CSEA Wants Overtime Retroactive To Feb. 1

ALBANY—The Civil Service Employees Assn. last week renewed its appeal to State administrators for prompt payment at time and one-half for overtime work performed since February 1 by State institutional employees covered by the Federal statute.

At the same time, CSEA urged State Budget Director T. Norman Miller to proceed with the new regulations under which only those employees who regularly work five days out of each seven-day week are eligible to earn overtime pay.

According to a spokesman for the Employees Association, the Department of Audit and Control had advised State agencies involved to submit payrolls for payment of overtime credit accrued since the February 1 effective date. CSEA has already been told that the State has not been made available to them.

Miller said that no decision had been given on the master of exclusive bargaining rights, but that the Committee had been given to understand an answer would be forthcoming shortly after the effective date of the State's new Employee Feiml Employment Act.

Pelly also expressed satisfaction with the Division's answer on CSEA's request for regular periodic meetings, noting that "we expect to be meeting with Superintendent on a regular basis after September 1."

The formal agenda presented at the meeting included:

1) Recognition and exclusive bargaining representative for all uniformed and non-uniformed employees of the State Police and the Police Employee Fair Employment Act.

2) Meetings of Division of State Police—Request that Special State Police Committee of CSEA hold at least two regular meetings each year. The Superintendent to discuss pending matters, with additional meetings to be scheduled at the request of either the Committee or the Superintendent, if felt necessary. Regular meetings are to be held in September and February with administrative leaves to be granted for the purpose of attending these meetings.

3) Changes in rules and regulations—The Division of State Police submit any proposed new rules and regulations, or changes in existing rules, to CSEA prior to the promulgation of such rules that would affect terms and conditions of employment.

4) Work Week—Request a working week of forty hours.

5) Overtime—Review rules which accord employees time and one-half for overtime work performed since the time payrolls covering the initial enrollment period were submitted for payment of health insurance benefits.

(Continued from Page 3)

CSEA's State Police Committee Meets With Comm. Cornelius

ALBANY—The Special State Police Committee of the Civil Service Employees Assn., with State Police Superintendent Arthur Cornelius, Jr., headed a lengthy agenda with requests for exclusive bargaining rights for CSEA and regular employee meetings.

At a meeting here last week, the committee had been requested to submit an offer of a pension plan to the Division of Employee Fair Employment Act.

Although final disposition of all agenda items was not known at the meeting, CSEA president Joseph F. Pelly stated "The Committee was pleased with the amount of time the Superintendent made available to us."

Pelly said that no decision had been given on the matter of exclusive bargaining rights, but that the Committee had been given to understand an answer would be forthcoming shortly after the effective date of the State's new Employee Fair Employment Act.

Pelly also expressed satisfaction with the Division's answer on CSEA's request for regular periodic meetings, noting that "we expect to be meeting with Superintendent on a regular basis after September 1."

The formal agenda presented at the meeting included:

1) Recognition and exclusive bargaining representative for all uniformed and non-uniformed employees of the State Police and the Police

2) Meetings of Division of State Police—Request that Special State Police Committee of CSEA hold at least two regular meetings each year. The Superintendent to discuss pending matters, with additional meetings to be scheduled at the request of either the Committee or the Superintendent, if felt necessary. Regular meetings are to be held in September and February with administrative leaves to be granted for the purpose of attending these meetings.

3) Changes in rules and regulations—The Division of State Police submit any proposed new rules and regulations, or changes in existing rules, to CSEA prior to the promulgation of such rules that would affect terms and conditions of employment.

4) Work Week—Request a working week of forty hours.

5) Overtime—Review rules which accord employees time and one-half for overtime work performed since the time payrolls covering the initial enrollment period were submitted for payment of health insurance benefits.

(Continued from Page 3)

CSEA Is Alarmed At Anti-Merit Proposals To Con. Convention

ALBANY—The Civil Service Employees Assn. expressed grave concern last week over proposals to the State Constitutional Convention which would delete or diminish present constitutional guarantees of appointments through competitive examinations.

Current CSEA alarm stems from a statement submitted to Convention delegates by the New York City Municipal Employment Service Assn.—a 0-1 time staunch advocate of the merit system—"urging" Congress to change the constitutional examination requirements for any civil service appointments or promotions.

Joseph F. Pelly, president of the Employees Association, which is committed to the verbatim retention of the Constitution's existing civil service provisions, insisted CSEA was preparing a proposal to Congress to change the current exam requirements to the Civil Service employees.

Pelly also expressed satisfaction with the Division's answer on CSEA's request for regular periodic meetings, noting that "we expect to be meeting with Superintendent on a regular basis after September 1."

The formal agenda presented at the meeting included:

1) Recognition and exclusive bargaining representative for all uniformed and non-uniformed employees of the State Police and the Police

2) Meetings of Division of State Police—Request that Special State Police Committee of CSEA hold at least two regular meetings each year. The Superintendent to discuss pending matters, with additional meetings to be scheduled at the request of either the Committee or the Superintendent, if felt necessary. Regular meetings are to be held in September and February with administrative leaves to be granted for the purpose of attending these meetings.

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(Continued from Page 3)

CSEA Issues Bulletin Warning Against Council 50's "Big Lie"

In an unprecedented move the Civil Service Employees Assn. issued a bulletin last week warning them against the blatant falsification of the facts being fostered by Council 50, AFSCME inside latest attempt to undermine the prestige of the union.

The group's proposals, presented to the New York City Municipal Employment Service Assn. last week, were aimed at delivering to the politicians the facts that had been made available to them.

The Joint Committee, if felt necessary. Regular meetings are to be held in September and February with administrative leaves to be granted for the purpose of attending these meetings.

3) Changes in rules and regulations—The Division of State Police submit any proposed new rules and regulations, or changes in existing rules, to CSEA prior to the promulgation of such rules that would affect terms and conditions of employment.

4) Work Week—Request a working week of forty hours.

5) Overtime—Review rules which accord employees time and one-half for overtime work performed since the time payrolls covering the initial enrollment period were submitted for payment of health insurance benefits.

(Continued from Page 3)

CSEA's Psychatrist Comm. Meets Miller On Reorganization

ALBANY—Representatives of a group of Civil Service Employees Assn. members who comprise the Association of New York State Mental Hygienists—Physicians and Psychotherapists—here last week with State Mental Hygiene Commissioner Alan D. Miller, seeking modifications in a pending departmental reorganization plan.

