van den Heuvel, Brydges Aid Fight

CSEA Battles New Attempts To Strangle Legislation Mandates

**Special to The Leader**

ALBANY—A proposal to restrict the Legislature in mandating monied programs on political subdivisions, believed dead as of early last week, is turning out to be the Hydra-headed monster for civil servants as far as the Constitutional Convention is concerned.

The proposal, which would seriously cripple public employee organizations in getting benefits mandated for local government employees when local officials did not meet wage scale requirements, retired and working benefits, first came on the floor under the bill was no sooner flipped off by delegates when it became alive again under the name of Proposition 1390.

The measure, in essence, would require the Legislature not only to seek the permission of the political subdivision affected before validating benefits but also would require that the Legislature provide the source of income to pay for such benefits or else pass the legislation in two successive sessions.

The Civil Service Employees Assn. which Dostick a successful battle on Capitol Hill to defeat the proposition, was up in arms again last week over the new—and essentially same—proposal.

At Labor press time it was learned that the Employees Association had already picked up two important allies in its renewed fight.

William van den Heuvel, Democratic delegate and a vice president of the Constitutional Convention, said he definitely would lead a floor fight against the measure which, at this writing, was expected to come to the floor this week.

Van den Heuvel had voted against the earlier proposal as well and told The Leader that "nothing has happened since then to change my stand."

In explaining why he was opposed to the proposition, Earl W. Brookes, Republican minority leader in the Convention, told The Leader "this proposition represents an impairment of the Legislature's Constitutional obligation to insure that governmental services are maintained at adequate levels including salaries scales which will retain and attract competent public servants. This is true not only in such traditional areas of State concern as education, public safety and the administration of justice, but also in those purely local services which are essential to a viable governmental structure in this State. While it is true that the Legislature has mandated salary increases and thus increased local costs, at the same time it has doubled per capita aid to localities and vastly increased school aid."

Credit Report

In the meantime, the Employees Association fired off new telegrams of protest on the propositions to Convention President Anthony J. Travia and Peter J. Croty, chairman of the Committee on Labor, Civil Service and Public Pensions, as well as Brydges.

The telegram reads:

"I wish to advise you that the Civil Service Employees Assn. most vigorously opposes Proposition 1390 which would strip the Legislature of its traditional and locally well-established rights to set minimum standards with regard to compensation and requirements in areas which are matters of State concern, such as police, power, public safety, public welfare and employment."

The telegram signed by CSEA president Joseph P. Politi, who told The Leader that he had immediate response from Croty, who declared he also would oppose this measure.

**Metro Conference**

**Invites Candidates For Statewide Office**

Candidates for Statewide office of the Civil Service Employes Assn. have been invited to discuss their platforms at a meeting of the Metropolitan New York Conference, CSEA, at Salzman's Restaurant, 121 Chambers St., Manhattan.

The luncheon meeting will open at 11:30 a.m., according to Randolph V. Jacobs, Conference president who noted that both presidential candidates—THEODORE C. WENZL and Edward Sorensen—have signed their intentions to attend.

The business session of the conference will open following the conclusion of the candidates' remarks.

Plans for the meeting and for the 1967-68 conference program were discussed at a meeting of conference presidents as Chatter's Restaurant last week.

**Conservation Expert**

Governor Rockefeller has announced the appointment of Lawrence P. Draper, Geneva, as member of the State Soil and Water Conservation Commission for a term ending March 31, 1971.

Draper succeeds Russell E. Young, of Glenshela, whose term expired this month.

Members of the Commission receive $50 per diem.

**First All-Year Session Is Seen For Legislature**

ALTHOUGH New York State residents have grown used to six month sessions of the Legislature it may come as some surprise to find senators and assemblymen in Albany around the calendar next year, except for some kind of vacation period.

The first year-long session of the Legislature is being predicted for 1968 on several grounds. Most significant of these is the writing of a new State Constitution and...
Legislature remains the body through which State and local governments will continue to work for improved benefits and laws affecting civil service employees. Senators and Assemblymen have little doubt that he intends to raise new revenues this year and that the reason for so doing is that State workers must have wage increases, particularly teachers who did not get them during the current period of inflation. The source of new revenues and the pay raise, when it is eventually proposed, must have the approval of the Legislature.

