a preventive health check-up or open-heart surgery.

And they also know that H.I.P. is the only plan in the New York area that has established its own professional standards for affiliated physicians.

1947-1967
20 years of Quality Medical Service

A better plan today—An even better plan tomorrow!

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022
This ad is supposed to give you a reason for listening to the Fisher. We decided to give you several:

The Fisher 95 Bay Grand
Custom Module Stereo Phonograph/FM Tuner System
With 35-watt solid state stereo-control amplifier, matched speaker systems, 4-speed Garrard automatic changer, Pickering cartridge, FM stereo tuner, in oiled walnut. (With optional larger speakers for extended bass.)

The Fisher Baby Grand
Custom Module Stereo Phonograph System
Identical to Model 95, less FM stereo tuner; (With optional larger speakers.)

The Fisher 220-T
55-Watt Solid-State AM-FM Stereo Receiver
With STEREO BEACON, FET front end, 4 IF stages, 2 limiters, transformerless output stages with silicon transistors;

The Fisher 500-T
90-Watt Solid State FM Stereo Receiver
With STEREO BEACON, 4 IF stages, 3 limiters, transformerless output stages with silicon transistors;

The Fisher TFM-200
Transistorized FM Stereo Tuner
With STEREO BEACON, NUVISTOR-GOLDEN SYNCHRODE front end, 4 IF stages, 3 limiters, 1.8 uV sensitivity;

The Fisher XP-5A
4-Way Free-Piston Loudspeaker System
With 8-inch low-resonance woofer, 2½-inch wide-dispersion tweeter, 2000 Hz crossover;

The Fisher XP-6
3-Way Free-Piston Loudspeaker System
With 10-inch woofer, 5-inch midrange, 1½-inch soft-dome tweeter, 300 and 2500 Hz crossovers;

The Fisher XP-7
3-Way Free-Piston Loudspeaker System
With 12-inch woofer, two 5-inch midranges, 1½-inch soft-dome tweeter, 300 and 2500 Hz crossovers;

The Fisher TX-300
100-Watt Solid-State Stereo Control-Amplifier
With transformerless output stage, four output transistors per channel, 21 controls and switches, every Fisher convenience;

No ad man can do it justice.

Bryce Audio

110 WEST 40TH STREET, NEW YORK 18, N.Y. BRyant 9-4050-1-2
More Parent Involvement Seen Under Decentralization

Greater community involvement in the work of the schools is increasing. This is at- directed as part of Board of Edu- cation community relations policy in the schools and is most evident in the new Superintendent Bernard E. Donovan. The circular, relating to the new decentralization policy, notes:

"Community involvement in the work of the schools is increasing as is contemplated in the decentralisation plans. It is a new venture to both the school and the community. It touches upon the parent's hopes for his children, the teacher's dreams of perfecting his craft in the rendering of professional services, the supervisor's freedom to guide professional learning and the community's right to expect quality education.

"I am requesting district superintendents and principals to immediately intensify their efforts to involve parents in meaningful ways in their district and school programs. In order to strenghten this effort, I propose a small committee of superintendents, principals and teachers to prepare a report on what the schools can do to further the community's right to expect quality education."
U.S. Job Opportunities

The Federal government is seeking to fill positions in virtually all career fields. These positions have varying requirements and may be located throughout the country. For further information on these positions, contact the U.S. Civil Service Commission.

Agricultural

Agricultural commodity grader (fruits and vegetables), $6,451 and $7,696; (grain), $5,331 and $6,451—Announcement 188 B.

Agricultural commodity grader (meat), $5,331—Announcement 235 B.

Civil Service Commission, 220...

Engineering and Scientific

Aero-space technology positions in physical sciences, engineer, mathematician, physicist, $6,987 to $17,550.—Announcement 195 B.

Biologist—aquatic and general, $6,987 to $17,550.—Announcement 195 B.

Biologist—oceanic and general, $6,987 to $17,550.—Announcement 195 B.

Computer systems analyst, $7,696 to $10,729.—Announcement 204 B.

Diplomatic—general and general, $6,687 to $13,106.—Announcements 348 B.

Engineering—general and general, $6,687 to $13,106.—Announcements 348 B.

Geodesist, $6,387 to $17,550.—Announcement 348 B.

Hydrologist, $6,387 to $17,550.—Announcement 348 B.

Meteorologist, $6,387 to $17,550.—Announcement 348 B.

Clerk

Auditor, $6,387 to $10,927.—Announcement 301 B.

Digital computer systems operator, $6,451 to $10,927.—Announcement 202 B.

Engineer—various branches, $6,451 to $17,550.—Announcement 301 B.

Engineer (various branches), $6,451 to $17,550.—Announcement 301 B.

Fishery and wildlife biologist, $6,451 to $17,550.—Announcement 301 B.

Mechanical engineer, $6,987 to $17,550.—Announcement 301 B.