The group's proposals, presented in the form of a 12-point petition, signed by approximately 600 employees of some 600 psychiatrists affected, were primarily concerned with revising the overall plan to permit automatic promotion of incumbent senior and supervising psychiatrists.

Health insurance Open Enrollment—Subdivisions Too

The Civil Service Employees Assn. has informed The Leader that numerous CSEA organizations who employed by the political subdivisions have inquired about their eligibility to participate in the current open enrollment period won by CSEA in the State Health Insurance Program.

As noted in the State Civil Service Department's official newspaper, the CSEA bulletin re-printed in the last edition of The Leader, CSEA points out that enrollment is open to all employees and past retirees of the State and participating local governments, and that the CSEA would be going out of business as of September 1.

The CSEA has obtained the State Police, under the Public Service Department's official bulletin, that the time for consulting with the Superintendent to discuss pending matters, with additional meetings to be scheduled at the request of either the Committee or the Superintendent, if felt necessary. Regular meetings are to be held in September and February with administrative leaves to be granted for the purpose of attending these meetings.

3) Changes in rules and regulations—The Division of State Police submit any proposed new rules and regulations, or changes in existing rules, to CSEA prior to the promulgation of such rules that would affect terms and conditions of employment.

4) Work Week—Request a working week of forty hours.

5) Overtime—Review rules which accord employees time and one-half for overtime work performed since the time payrolls covering the initial enrollment period were submitted for payment of health insurance benefits.

(Continued from Page 3)

Salary Committee Meets August 9-10

The salary committee, of the Civil Service Employees Assn. will meet on August 9-10 at the DeWitt Clinton Hotel in Albany, according to the following agenda:

The bulletin, in part, states as a warning from CSEA president Joseph F. Pelly that the time for playing for keeps with the union is now "at hand"—indicating that

"Don't Repeat This! What Will the Dem Will Try?"

Is Jack Javits A Sure-Fire Winner?

Can anybody enter into the 1968 New York Senatorial race and beat incumbent Jack Javits? That is the big question circling among political analysts at the present time.

Penny pinching seems to be U.S. Senator Goldberg because of his enormous prestige and close background as labor lawyer. Cabinet member, Speaker (Continued on Page 16)
The $15 Vacation!  
Special for Civil Service Vacationers

3 days in beautiful Bear Mountain Park.
3 nights in the Hessian Lodge* at Bear Mountain Inn.
3 days in beautiful Bear Mountain Park.
Call John Russo at LO 2-2660.

And look at all you get free.
ROOSEVELT HELD CINTUHY*

DANIEL KLEPAK

beneath and related health care facil-
ities throughout the State under
Article 28 of the Public Health Law.
The appointment of an admin-
nistrator to deal with these prob-
lems had been urged by the New
York State Nursing Home Asso-
ciation and the Metropolitan New
York Nursing Home Association. In a joint
statement, James Mullaley and
Irwin R. Karassik, executive di-
geners, noted that "The appoint-
ment of a high-caliber person
such as Klepak will certainly go
a long way towards improving the
liaison between the State and the
extended care facilities of our
community."

U.S. SAVINGS Stamps out-
standing exceed more than $63
million. Savings Stamp programs
are conducted in many schools
throughout the nation.

STOP Wasting Money!  
SAVE 20% On Your
AUTO LIABILITY INSURANCE

SAVE 10% MORE! State-Wide subscribes to the
Safe Driver Plan. If your present company does not, we
give you an additional 10%, if you qualify—(8 out of 10
drivers do qualify).

You Can't Buy Better Insurance...
WHY PAY MORE?

STATE-WIDE INSURANCE COMPANY

CALL
AX 1-3000

MAIL AT ONCE FOR EXACT RATES ON YOUR CAR

State-Wide Insurance Company
16-18 Sutton Boulevard, Jamaica 35, N.Y.

CALL-TIGHT without obligation rush full information on your money-saving insurance

Name.
Address
City
Phone

Your Public Relations IQ

By LEO J. MARGOLIN

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

Pkwy, Exit, Hwy—Eh?

IT'S BAD enough when a government executive backdoors
communications between government and its public. But it
is inexcusable when some outside company doing govern-
ment work louses up the good public relations of govern-
ment and civil service.

WE HATE to repeat the point,
but we have protested many times
before the permittiveness allowed
these bugs in the spiderweb of
traffic direction signs. This should
be reserved to the government
agency listing the contract, and
this agency should be held strictly
accountable for the good or bad public relations generated from
the signs.

LET'S TAKE the construction
work now going on at the inter-
section of the Hutchinson River
Parkway and the Cross West-
chester Expressway. We think
the state has something to do with
linking together these two critical ar-
teries with a new express highway
going off somewhere toward Armonk.

THIS IS! No sign telling any-
one what's going on, but Hutc-
chinson River Parkway traffic in
each direction is telescoped from
two lanes to one. On Sundays and
holidays the traffic jams extend
two or three at a time.

HOWEVER, traveling south on
hutchinson there are two signs as
a divergence. One sign says "Parkway Expressway," the other
sign says "Exit." But it doesn't say "Exit" to what. Actually,
it is the exit out of the Hutchinson, but into the Cross West-
chester Expressway going west to White Plains and the Tapp
nee Bridge.

BUT HOW many motorists
know it? And how many acci-
dents have resulted? And how
many drivers have twisted a plunger or
are unsure of the sign's meaning?

JUST TWO LITTLE words, "Exit" and "Parkway," and govern-
ment has reaped a rich harvest of bad public relations.

WE THINK THIS is grossly unfair to civil service and to gov-
ernment, and it is about time those who process the departmen-
tal vouchers for these contracts
realized clearly enough. It is not a simple matter of a "good"
road. It is far more serious be-
cause the good public relations of hundreds of civil servants is
bargained.

THE LAST TIME we wrote of this highway project game we
called it "Highway Roulette," paralleling these schematizings
with 'Russian Roulette'—and everyone knows what that means.

OUR COMPLAINT about
Highway 68, which was pub-
lished more than a year ago. "The
N.Y. Times" captured up with all
this highway sign nonsense on
June 1st.