Because many of the "Home Rule" measures asked for by local governments will not be granted to them at this writing organizations such as the New York City Patrolmen's Benevolent Ann. and the Uniformed Firemen's Ann. and others will still be going to Albany to get approval on measures that, while not dealing directly with wage negotiations, will improve the working conditions of their members.

The big, 151,000-member Civil Service Employees Ann., will not be able to negotiate pay raises and increased fringe benefits with the Rockefeller Administration this year. Because of its powerful size and membership the Rockefeller Administration is, necessarily, taking a "wait and see" attitude toward legislation that may place it in the difficult position of vetoing bills that have already been approved by the Legislature. Concerning this possible situation the following quotes were made by a number of the professional newspapermen:

"The new assistant director was a reporter for The Times Record on several years.

The committee's function would be to screen, interview and recommend candidates to the chapter for endorsement. This would be done reluctantly, but necessary, because of the large number of substitutes in the work force. Part-time as well as full-time jobs will be available, beginning in October. Interviews will be held from 9 a.m. to 5 p.m., on Mondays and Wednesdays, and 8 a.m. to 6 p.m. on Tuesdays. On Saturdays, the hours will be 9 a.m. to 5 p.m. Additional information can be obtained at the Sales and Merchandise Service Office of the State Em- ployees' Association at 16 East 42nd Street.

There are no training or experience requirements and no written examination for preliminary screening. It will be given an oral interview to determine whether they possess personal qualities essential to successful performance in these positions. Qualifications for these positions are graduated from an accredited professional school and appropriate experience for grade level.

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Sorenson has been a member of the Civil Service Employees Assoc. for more than twenty-five years. He was a member of the State Executive Committee for ten years, representing the Nassau County chapter as Vice Chairman of Audit and Control, and has served as chairman or member of a number of association and Department committees, including the Budget Committee, Nominating Committee, Political Action Committee, and others.

He established the State Social Security Agency in 1933, to provide social security coverage for certain State and local employees, and in 1946 and 1947 assisted in the preparation of legislation which extended coverage to uniformed System members. He is presently Director of the Social Security Agency.

Wenzl has always had and continues to have an intense interest in the efforts of the Association to preserve the rights of all public employees and to assure the satisfaction of all forms of fringe benefits.

Wenzl is serving his 15th year in the Civil Service Employees Association and is an associate director of the Nassau County chapter of the CSEA during his years as its president. Wenzl has served four years as chairman of the Nassau County chapter of the Association. He has served as a member of the CSEA Board of Directors, and is Statewide Chapter Committee chairman. As chairman of the Nassau County chapter, Wenzl has served four years as president of the Nassau County chapter of the CSEA during his years as its president. Wenzl has served two years as president of the Nassau County chapter of the CSEA during his years as its president.

For more than twenty-five years, Wenzl has been a member of the State Executive Committee for ten years, representing the Nassau County chapter as Vice Chairman of Audit and Control, and has served as chairman or member of a number of association and Department committees, including the Budget Committee, Nominating Committee, Political Action Committee, and others.

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It's Back To School For New York City Aides

Whatever the reason—be it to prepare for promotional examinations, improve skills or for increased knowledge—New York City employees can go back to school at little or no cost.

The courses available range from a high school equivalency program to general engineering and advanced conversational Spanish.

These programs are sponsored by the New York City Department of Personnel in conjunction with the New York City Community Colleges, Long Island University, and the Board of Education. Most courses are given in the City Hall area.

Community College

The Community College courses consist of ten two-hour sessions and have a 85c fee, except for the engineering courses which are $5 per 16 three-hour sessions and the Spanish courses which are $2 for 15 two-hour sessions. The full term starts Monday, Sept. 26. Registration and further information can be obtained from the Training Division of the New York City Department of Personnel, 60 Worth St., N.Y.C. 7.

The courses available under this program include:

CU-1 Effective Writing in City Government—Philip Ripps, Department of Personnel, 60 Worth St. This course will hold periodic critiques with the students may get used to the delivery of improved prose and expressiveness and practice in the delivery of improved prose and expressiveness and the delivery of carefully planned talk. It will be especially useful for those who address employee or community groups.