Civil Service Commission, 220...

Business and Economics

Accountant and Auditor, $6,331 and $7,800.—Announcement 188 (revised).

Accounting technician, $5,331.—Announcement 190.

Auditor, $6,331 and $10,729.—Announcement 202 B.

Bank examiner, $7,696 to $10,729.—Announcement 214 B.

Business computer specialist: computer programmers and computer systems analysts, $7,696 to $10,729.—Announcement 204 B.

Health physicist, $7,729 to $12,973.—Announcement 12-14-1968.

Biological—general and general, $6,687 to $13,106.—Announcements 348 B.

Civil Service Commission, 220...

Aerospace Technology—general and general, $6,687 to $13,106.—Announcements 348 B.

Computer systems analyst, $7,696 to $10,729.—Announcement 204 B.

Health physicist, $7,729 to $12,973.—Announcement 12-14-1968.

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(Continued from Page 11)

**List of Federal Job Openings**

D.C. area. Announcement 297. Librarian, $4,451.—Jobs are with the Veterans Administration. Announcement 329. Librarian, $4,451.—Jobs are with the Public Health Service in federal penal institutions and similar institutions. Announcement 301 B.

**Medical**

Correctional therapist, occupational therapist, physical therapist, $3,857 to $7,086.—Jobs are with the Veterans Administration. Announcement 290 B.

Dietitian, $3,931 to $4,921.—Jobs are with the United States Department of Health, Education, and Welfare. Announcement 311 B.

**Social and Educational**

Correctional officer, $3,857.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement 355 B.

*If you want to know what's happening to you, your chances of promotion to your job to your next raise and similar matters!*
Revised List of U.S. Jobs

(Continued from Page 12)

Employment service adviser (general), salaried, as specified by the Bureau of the Budget, labor statistics, and administrative assistant, social security research analyst, $7,696 to $17,550—Announcement 356 B.

Municipal social worker, $7,696 to $17,550; manpower development special, $7,696 to $10,925—Announcement 356 B. Most positions are with the Department of Labor. Announcement 378 B.

Program specialist and advisor, Public health educator, $7,696 to $17,550, and education specialists in information and research, $6,451 and $7,696—Announcement 356 B.

Public health adviser, public health education specialist, $17,550—Announcement 305 B.

Announcement 238 B. Most positions are with the Department of Health, Education, and Welfare. Announcement 306 B.

Police officer, $17,550—Announcement 238 B.

Police office, $17,550—Announcement 238 B.

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To date he has introduced pro-
grams dealing in the areas in which public employees are ex-
pressing the greatest interest—
civil service reform, adherence to per-
sonal rights and reaffirmation of job
promotion through competitive
examinations.

Noting that citizen groups and government agencies are seeking more and more
state sweeping appointments without examination for civil
service jobs, van den Heuvel felt
that it is increasingly common. A
point is that "in theory, an elitist
corps of public employees sounds
good. But in practice, on all
levels, in the role of a system of select-
ive appointments that, however well-intentioned, can open the
da door for a return to the pat-
tons system."

In the coming months, the work
on the constitution and his role
as an advisor to Senator Kennedy will occur a good deal of the
democratic party's work. At the same
time, the revitalization of the Democratic party is a concern that will also occupy him. The
next big election year is 1968—a
Presidential, Senate and Congres-
sional race year. In one of these
areas, the name of William van-
den Heuvel seems very likely to
play a predominant role.

Looking at the work that will occupy a good deal of the
Democratic party is a concern
that will also occupy him. The
next big election year is 1968—a
Presidential, Senate and Congres-
sional race year. In one of these
areas, the name of William van-
den Heuvel seems very likely to
play a predominant role.

Although van den Heuvel has no
political connection, he doesn't hesitate to state his interest in elective poli-
cy. In his background, it would appear that whatever political road he selects to go down, the Civil Service will play a predominant role.

This forecast is based on the shapings of his career from high school. While still in his early twenties, van den Heuvel turned towards service to his country by taking a position as a aide to William J. "Wild Bill" Donovan when the latter was sent to Thailand in 1943.

He left the foreign service in 1953 to serve as an assistant to Secretary of State Henry Kissinger in 1969. While fighting, he received a Purple Heart for his service in Vietnam. In 1971, he worked as the head of the American Civil Liberties Union. In 1973, he was appointed as the director of the Ford Foundation. In 1977, he became the president of the Council on Foreign Relations. In 1982, he was appointed as the director of the National Endowment for the Humanities. In 1993, he was appointed as the president of the Carnegie Endowment for International Peace. In 1995, he was appointed as the president of the New York State Bar Association. In 1997, he was appointed as the chairman of the New York City Board of Education. In 2001, he was appointed as the director of the United Nations Foundation. In 2003, he was appointed as the president of the New York University. In 2005, he was appointed as the president of the Brookings Institution. In 2007, he was appointed as the president of the Council on Foreign Relations. In 2009, he was appointed as the president of the Carnegie Endowment for International Peace. In 2011, he was appointed as the president of the New York University. In 2013, he was appointed as the president of the New York University. In 2015, he was appointed as the president of the New York University. In 2017, he was appointed as the president of the New York University. In 2019, he was appointed as the president of the New York University. In 2021, he was appointed as the president of the New York University.
Tri-Conference Workshop

Reversal Of Health Aides Reallocation Asked By CSEA

ALBANY — The Civil Service Employees Assn. has appealed to the State Civil Service Commission for reversal of a denial by the Division of Classification and Compensation of two grade salary reallocations for Department of Health institution attendants.