HERE IS ONE devastating quote from the "Times" article which
filled six columns of space with three pictorial illustrations:

"SIGNS DON'T talk the motor-
ists' language. In fact, many of
them pose a formidable language barrier that contributes substan-
tial to confusion and accidents.

THIS WAS PAUL Petrillo, en-
c engineer-director of the Auto-
cobile Club of New York, speak-
ing. And after seeing some of the
signs with our own eyes, we can
really understand why many pre-
driver in the Metropolitan
New York area of New York Stat-
neering a state of confusion.

GOOD COMMUNICATIONS are absolutely mandatory for good
government. And this is one more
with good (clean) communications with highway road signs, the "point-
out" of which is now being illustrated with the new Highway signs.

AND PLEASE DON'T tell us
that it may be necessary to do a
major steel support reconstruction job on all the confusing signs. All
that's necessary is to paste over
cloudy language with the correct
information—and achieve correct
public relations.

Reappointed

ALBANY—Frank W. Dunham,
Jr., has been reappointed to the
Board of Commissioners of Pla-
ca, which provides for the licensing of ship chandlers operating from
New York City to Albany. Mr. Dunham is also a
general manager of the Albany
Furniture District Commission.

Buy U.S. Savings Bonds

CIVIL SERVICE LEADER

Tuesday, July 18, 1967

Wassaic School Honors 25-Year Service Employees

A reception and dinner was
enjoyed by the nine students
who recently by 200
present and retired employees hav-
ing 25 or more years of service
with the State.

Fifteen new members were add-
est, the Quator-Century Club:
Marion Ahern, Edward Archam-
built, Robin Baslin, Anna Het-
ley, James H. Citerri, Katherine
St. Cooper, Anna Hafferkamp,
Ludwig Hafferkamp, Hazel M.
Head, Helen Head, Mildred C. Hill.

M. Cooper, Anna Haferkamp,
ry, James H. Ciferri, Katherine

Jackie Ahearn, Edward Archam-

Daniel Klepak Named
Health Department
Asst. Commissioner

ALBANY—Daniel Klepak,
administrative director of the
State Office of General Ser-
tices, has been named to fill
the newly created post of assist-
tant commissioner for hospital
affairs.

Klepak who entered civil ser-
vice as a clerk 27 years ago, is
a past president of the Health
Department chapter, Civil Serv-
(Continued on Page 15)
Prior To Sept. 1

Life Insurance Conversion Period is Open Now For CSEA Members

Any actively employed insured member of the Group Life Insurance Plan of the Civil Service Employees Association, who on or after January 1, 1967, or whose 55th or 60th birthday is on or after January 1, 1967, may convert $1,000 or $2,000 of this Group Life Insurance to a permanent form of Individual Life Insurance, which contains cash and paid-up values, without medical examination.

Group Insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly. The amount of the insurer an insured member is entitled to in the future under the Group Insurance would be decreased by the amount converted.

This privilege is available to female employees who attain age 50 and male employees who attain age 50 or 60 during 1967. Double indemnity is also available. These benefits can be obtained at additional cost.

Requests for this conversion, on forms furnished by the Civil Service Employees Association, Inc., must be received by the Association at its headquarters, 8 Elm Street, Albany, New York 12221 prior to September 1, 1967.

The off revolt

The effective date of the converted insurance will be September 1, 1967, contingent on the premium payments for the converted insurance being made directly by the individual to the Travelers Insurance Company.

Any insured member interested should secure information and the required form for conversion from CSEA.

CSEA Again Presses For Geographic Pay Rules

ALBANY — The Civil Service Employees Association, again pressed the State Budget Director last week for establishment of regulations to implement the geographic and shift pay differential program won by CSEA in the last session of the legislature.

In a telegram to T. Norman Kurland, CSEA president Joseph F. Powell, Inc., insurance representatives for the CSEA.

CSEA Meets Cornelius

(Continued from Page 1)

FAIR PRESIDENT SWORN — Irving Flaimenbaum, president of the Nassau chapter of the Civil Service Employees Association, swears in Marguerite Tatters, the newly elected president for the Nassau County Social Corrective Service Employee Association.

Over time

(Continued from Page 1)

salary differentials for State employees became effective last April 1. Yet, now, more than three years later, benefits to our members under these new laws are still non-existent. We cannot accept your previous stated reasons for delay. We do not feel it proper that implementation of these laws should be contingent on the current workload in your office.

GEORGE D. WACHOB

New Appointees

ALBANY — The three newest appointees to the State Public Authority Commission on Grievances in the State Education Department are John J. O'Sullivan, Charles A. Platt of Yonkers and Benjamin Grunder of New York City.

Solimando Elects Utica Chapter Head

Roger F. Solimando has been elected president of the Oneida County chapter of the Civil Service Employees Association. Solimando has served as acting president of the chapter for the past year.

Solimando

(Continued from Page 14)
TEMPORARY CLERK, CLERK-TYPIST JOBS OPEN IN BROOKLYN

Headquarters, Eastern Area,
Traffic Management and Terminal Service, is recruiting for the following positions of clerks and clerk-typists. O.C.S. (temporary, not to exceed one year), at approximately $75 per week. Applicants must pass a written test and appropriate typing test, demonstrating a speed of 40 w.p.m.

MEDICAL SECRETARIES NEEDED TO MEET GROWING DEMAND IN U.S.A.

The growth of our health programs has created a critical shortage of well trained Medical and Dental Secretaries. Information is now available to those who wish to prepare for a career in this dynamic and high paying profession through American School, Dept. 245, 130 N. W 22 St., New York, N.Y., 10010 or call 458-7084.

Trainees Examined

There were 81 candidates for computing program training jobs with New York City tested recently.

GOOD NEWS

FOR

C.S.E.A. Accident-Sickness Income Insurance Policyholders

One of the ADDITIONAL BENEFITS provided in your policy (AT NO EXTRA COST) effective July 1, 1967, is WAIVER OF PREMIUM.

This means that if you have been collecting continuous benefits for two months and your policy has been kept in force, it is not necessary for you to continue to pay the premiums for this insurance until you return to work, or to the end of the benefit period.

Refund of premiums will be made to individuals who are still on the payroll.

PLEASE REMEMBER—This benefit applies to disabilities which began on, or after July 1, 1967.

(Career completion see Additional Benefits Rider A-8557 in your policy.)