CU-2 Effective Writing in City Government—Philip Ripps, Department of Personnel, Wednesdays, 65 Thomas St. This is a workshop course intended to improve the ability of the individual employee to write more effectively. Students will write letters and reports in class and the instructor will hold periodic critiques with each student. The course will stress the organization and development of ideas and the importance of good taste in the writing of letters and reports. The course provides a limited review of grammar.

CU-3 Building Your Vocabulary, Part 1—Jerome Becker, NYC School System, Mondays, 46 Worth St. An intensive course in practical methods of vocabulary building. Special instruction is given in the use of the thesaurus and dictionary. Classroom exercises will give each student an opportunity to use new words in real situations. Emphasis will be placed on pronunciation, grammar and good sense structure will be stressed.

CU-4 Improving Your Reading Ability—Steven Fiedman, NYC School System, Tuesdays, 65 Thomas St. This course is designed to increase the reading ability of those who feel they need improvement in comprehension, accuracy and speed of reading. It will include diagnosis of difficulties in these areas and the application of corrective methods. Specific problems will be dealt with, based on the requests of the group. A textbook will be required.

CU-5 Speed Reading—Eugenio M. Kaseber, NYC School System, Mondays, 55 Thomas St. This course is designed for beginners in speed reading. It teaches the basic techniques of speed reading and explains how and when speed reading is used. The average reader coming on completing this course should be able from 400 words per minute to a top of about 1,200 words per minute. Students registering for this course should be able to read and understand difficult materials easily.

CU-6 Accounting for Non-Accountants—Abraham Jacobs, Supervising Accountant, NYC Housing Authority, Mondays, 220 Broadway. A presentation in simplified form of the basic theory and practice of accounting for the layman. Participants will become familiar with accounting terminology, simplified accounting records and preparation and interpretation of financial statements. Financial statements issued by business and government will also be given to the application of accounting theory to everyday bookkeeping tasks.

CU-7 American English Grammar, Usage, and Style, Part 1—Jerome Becker, NYC School System, Mondays, 46 Worth St. An intensive course in practical methods of vocabulary building. Special instruction is given in the use of the thesaurus and dictionary. Classroom exercises will give each student an opportunity to use new words in real situations. Emphasis will be placed on pronunciation, grammar and good sense structure will be stressed.

CU-8 Accounting Applications for City Officials, Part 1, Part 2—Anthony Vivianl, Department of Water, 60 Worth St. A practical course using theoretical plans in the application of the multiple dwelling law, multiple dwelling code, building code, and zoning laws. Among the topics to be discussed are classification of buildings, conversions and alterations, tenements and violation. Discussion will center around actual cases taken from City operation. This course will be held once a year. A practical value to Department of Buildings inspectors and employees of other City agencies with building inspection duties.

CU-9 Arithmetic Needed for Clerks, Graphs and Tables—Martin Weiss, Senior Methods Analyst, NYC Housing Authority, Wednesday, 220 Broadway. Students will learn to use the computational operations, including rates and percentages, necessary to work with graphical forms. Employees who have not had a strong mathematical background will learn how to read and interpret graphs, charts and tables and how to use the information presented.

CU-10 Statistical Analysis—Burton Seloff, Supervising Personnel Examiner, NYC Board of Education, Tuesday, 2 Lafayette St. An exploration of the fundamental principles and use of statistics in non-mathematical terms. This course will cover the methods of collecting and tabulating data and will introduce the student to the techniques commonly used in analyses. The usefulness of statistics in business and government will also be given to the application of accounting theory to everyday bookkeeping tasks.

CU-11 Mathematics Management Analysis—Organizational and Systems Planning—William Siegrist, Principal Assistant Analyst, Office of the City Administrator, Wednesdays, 55 Thomas St. Advanced course in management principles and techniques for city department and division employees. A review of the techniques of management analysis and principles to be used in a range of management activities. Organization and systems will be reviewed, as well as related laws and regulations as separate unrelated activities. Included are elements of management, such as: management programs, techniques and applications of organization and systems, and financial management analysis will also be considered.

CU-12 Developing Supervisory Skills in Administration—William Siegrist, Mondays, 55 Thomas St. A basic course in administrative management recommended for those who are or are about to be supervising employees. Planning, scheduling, controlling, coordinating, reporting, and work simplification techniques will be covered. Administration will focus on problems of participants' agencies.