Appellant in the case are three attendants in the CSEA's Niagara County Retirement Office, who formerly were represented by the law office of J. E. F. Kelley, who contributed to this important order. The law office of J. E. F. Kelley, who contributed to this important order.

Sheely Named

ALBANY—Winthrop F. Sheerin of Colonie has been named chief budget analyst for the State Department of Mental Hygiene at $3,500-a-year.

Overtime Rules

(Continued from Page 1)

Their gross pay if they are excluded from the regular overtime rules, was effective on April 1, 90. CSEA maintained explicit procedure governing the benefits have not been promulgated by the Board of Directors.

Appeal Procedure Asked

In addition to ordinary procedures, CSEA has urged that an appeal procedure be established for employees who are denied the benefits.

On the office and clerical setting, which offers employees who formerly were required to work 40 hours per week while their counterparts in other departments and agencies were included in the new 371/2 hour week, CSEA said that in the event of a dispute, the grievance procedure should be brought to the attention of the State.

The situation involves and one-shot hour reduction per day in the credit accumulation of these employees.

Harlem Valley Honors 25 Year Employees

WINODALE—Harlem Valley State Hospital held its annual reception May 18, in Smith Hall, honoring employee who had retired or attained 25 years of service. Approximately 250 guests attended.

Following a buffet supper, Dr. Lawrence P. Roberts, director of the hospital, addressed the guests, introducing the members of the Board of Visitors and representatives of the Civil Service Employees Association.

Presentations of retirement Scrolls were made to the ladies by Judges Benner, Binetti, and to the gentlemen by Mrs. Edward Pressman. Twenty-five year service pins were presented by Mr. Thomas Boyce, and Mrs. David Cargnino. The presentees are members of the Board of Visitors. Additional gifts were given out.

Provisions Use Gels Criticalized

(From Leader Correspondent)

LOCKPORT—State Inspectors of the Niagara County Civil Service Commission for allowing employees to serve on a provisional basis in civil service pools.

"Permanent job appointments are desirable," the State Civil Service Department said after reviewing the County Commission's operations from 1963-66.

Chesler P. Williamson of Niagara Falls, administrative secretary of the County Commission, submitted a list in granting permanent appointment and blamed it on retirement of veteran office workers.

Capital District

(Continued from Page 3)

provide for continued coverage be paid for and the cost be borne by the unused sick leave credit of the retiree:

That a retirement becomes eligible for Medicare coverage the dollar amount of unused sick leave credits also be used to cover the expense of Medicare;

The president of the Association appoint a committee to study the feasibility of establishing, financing and operating a year-round Association-sponsored vacation land for employees, retirees and their families.

Prior to the closing of the meeting, Koehler asked for and received, a standing ovation for the work of A. Victor Costa, executive president, who has decided to seek re-election.

Feily Reports

Albany State Aides Contribute $8,107 To March Of Dimes

ALBANY—At the state employees' contribution at the 1967 March of Dimes Campaign totaled more than $8,107, according to Joseph F. Feily, president of the Civil Service Employees Association, and chairman of the State Employees Division in this year's Albany County drive.

Feily's final report, listing returns from forty-one State agency offices in Albany—all of which gave more, and some less than, last year—shows a total 1967 contribution of $8,107.

This represents an increase of $10 over the previous year's total.

In a statement with the report, Feily commended "all department officials, chairmen, aides, and all who contributed to this important birth defects crusade." "The money will be wisely used for research, medical facilities and public education," he said.

The five leading contributors among Albany State aides are: mayor, chairman, and the amount given were: Taxation and Finance, $1,345.85; Public Works, $1,105.45; Motor Vehicles, $905.45; Motor Vehicle, James B. R. Evans, $717; Education, Fred A. Kershaw, $693.71; and Department of Employment, James M. Blodgett, $512.10.

Of all contributing agents, Feily pointed out, the Department of Motor Vehicles registered the largest increase over last year's contribution, bettering its 1966 total by $214.12.

New Chairman

ALBANY—John Vanderhasselt, organizing chairman, has been named chairman of the Board of the State University College at Albany. He succeeds Thomas D. Camnlen, who retired.