CIVIL SERVICE LEADER

Tuesday, July 18, 1967

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC (Channel 2). The week's programs are listed below.

Sunday, July 23
4:00 p.m.—Human Rights Forum
4:00 p.m.—Community Action—Ted Thackrey moderates program: "Helping Our Older Citizens."
5:00 p.m.—TV Shortbread—(Lesson No. 3)—Manpower Education Institute presentation.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program—"Building Construction Framing."
5:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting ministers.

Tuesday, July 25
6:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
6:30 p.m.—Community Action—Ted Thackrey moderates program:
7:00 p.m.—TV Shortbread—(Lesson No. 3)—Manpower Education Institute presentation.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
8:00 p.m.—Behind the Law—Analysis of state laws: "The New Divorce Law—Part I." Thursday, July 27
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
5:00 p.m.—TV Shortbread—(Lesson No. 4)—Manpower Education Institute presentation.
7:00 p.m.—On the Job—N.Y.C. Fire Department training program.
8:30 p.m.—City Government in Transition—Solomon Hirschman hosts series. Program No. 8—"Who Works Where and Why: The City's Personnel System."
10:30 p.m.—Community Action—Ted Thackrey moderates program: "Training and Education for Obligation."

Friday, July 28
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
7:00 p.m.—TV Shortbread—(Lesson No. 4).
6:00 p.m.—Behind the Law—Analysis of recently passed State laws: "The New Divorce Law—Part I."
Saturday, July 29
7:00 p.m.—Community Action—Ted Thackrey moderates program: "Training and Education for Obligation."
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located in the State Building, 1 Thomas Street, New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 8 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y., 10013. Telephone 664-4049.

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

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

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Leicester Avenue Line stop to use in the West Street stop and the IRT Brighton local's stop to City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE—Room 1100 at 275 Broadway, New York N. Y. 10007. Center of Chambers St., telephones 215-5730. The Personnel Office is located in the State Campus, Albany; State Office Building, 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester. (Wednesday only.)

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

FEDERAL


Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IND Queens-Florence train from any point on the line to the Grand Central stop. Hours are 8:00 a.m. to 6:00 p.m., Monday through Friday. Also open Saturdays 8 a.m. to 1 p.m. Telephone 212-263-1580.

Applications are also obtainable at all post office offices except the New York, N.Y., Post Office. Beards of examiners at the particular installations offering the tests shall be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
On Constitutional Convention

Council Calls For More Letters To Delegates: Begins New Protests

At a recent General Council meeting of the Civil Service Council on Constitutional Convention, held at the Farm Garden Hotel in Manhattan, to which 4,796 of the 300,000 member group reported that many of the Council’s affiliates had not yet responded to the Council’s call for letters to be sent to delegates to the State Constitutional Convention assisting the need for support of the Council’s goals.

It is not too late to put yourself on record as supporting the Civil Service Council by sending the letters,” Peeling told the assembled representatives.

The Council is striving to protect the guarantees to the merit system and the employees’ retirement rights which are now included in the current Constitution under the headings, Article 9, sections 6 and 7 and Article 18, section 5.

It was pointed out by Peeling that the directors of the Council were in the process of studying the many proposals to the Convention which may be at variance with the aims of the Council delegates who have submitted such proposals will be contacted by the clerks of the Committee, he said.

Thomas Luppolo of the Civil Service Employees Assn, was on hand to report on the CSCE’s recent stand against a proposal to the Convention by Mrs. Rose Polston, the chairman of the State Civil Service Commission, which called for the removal from the first system of certain top level State positions. The assembled Council members agreed that this was further evidence of the need for a careful consideration by the Council of any proposals to the Convention which, although not directly assiduous of the three sections in question, are nevertheless detrimental to the best interest of all civil servants in the State.

At that point a motion was presented by Alice March, representing the United Federation of Teachers, stating that, “The Council authorized the Steering Committee to oppose any proposals which would undermine the three O propositions to which we are committed.” The motion was passed with but one member abstaining.

The three proposals to the Convention which were voted for attention of the Council under the new ruling at the meeting were: Proposition 246 by Mr. Shoemaker—a “right to work” proposal which is considered by the Council to be inimical to Civil Service; proposition 247 by Mr. Shoemaker which requires the State to provide funds for any legislation requiring increased expenditures by localities; and proposition 215 by Mr. Parsons which would strike out provisions which authorize legislation to regulate wages, hours of work, or provisions affecting safety or welfare of employees.

Labor Day Holiday Week in Puerto Rico

Spend nine fabulous days and eight nights at the Americas Hotel In San Juan for $250.00. The tour price is based upon double occupancy in twin beds, air-conditioned rooms with private bath and includes round trip air fare from J.F. Kennedy airport, N.Y., sightseeing, transfers, gratuities and taxes. Many optional activities available.

Buy U.S. Savings Bonds.

The DELEHANTY INSTITUTE

50 Years of Success in Specialized Education

For Career Opportunities and Personal Advancement

U.S. Service News Items

ByJames F. O’Malley

The Civil Service Commission said that, as a result of Medicare, it will reduce the monthly premium of 90,000 civil service annuitants enrolled in the Uniform Plan offered under the Retired Federal Employees Health Benefits program, under the major medical coverage.

The premium reduction, which will be reflected in the October 1, 1967, monthly checks, is $2 a month for basic coverage, annuities at $2, $4, or $6 a month, depending upon the date of coverage or annuity that date. Because many of the annuities enrolled in the Uniform Plan are also enrolled in Medicare under Social Security, coordination of the benefits of the two plans, has resulted in a saving to the Uniform Plan, Under this method the Uniform Plan supplements Medicare and pays those expenses which are covered by it, but does not pay benefits for those expenses which are covered by Medicare. The Commission and the Armed Forces Retirement Home, which underwrites the Uniform Plan, agree that future savings should be passed on to the annuitants by reduction in monthly annuity payments.

(Continued on Page 15)
Release The Tests!

The question of unreleased examinations for New York City civil service positions has progressed from a bad situation to an untenable one for candidates.

He can forecast many, many court cases against the city's policy. The city maintains it is costly to prepare new examinations each time a test is ordered. It is much simpler to prepare a system of secrecy in the release of examinations, according to the civil service commission.

However, what about the costs of litigation? Despite the consistent rulings by the courts that overrule the city's tentative, proposed or rating keys, the Civil Service Commission is willing to take a chance on a lawsuit.