CU-13 Understanding Budgets—Practices—Arthur Rosenberg, Principal Personnel Examiner, Bureau of the Budget, Tuesdays, 120 Worth St. A course for City employees whose work involves preparation of budgets requests or whose operation and planning depends on the preparation of budgets. A survey of New York City budgetary practices, including recent changes, comparisons with other cities, and violation. The course will also cover different types of civil service tests and their implications for agency operations. Systems of data analysis and presentation, work measurement, and preparing budget requests.

Engineering

CU-149 General Engineering—William Barron, P.E., Department of Water, 2 Lafayette St. A total of 46 of hours of lecture and laboratory spanning the material of Part II of the State of New York P.E. Examination. Includes pertinent topics in the fields of fluid mechanics, hydraulics, and electrical engineering.

Languages

CU-24 Spanish—Philip Bourne, Spanish Teacher, HS Adult Education Program, Saturdays, 120 Worth St. An introductory course in Spanish for all levels. Emphasis will be placed on pronunciation, vocabulary and pronunciation, students will converse with each other and interpret their daily lives.
QUESTIONS AND ANSWERS . . .

About Health Insurance
William G. O'Brien
Blue Cross-Blue Shield

Statewide Plan

The column will appear period-ical-ly. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Broadway, Albany, N.Y., 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. Must I be hospitalized in order to receive reimbursement for home and office doctor visits under my Statewide Plan?

A. No. Such calls are covered under Part III (Major Medical) of the Statewide Plan. You need not be hospital-ized in order to receive Major Medical benefits, but the co-insurance and deductible factors do apply.

Q. Please tell me if eye examinations and eye glasses are covered under my Statewide Plan?

A. No. Neither eye glasses nor eye examinations are considered covered medical expenses under the Statewide Plan.

Q. I am covered by both the Statewide Plan and Medi-care. Will I receive any benefit if I have to go to the hospital?

A. You are covered for 120 days of in-hospital care, except for any extra charges for a pre-existing condition from the 90th to the 120th day. Medi-care covers the first 90 days and your Statewide Plan will cover the additional 30 days. Your co-insurance and deducti-bles apply.

Q. I am covered by both the Statewide Plan and Med-icare. Will I receive any benefit if I have to go to the hospital for a pre-existing condition?

A. You are covered for 120 days of in-hospital care, except for any extra charges for a pre-existing condition from the 90th to the 120th day. Medi-care covers the first 90 days and your Statewide Plan will cover the additional 30 days. Your co-insurance and deducti-bles apply.

CSEA Reverses Two Employee Suspensions

ALBANY—The C.S.E.A. Civil Service Employees Assn. has won reversals in the suspension of a veteran Brooklyn State Hospital attendant and the firing of a Westchester County employee.

Both employees were represent-ed in their battles under the special legal assistance program available to all members of the Employees Association.

Mrs. Edmonds, the hospital attendant, was cleared of five of the six charges she was originally charged with, while N.A. Luftig, the County employee, was ordered reinstated.

The cases were argued before the Appellate Division, Second Department, State Supreme Court. Mrs. Edmonds, an attendant at the Brooklyn hospital for 10 years, was charged with six sepa-rate specifications of misconduct the course of her last two months in November, 1963. She was found guilty of all counts at a hearing and penalized with a 30-day suspension.

Stanley Mallman, a regional at-torney for CSEA, who represented Mrs. Edmonds at her administrat ive hearing, found no support on the record for the hospital's find-ings and took the case to the State Supreme Court. The action was turned over to the Appellate Divi-sion. Mallman, in presenting his case, alleged a lack of substantial evidence and claimed the penalty was excessive. The court vacated the findings on five of the six charges and remanded the case to the director of the Brooklyn State Hospital to assess a new penalty on the basis of a single specification that was sustained—that she refused to assist one of the physicians in caring for a patient. Before coming to the Brooklyn Hospital, Mrs. Edmonds served as an attendant at Pilgrim State Hospital for more than five and one-half years. She never had been the subject of disciplinary proceedings.

Mrs. Edmonds, the CSEA's case, was handled on the merits in accordance with the court's ruling. Mallman contends there is no basis at all in the record for the one charge which the court upheld. The hospital director has not yet made a decision as to a penalty. Thus CSEA has elected to do the dis-tinguishing of this matter in the hope that he will forego any punishment.

Luftig, also represented by Mallman, was dismissed after eight years of service in the Westches-ter County Department of Pur-chase and Supplies and within one and one half years of compulsory retirement. Luftig was found guilty of various counts involving alleged errors of judgment and instances of behavior toward his superiors. The Appellate Division found Luftig guilty on all of the charges except one, but ruled that the penalty of dismissal was ex-cessively harsh, and remanded Luftig's case back to the county for determination of a lesser pen-alty.

The CSEA provides legal protection to members in disciplinary cases and in grievance appeals in which an attorney is needed to assert the employee's right to a fair trial. The Association, in addition to having a full-time legal staff at its headquarters in Albany, also enlists the services of regional attorneys throughout the state for the representation of CSEA local attorneys also are entitled to be represented by an attorney of their choice under the CSEA plan.

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DELEHANTY COURSES FOR POLICE PROMOTION WILL COMMENCE WEEK OF SEPTEMBER 11 AND CONVENE AS FOLLOWS:

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115 E. 15 St.  91-24 168 St.
TUESDAY  THURSDAY
POLICE CAPTAIN  10 AM or 5:30 PM  10 AM or 5:30 PM
WEDNESDAY  MONDAY
POLICE SERGEANT  10 AM or 5:30 PM  10 AM or 5:30 PM

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JUST OFF THE PRESS

On September 1, 1967, the completely rewritten New York State Penal Law and considerably revised Code of Criminal Procedure become effective.

The DELEHANTY CRIMINAL LAW DIGEST, which embraces as well, pertinent provisions of the Vehicle & Traffic Law, Alcoholic Beverage Control Law and Family Court Act, is now available.

Comprises nearly 500 pages contained in a loose-leaf binder.

Availability of amendments each year is your assurance that it will always be up-to-date.

For over 40 years, the DELEHANTY CRIMINAL LAW DIGEST has proven of great value to all concerned with criminal law enforcement.

Available by mail for $15.30 (includes postal charges and sales tax); or at our offices at 115 E. 15th St., New York, N.Y., 10017, for $15.50 (includes sales tax).

THE DELEHANTY INSTITUTE
Gramercy 3-6900
**LETTERS TO THE EDITOR**

**According To Louie**

**Editor, The Leader:**

Regarding the idea of doing away with competitive exams for civil service positions it could be that the competitive struggle of man and his environment will be endured. It could be that America's growth through open competition is all areas is a test.

An experiment is in order. Do away with all competition. Hiring a new employee the person who can add to the appointees list:

1. High School Dropout Trainee
2. High School Dropouts Assistants
3. Junior Mugger
4. Functional Illiterate-Senior
5. Junior Bookmaker
6. Appreneete Draft Dodger
7. Bank Robber (Provisional)
8. Hot Diamond Cutters
9. Heroin Distribution Clerk

The above positions do not require a test. You can even stipulate your work is test-mental, but the salary structure eventually guarantees free room and board.

Immediate openings are available. Just go to 111 Smith Street, Fourth Floor, State, knock three times and say: “Louie sent me.”

**Salary Discrepancy in Nursing Service**

**Editor, The Leader:**

This is intended to direct attention to the prevailing discrepancies in salaries within the range of instructors in schools of nursing and supervisors in nursing service in the Department of Mental Hygiene.

Instructors of nursing within the Department of Mental Hygiene are required to have a bachelor of science degree in nursing and in addition to the above, additional educational courses to qualify for the instructors examination.

Many possess a master's degree. Supervising nurses without a B.S., or in many instances, not even college credits qualify for the same pay grade through examination.

Where is the incentive for nurses to continue their education? A nurse with 20 college pre-requirements who by chance happens to pass an examination qualifies for the same pay grade as a nurse who has passed all the above and usually at her own expense to qualify for a teaching position. An individual with fewer courses are not tax deductible.

Vacations and days off from work are not available to nurses because of scheduling and student activities. Nursing instructors work the same number of hours in the hospital and are rarely allowed free time with their families. Supervising nurses work the same number of hours, Mental Hygiene system work a nine month year and in most cases receive even more and better fringe benefits.