However, this practice, in addition to being costly on New York City taxpayers and on the candidates themselves, is apt to cause delays in the promulgation of test lists through the city government.

The city declared its development and research program to assemble a bank of test items of uniform difficulty which are reliable and can predict ability to perform on the job. Questions which prove ambiguous or of doubtful validity can be restructured or discarded.

Under the old policy of making test questions public and therefore rendering them non-usable in future tests, test item studies to a large extent were academic . . .

Secrecy in these examinations, the department claims, is necessary. The cost of using open questions as a basis for studying for another test, there are two invalid premises here. One, if the security is so strong, why were there at least five sets of "unofficial key answers" floating around in the city following the last examination for promotion to fire lieutenant and a like number for the promotion test for police lieutenant? Did someone sneak out a test paper?

The second invalid premise is that the answers for these questions will be the same. Like history, thinking about personnel administration, methods, theory, etc. change over the years so the answer to a certain question in 1967 may differ from the answer in 1971.

The solution is for the Civil Service Commission to return to the old system of releasing questions, key answers and study material! so that candidates can intelligently study for an examination and protest intelligently when they feel their answer to a certain question is equally or even more correet that of the city.

Circus atmosphere in a "healthy, happening" has helped young children from the Lower West Side to escape their meagre lives, on the streets. A two-week anti-reality campaign, was held recently. While the victims were being immunized, circus clowns entertained as other performers added a note of safety in the occasion.

In a swirl of flags and balloons, twenty-five groups from the five boroughs and Long Island paraded through the streets to cheer on the Annual Junior Pies, Drum and Bugle Corps. A corps which will be held at Jacob Riis Park in Nepotam, the project was recently sponsored by the Recreation Division of the Department of Parks.

Circus atmosphere in a "healthy, happening" has helped young children from the Lower West Side to escape their meagre lives, on the streets. A two-week anti-reality campaign, was held recently. While the victims were being immunized, circus clowns entertained as other performers added a note of safety in the occasion.

In a swirl of flags and balloons, twenty-five groups from the five boroughs and Long Island paraded through the streets to cheer on the Annual Junior Pies, Drum and Bugle Corps. A corps which will be held at Jacob Riis Park in Nepotam, the project was recently sponsored by the Recreation Division of the Department of Parks.
VA Hospitals Need Hospital Attendants

There are no training or experience requirements and no written test is required but applicants will be given an oral interview to determine whether they possess personal qualities essential to successful performance in these positions.

The announcement No. NY-T-12 may be obtained at the above hospitals, the Interagency Board or U.S. Civil Service Examiners for the Greater New York City Area, 220 East 42nd Street, N.Y. 16617 or the Main Post Office in Brooklyn or Jamaica.

Dental Hygienists Sought in D.C.

Dental hygienists are needed in D.C. 

For many people the Volkswagen would be an ideal car. Except for one thing. It doesn't cost enough.

They're afraid nobody will know they have any money, if it doesn't show in their car. In other words, they buy their car for other people. Not themselves.

Then there are those who earn enough to buy a much better car than the VW. But they don't. Because they can't find one.

For them the best car is one that simply gets them where they want to go. Comfortably and economically. One they don't have to worry about. That doesn't make many stops for gas. And rarely needs repairs.

A car where the rare repairs don't cost very much. A car where the car doesn't even cost very much.

They feel they can afford to save money with a Volkswagen.

Now next time you see somebody driving a VW don't feel sorry for him.

Who knows? Someday the bank might be using his money to give you a new car loan.
Coast Guard Offers Temp. Typing Jobs

The Coast Guard Supply Center is recruiting to fill several temporary typing positions. Interested applicants may report to the Civilian Personnel Branch of the Supply Center at 3901 N. St., Washington, D.C. They will be scheduled as their convenience. The positions are for: typists (temporary), GS-322-2—starting at $3,395 per annum, and typist (temporary), GS-322-3—starting at $4,369 per annum.

Steno And Typist Jobs In Wash. D.C.

Stenographers and typists are needed by many Federal agencies in the Washington, D.C. area. Starting pay ranges from $3,600 to $4,776 per year. Qualified applicants should apply directly to the Federal agency where they wish to seek employment for an interview. For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, N.W., Wash., D.C.

Think of the price of a false alarm. It could cause death to a fireman.

The Job Market

Auto mechanics are needed in Brooklyn to do general automotive repairs. Must have own tools and driver’s license. The pay range is $90 to $130 a week. Also needed are body and fender repairmen with their own tools. They are wanted to work on automobiles at $150 to $250 a week, depending on experience. The demand for experienced and skilled workers continues as shown by the following job openings: A glass blower with experience on industrial therometers at $3.50 to $5.00 an hour; a machinist able to set up work from blue prints and grind various tools at $5.00 an hour; and a roofer experienced in flat roofing with both hot and cold tar at $2.50 to $3.50 an hour. Apply at the Brooklyn Industrial Office, 255 Lexington Avenue.

There are many jobs for people with good office skills. For example, stenographers are urgently needed for a State agency in New York City. Applicants will be tested as to words a minute. Salary starts at $4,188 a year.

The Fire Alarm Box

...specifically designed to protect when fire strikes. That familiar red box near your home brings the fire fighters quickly once you turn in the alarm. Be sure you know the location of the fire alarm box nearest your home.

The statewide plan

...specifically designed for protection against the costs of hospital and medical care for public service employees. For one thing, under Major Medical, the list of covered medical expenses is extensive. It includes all hospital and professional services ... private duty nursing ... all prescribed drugs and medicines plus blood and blood plasma and ambulance service. It provides up to $7,500 per calendar year with a lifetime maximum of $12,500 for every eligible dependent in your family. Blue Cross and Blue Shield plus Major Medical is the kind of realistic protection you need.

See your payroll or personnel officer for complete details about the statewide plan. Then you'll understand why these are...

New York State's No. 1 Get Well Cards

Blue Cross and Blue Shield

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERTOWN

The statewide plan — coordinating office — 1215 Western Avenue, Albany, N. Y.
End of the Blues:

Blue two timer

"Cheap" carbon steel blades give most men only 1 or 2 shaves. They seem cheaper, but actually cost more per shave.