Further, instructors are blocked from advancement under the present system unless they change grades. (Continued on Page 12)

**Abuse Of Discretion**

**ORIGINAL APPOINTMENTS** In the competitive class are for a probationary term, usually for six months. Appointment of New York City patron and of transit patron sar a probationary term of nine months. Upon satisfactory completion of probation, a Civil Service employee acquires tenure.

**THE ADVANTAGE OF tenure** is that the employee is secure in his position unless proof at a hearing of incompetency or misconduct warrants dismissal. Unlike a tenure employee the probationary employee may be terminated for unsatisfactory performance without any hearing. However, a probationary employee has no recourse unless he is discharged for cause. Judicial review may result in reinstatement when the dismissal constitutes an abuse of discretion.

**AVAILABILITY** of judicial review places the probationer in a better position than one who is arbitrarily refused original appointment. The latter is barred from successful judicial review of his rejection under the one out of three rule.

**A RECENT** illustration of abuse of discretion in terminating a probationer is the case captioned Matter of Benefactors of the Brooklyn 6th Regiment, presented by William Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles co-authored "New York Criminal Law."
Clerk-Stenographer Positions Offered

The Eastern Division, Naval Facilities Engineering Command, in need of clerk-stenographers GS-4 at a salary of $4,775 a year. A high school diploma may be substituted for one of the two years of experience that is required.

These positions require applicants to qualify in the civil service stenography examination. Part in person to 90 Church St., Room 544, New York City.

Inhalation Therapists

The Veterans Administration Hospital, 900 Poly Place, Brooklyn, N.Y., has announced examinations for inhalation therapists, GS-5, 6, 7, and 8, starting salaries $5,331, to $7,088. There is no written test. Requirements include appropriate experience of one year, two years, three years, or more years, in a hospital, or in a clinical control, medical research, or other scientific laboratory, in one or more of the fields of medical, biological, or physical science work.

No degree with major in biology, chemistry, or physics, including laboratory work, may be substituted in full grade GS-5.

There is no discrimination in employment. For further information, write or visit the Personnel Officer at this hospital, or call the Personnel Officer at 631-9000, ext. 639.

Cooperate with the ZIP code program of the Post Office Department—Use ZIP code numbers in all addresses.
Free And Low Cost Classes

Improving Skills & Preparing For Promotion Exams Now Ready

(Continued from Page 4)

Including occupation, housing environment, hobbies, health, work, etc.

LI-57 Advanced Social Case Work Supervision—Mr. George Golden, A.C.S.W., Wednesdays, 121 West 67th St. A continuation of Social Case Work Supervision (LI-56). There will be continued emphasis on the supervisory processes and problems with further consideration of the role and responsibility of the supervisor. There will also be an increased emphasis on supervisory roles and responsibilities in social case work supervision on various levels. This course will be taught by Mr. Golden and participants will be encouraged to discuss their experiences and problems. Each student will be given a chance to participate in class discussions and give his own personal experiences and problems.

LI-58 Social Case Work Supervision—Mr. George Golden, A.C.S.W., Wednesdays, 121 West 67th St. This course is designed primarily for middle management personnel responsible for supervising social case work supervisors. It combines discussions of supervisory principles with a practical approach to the everyday problems of the supervisor. General emphasis will be placed on class participation and discussion. There will be an increased emphasis on the supervisory process and students will be encouraged to discuss their individual supervisory problems. Students will be encouraged to share experiences, case studies, and supervisory functions and attributes. Each student will be given a chance to participate in class discussions and give his own personal experiences and problems.

LI-59 Introductory Criminal Procedure—Mr. Harold Mayer, Department of Hospitals, Thursdays, 123 East 67th St. A course in the fundamentals of criminal procedure and of police methods of investigation. Business procedure and responsibility of the investigator.

LI-60 Principles of Supervision—Mr. John P. De Sancto, Patton Relations Supervisor, Port of New York Authority, 123 West 67th St. The course is designed for middle management personnel responsible for supervising supervisors. The course will be taught by Mr. De Sancto and there will be an increased emphasis on discussion and student participation.

LI-61 Cost of Goods Sold—Mr. George Golden, A.C.S.W., Wednesdays, 121 West 67th St. A continuation of Social Case Work Supervision (LI-56). There will be continued emphasis on the supervisory processes and problems with further consideration of the role and responsibility of the supervisor. This course will be taught by Mr. Golden and participants will be encouraged to discuss their experiences and problems. Each student will be given a chance to participate in class discussions and give his own personal experiences and problems.