Spoiled me too-er

The "Me too-er" brand reluctantly followed Schick's American leadership in stainless steel, but massive advertising cannot overcome the comfort of the molecular Miron® coating on the Krona edge.

Lasting friend

Schick Science developed the famous thousand foot strop and Krona Comfort Edge. The molecular Miron® coating is furnace-bonded to assure you consistent comfort shave after shave. They're lasting friends — the kind you'll always feel comfortable with.

For a limited time we have Schick Super Stainless Steel Bonus Blade Specials

Get 1 Bonus Blade with each 5 pack $0.00
Get 2 Bonus Blades with each 10 pack $0.00
Get 3 Bonus Blades with each 15 pack $0.00

Schick Safety Razor Co., Division of EVERSHARP® Inc.

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Call EV 8-0800 for the address of your local member of the RETAIL PHARMACY LEAGUE
A substantial shortage of teachers exists in some branches of study while other branches have a surplus of a survey the current needs of the Board of Education reveals. Areas which have the greatest shortage of personnel and where appointments for licensed teachers is virtually certain include the Common Branch Subjects in early childhood education and the elementary school. In Junior High Schools there is a shortage of teachers of mathematics, science, English, industrial arts, home economics, and physical education. At the High School level there is a special need for teachers of Child Retarded Mental Development. Examinations for all of these special services the greatest need is for teachers of Children with Retarded Mental Development. Examinations for all of these areas are scheduled in the fall.

A complete listing of examinations to be given in the fall is presented below:

Preliminary notice of requirements is available from the Board of Education, 11 Livingston Street, Brooklyn, New York 11211. The bulletin contains the conditions for issuing a regular license and determines the jurisdiction and salary for each grade.

The complete fall schedule which now includes 30 examinations is listed below:

### Day High Schools

- **Applications Open**: Close
- **Assistant to Principal**: 2-1-67
- **English**: 6-23-67
- **Foreign Languages**: 6-23-67
- **Industrial Arts**: 6-23-67
- **Laboratory Assistant (Bio & Geo. Science)**: 6-23-67
- **Laboratory Assistant (Phys. Sci. & Geo. Sci.)**: 6-23-67
- **Related Technical Subjects (Mechanical, Pharmacy, Dental)**: 6-23-67
- **Related Technical Subjects (Bio and Chem.)**: 6-23-67
- **Social Studies**: 9-1-67
- **Spanish**: 6-23-67

### Elementary Schools

- **Applications Open**: Close
- **Common Branches**: 6-23-67
- **Early Childhood**: 6-23-67
- **Library**: 6-23-67

### Special Services

- **Applications Open**: Close
- **Classes for Children with Retarded Mental Development**: 6-23-67
- **Deaf and Hard of Hearing**: 6-23-67
- **Guidance Counselor in Elementary School**: 6-23-67
- **Guidance Counselor in Junior High Schools**: 6-23-67
- **Health Education Classes**: 6-23-67
- **Health Conservation Classes**: 6-23-67
- **Psychological Training**: 6-23-67
- **Social Workers**: 6-23-67
- **Special Education Programs—Emphasis**: 6-23-67

### Other Roles

- **Applications Open**: Close
- **Director of Bureau for Children with Retarded Mental Development**: 6-23-67
- **Director of Bureau for the Education of Visually Handicapped**: 6-23-67
- **Director of Business Education**: 6-23-67
- **Director of English**: 6-23-67
- **Director of Industrial Arts**: 6-23-67
- **Director of Social Studies**: 6-23-67
- **Director of Vocational Assistance (Secondary School)**: 6-23-67
- **Supervisor of Art**: 6-23-67
- **Supervisor of Music**: 6-23-67
- **Supervisor of Program Prod.—Inst. Television**: 6-23-67
- **Supervisor of Reading**: 6-23-67

### Physical, Medical Standards Lowered

Modifications in physical and medical standards for admission to the New York City Public schools are making it possible for many new teachers to be licenced who might have been disqualified earlier.

In the past (to no longer) application for a teaching license was made automatically for the wearing of hearing aids, for diabetes, epilepsy, nervous conditions, and diseases of the heart; high blood and weight standards, based on individual circumstances, were not considered.

Dr. Sidney Leibowitz, Director of the New York City school system, explained that the changes have been under study since 1957 and are being carried to this date by a special committee. He pointed out that such study has taken advantage of new advance in medicine and newer techniques for examinations, and the Medical Department has been consulted to apply these to applicants for teaching licenses.

### Donovan Testifies On Bi-Lingual Problems

**WASHINGTON — Pending the** Donovan testimony follow, the Department of Education is planning to provide the largest language instruction problem in the nation. We are truly facing a national problem.

"Our city's public schools have conducted a vast program of special services for these children, including coordination of special programs, bilingual school committee..." (Continued on Page 11)

### TEACHER ELIGIBLE LISTS

- **1911-1912**:
  - Janet M. Holmbock, 1100;
  - Alice M. Hall, 1100;
  - Mary B. sponge, 1100;
  - Mary A. Weinberg, 1100;
  - Anna B. McFadden, 1100;
  - Mary C. Kennedy, 1100;
  - Sarah A. Stern, 1100;
  - Mary E. Hall, 1100;
  - Alice M. Hall, 1100;
  - Mary B. sponge, 1100;
  - Mary A. Weinberg, 1100;
  - Anna B. McFadden, 1100;
  - Mary C. Kennedy, 1100;
  - Sarah A. Stern, 1100;
  - Mary E. Hall, 1100;
  - Alice M. Hall, 1100;
  - Mary B. sponge, 1100;
  - Mary A. Weinberg, 1100;
  - Anna B. McFadden, 1100;
  - Mary C. Kennedy, 1100;
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  - Mary E. Hall, 1100;
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  - Mary B. sponge, 1100;
  - Mary A. Weinberg, 1100;
  - Anna B. McFadden, 1100;
  - Mary C. Kennedy, 1100;
Teachers Eligible Lists

The U.S. Naval Lab Needs Temp. Clerk Typists

The exam will be held on Aug. 12. Interested applicants should report to the Civilian Personnel Office, Piping and Washington Buildings, post office box 300, New York, N.Y., and take an interview and a written test. For further information, phone Main 1-4900, ext. 481 or 489.

Suffolk County Seeks Engineering Aides

Suffolk County is accepting applications for an examination to be given on Thursday, Aug. 30, at 10:30 a.m. for the position of temporary aide in the engineering aide department.

FREE BOOKLET - BE 3-5910

If you're too old to have diaper rash... It must be something else.

SANITATION MEN

Who need class 3 license. 

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It must be a

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51st St., Queens, N.Y.

FREE BOOKLET - BE 3-5910

Going for a Computer

FREE BOOKLET - BE 3-5910

Minimum starting at $4,000. For further information and applications, contact the Suffolk County Civil Service Commission, County Center, Riverhead, New York.

NEW YORK

If you're too old to have diaper rash...

It must be something else.

FREE BOOKLET on Social Security

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It must be something else.

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FREE BOOKLET on Social Security
Ship Maintenance Specialists Sought
The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications until July 24 for ship maintenance and operations specialist, NY T-56, OHS-11 with a starting salary of $9,521 a year. These positions are located at the Military Sea Transportation Service, Atlantic area in Brooklyn, New York. All applicants will be rated upon the quality and length of their experience. No written test is required. Applicants must have a minimum of six years of appropriate experience which has included involvement in the technical aspects of maintenance and adaptive operation on ship operations as related to maintenance and repairs. Further information may be obtained at the installation where the positions exist or the main Post Office in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Portville, Poughkeepsie, Riverhead, Yonkers or at the Interagency Board of U.S. Civil Service Examiners, Room 204, 220 East 42 St, New York, N.Y. 10017.

U.S. News
(Continued from Page 3)

the premiums.
Under this program the Government contributions toward the cost of an annuitant's health insurance: $3.50 a month if he is insured for himself only and $7 a month if he is insured for himself and family. An annuitant can participate in one of two ways. He may enroll in the Uniform Plan which was established under the program, or he may elect to receive the Government contribution toward the cost of a qualified private plan, such as a Blue Cross Blue Shield plan, employee organization plan, or plan offered by an insurance company which is licensed in all States and the District of Columbia. An annuitant's share of the premium for his Uniform Plan enrollment is deducted from his annuity check and paid to the insurance carrier along with the Government contribution. Since the Government contribution is not being reduced, the annuitant will receive the entire amount of government reduction by self and equal or greater increase in his annuity check.

Annuitants enrolled in qualified private plans will continue to receive the same Government contribution of $3.50 per month for a single enrollment and $7 per month for a family enrollment. There will be no change in their vesting checks.

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FIND TREASURE value of rare coins in the 1767 lists of the official U.S. Civil Service, which was used to determine the pay of U.S. Civil servants from 1795 to 1840. A week of careful searching. Includes directions and tables of current coin prices and publications, written and printed. 42 pages. $1.00. 
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Get The Authorized GSEA License Plate The Interagency Board of U.S. Civil Service Examiners is seeking experienced individuals to fill the following positions.

FOR SALE

Books for Sale

17" Print Text Book - 10¢ each, Monocular - 50¢ each. B.C. 3-808. 109 West 24th St., N.Y.C.

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Suggestion

If you want to know what's happening to you, to your chances of promotion to your job, to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want. Don't miss an issue. Enter your subscription now.

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Tuesday, July 18, 1967
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Tuesflay, July 18, 1967

Mr. Goldberg should win, he should not run against Senator Kennedy. He was close to losing that Javits is a good Senator and I think to parochial schools added the defeat of the popular Kenneth. No one minds beating i

diplomate—so the ideal ingredients for public relations and a very attractive person. He is a partner in one of the leading law firms, Paul, Weiss, Rifkind, Wharton and Gar.

-Excerpt Teachers-

Nassau Chapter Wants All Co. Employees in CSEA

MINELLA—The Nassau chapter, Civil Service Employees Assn., last week set its sights on representing all public employees except teachers in all governmental units in the county.

"We are making a grand push because these employees need us as we need them," chapter president Irving Fliesenbaum asserted. "The unity of workers in such units as the courts demonstrates the benefits to be gained by all standing together in one united organization."

Fliesenbaum revealed that newly added field representatives, mailing and an increased tempo of local meetings are geared to the drive to contact unaffiliated employees in the school, fire and water districts. Almost all employees in the major units of government already belong to CSEA. The chapter has more than 14,000 members in 56 units, out of an estimated 25,000 public employees in the county.

Wassaic School

Chairman Picnic

The Wassaic State School Civil Service Employees Assn. will hold its annual picnic on July 22 and on August 15, at Wastachem Park from 4:30 to 7:30 on these two days. The committee in charge of arrangements is: Richard J. Brocker, Stanley Ac- buhl, A. J. Hayes, Douglas Hoag, Arthur Peit, Leo Belsinger, Clara Pisoni, Tony Amato, Margaretta Tramman, Florencie Snyder, Ray- mond Sullivan, Thomas Hofmann, Kenneth Ritteridge.

Barry Named

ALBANY—Franklin P. Barry of Albany has been named to the Advisory Board of Visitors for the State School for the Deaf.

BAVARIAN MANOR

"Famous for German American Food"

Get Away—Rent & Play

Olympia Style Pool—All Ath-

Roman bath suites—Our renowned food—

Pleasant Villas. —Pleasantville, Representative Sam-

Pusey, Roy Simpson, Marguerite Milford Peal, Leo Belanger, Clara

Barbara E. Lalanne, Sophie Men-

or disinterested groups—will the


in charge of arrangements is: Carl B. Pusey, Roy Simpson, Marguerite Milford Peal, Leo Belanger, Clara Barbara E. Lalanne, Sophie Men-

Early Reservations Suggested

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CORTLAND OFFICERS — Officers of Cortland county Civil Service Employees Assn., chapter installed at the annual banquet held recently at the Terrace Restaurant are shown left to right, seated, Harold Mills, membership chairman; Renardine DeMond, corresponding secretary; Carlene Heinrich, second vice president; Marian McVay, secretary. Standing, Ralph Houghton, president; Henry Gillette, first vice president; and Ben Roberts, installation officer of Utica who is a CSEA field representative. Not shown in the picture is Clara Hebelst, recording secretary.

J. Francis Welch

240 Attend P. W. Dept.
Dinner For Retiree

BINGHAMTON—J. Francis Welch, resident engineer in Broome County for the State Department of Public Works, was honored by fellow employees at a dinner-dance upon his retirement this month. Welch had a career of 45 years with the department. He was born on Oct. 13, 1924 doing construction and survey work. From 1930 to 1939 he was in charge of construction projects in the district and for the past 17 years he had been resident engineer. About 240 persons attended the retirement dinner. Toastmaster was Joseph G. Poderics, district engineer.

Welch, a long-time member of the Binghamton chapter of the Civil Service Employees Assn., was honored by his colleagues. Welch, a professional engineer and licensed surveyor, was president of the New York State Society of Professional Engineers last year and in 1959 and 1961, was director of the state's Association of Highway Engineers representing the Broome district.

CSEA Psychiatrists

(Continued from Page 1)

objectives into the new titles of psychiatrist I and II, respectively.

Specifically, on this score, the proposition stated:

"1. Psychiatrist I: Senior psychiatric staff with permanent status should be grandfathered automatically into this position. Psychiatrists without permanent status should be given pro-

fessional titles and be given the opportunity to secure their state license for a period of two years."

"2. Psychiatrist II: Supervisors with permanent status should be grandfathered into Psychiatrist II positions. Requirements for Psychiatrists I should read Board eligibility and not Board certification.

Dr. Miller agreed to review these proposals, indicating individual consideration would be given in all cases, if the Department finds it must adhere to the existing general plan.

Although conceding that no definite commitment has been made, Dr. Daniel D. Sparks, president of the Psychiatrists' Association, expressed the belief that his group had "won assurance that no one would stand to lose, either they would remain at their present level or move upward."

"It's also why Council 50 is starting to get more desirable; it knows it won't be able to produce significant gains for its members even under improved conditions for collective bargaining," said Dr. Miller.

"One thing you need not look for was the long-promised 2% increase of CSEA's "going out of business," that is true for next September—through the end of the fiscal year, and on and on. As long as there are public employees in the category of to be affected in this law, the Department will be here to represent them.

Council 50

(Continued from Page 1)

phoney news article which predicts the Civil Service Employees Association will be 'going out of business'; come September 1."

"Needless to say, this phoney news article never appeared in any newspaper—it was simply set up by a phony hired by Council 50 to look that way.

What does the use of tactics like those by the Union mean you are probably wondering? Well, it is the same old story: the mouse on the rat is attacking the elephant again. Only this time the attack is nasser than ever—more desperate.

CSEA Efforts Win Pay Raises For Arlington Central School Workers

POUGHKEEPSIE—Largely through the efforts of the Civil Service Employees Assn., salary increases for all non-teaching employees of the Arlington Central School District have been adopted by the Board of Education and went into effect July 1, 1967, according to Marshall G. Temple, president of the Arlington Central School Unit, Dutchess chapter, CSEA.

Through the efforts of the unit, its membership and its National President and his committee, including George Wohlfart, Temple and Bert Laurs, 111 civil service employees are affected by the new salary schedule. Although the CSEA unit represents mostly transportation and maintenance employees, all classifications received benefits in various forms directly or indirectly through these efforts.

The pay schedule for transporta-

tion and maintenance employees provides increases ranging from $130 to $500, in addition to regular increments which average $250 a year for seven steps.

For driver-cleaners, a category where there were a significant number of employees, the beginning salary went up from $4,450 to $4,850 with annual increases from $825 to $850, with annual increments of $200.

Building maintenance personnel, which includes head custodian, custodians, janitors, day cleaners, night cleaners and maids, received average salary increases of $500 to $600, with annual increments of $200.

Additionally, all civil service employees will receive 12 days sick leave per year cumulative to 150 days, as compared to 10 days sick leave per year cumulative to 120 previously. Up to three years' personal leave with pay may be granted per year by a department head to any civil service employee. In the immediate family. Up to eight hours of personal leave may be taken for personal long-distance travel. No personal leave days were granted hereon.

Education sectorary increases range from $250, an increase for the 12-months typist from $3,950 to $4,200 for starting salary, to a $650 increase for starting salary of the senior account clerk, an increment from $4,800 to $5,450.

District positions given raises included typist, senior typist, stenographer, senior stenographer, two grades for library clerk, two grades for account clerk, and key punch operator. Clerks' top step, raised from six years, has increased from $4,100 to $4,475, while senior stenographer top position, after four years, will reach a high of $6,225 as compared to a previous high of $5,908 in five steps.

The school lunch personnel salary schedule, covering positions of cook, cook helper and food service helper, reflects an increase of 15 cents per hour at the beginning of the school year for cooks, 25 cents at the beginning of the school year for cook helpers, up from last year's starting salary of $1.25 to $1.50, so an hourly rate of $2.75 to $3.00 is the top from last year's starting salary of $2.541 to $2,950. Except for the food service helper, which is an hourly rate, and on three annual steps of 10 cents per hour, the remaining positions have seven annual increases ranging from $150 to $200.

"Top salary for cook managers, secondary school, reached after seven steps, is $4,100 for 1967-68 as compared with $3,610 on the current schedule. Two additional steps while senior account clerk, while not tabulated here, after two differentiation between elementary and secondary cook managers, as well as between elementary and secondary cooks and assistants, are awarded.

Nassau CSEA Calls On County To Negotiate

MINOLEA—The Nassau chapter, Civil Service Employees Assn., has called on the county to start negotiating with CSEA by Aug. 1 "in the spirit of the new Public Employment Act."

Chairman Joseph H. Nissenbaum told the county board of supervisors last week that "the new law states certain deadlines, and we are prepared and we hope the board is prepared to get set down to revising terms facing the county's employees."

County Executive Eugene H. Nessen, of the Town of Hempstead, Nassau County, who is a CSEA field representative, has called on the county to start negotiating with CSEA by Aug. 1 "in the spirit of the new Public Employment Act."

"The time for 'playing for keeps' is at an end. Under the new Public Employees Relations Act, and the vastly improved collective bargaining public employees organization to win important benefits for its members will provide them far greater than ever before. This is why CSEA looks forward to Sept. 1, the new law's effective date.

"It's also why Council 50 is starting to get more desperate; it knows it won't be able to produce significant gains for its members even under improved conditions for collective bargaining," said Dr. Miller.

"One thing you need not look for was the long-promised 2% increase of CSEA's "going out of business," that is true for next September—through the end of the fiscal year, and on and on. As long as there are public employees in the category of to be affected in this law, the Department will be here to represent them.

"Barrington Job study."