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LI-63 Advanced Social Case Work Supervision—Mr. George Golden, A.C.S.W., Wednesdays, 121 West 67th St. A continuation of Social Case Work Supervision (LI-56). There will be continued emphasis on the supervisory processes and problems with further consideration of the role and responsibility of the supervisor. There will also be an increased emphasis on supervisory roles and responsibilities in social case work supervision on various levels. This course will be taught by Mr. Golden and participants will be encouraged to discuss their experiences and problems. Each student will be given a chance to participate in class discussions and give his own personal experiences and problems.
The Job Market

Farm workers are needed for about three months of work in various parts of New York State. Experienced workers preferred but persons able to do heavy manual work should apply. Free government-inspected housing is provided. The pay range is $1.25 to $1.50 an hour for 40 to 60 hours, six-day week... If interested in farm jobs, apply at the New York City Farm Office, 6th floor, 247 West 103rd St.

In the commercial field, LEGAL STENOGRAPHERS who can use electric typewriters are wanted for positions in midtown and downtown Manhattan. Must have legal experience and good work history. Salaries from $110 to $140 a week, or on temporary jobs, $27 a day. Job for TRANSCRIBERS TYPING MACHINE OPERATORS, most on electric typewriters are wanted for SECRETARY STENOGRAPHERS who can use electric typewriters and the pay is from $90 to $126 a week... Apply at the Office Personnel Center, 175 Lexington Ave., 1st St., Manhattan.

A major new store, which will open early in November in midtown Manhattan, has begun to recruit personnel. There will be jobs for SALESPEOPLE, STOCK HANDLERS, CASHIERS, MARKERS, CLERICAL WORKERS, HANDLERS, CASHIERS, MARKERS, LIBRARY MAINTENANCE STAFF, and all the other kind of workers needed in the operation of a large shopping center. Part-time as well as full-time jobs will be available, beginning in October. Interviews will be 1 a.m. to 8 p.m. on Mondays and Wednesdays, and 10 a.m. on Tuesdays, Thursdays, and Saturdays. On Saturdays, the hours will be 9 a.m. to noon. Apply in person at 132 West 31st St., Manhattan.

In Manhattan, AUTO BODY REPAIRMEN are needed to do collision work and body and fender repair on passenger cars. Must have own tools. The pay is $1.50 to $1.80 an hour. Also wanted: COMPOSITORS to do hand composition. It would be helpful to know some hand lockup on Kelly and Miehle Verticals, or some Linotype composition. $100 to $125 a week, depending on experience... Experienced ENGRAVERS PRESS FEEDERS are wanted to hand feed and set up Modern or Cherub engraving or Carver engravings. Submit a resume. $250 to $300 a week. Job for CIVIL SERVICE LEADER through Associated Hospital Service of New York.

New Service Drug Program

For the first time under the City Health Program, H.I.P. now covers 100 per cent of the cost of prescription drugs and medicines* when obtained through the designated mail order pharmacy under contract with H.I.P. The drugs must be prescribed by H.I.P. physicians, or by non-H.I.P. physicians in covered emergencies. Prescriptions for drugs and medicines are filed and mailed without charge. There are no bills...no claim forms...no deductible...no limit on cost or number of prescriptions...*For what a prescription is required.

Improved Indemnity Drug Program

For prescriptions not filled through the mail order service program described above, and for prescriptions, H.I.P. will pay 80 per cent of the cost after a $25 annual deductible per person. There will be no annual or lifetime maximum. The drugs and appliances must be prescribed by H.I.P. physicians (or by non-H.I.P. physicians in covered emergencies).

Private Duty Nursing

For the first time also, H.I.P. is including in-hospital private duty nursing as one of the optional benefits under the City Health Program. H.I.P. will pay 80 per cent of the cost of private duty nursing for a maximum of 504 hours after the first 72 hours of such care per confinement, when ordered by an H.I.P. physician, or when needed in a covered emergency.

The Complete Package

H.I.P.'s complete package of expanded optional benefits now consists of:

- 120-day Blue Cross full benefit days plus 180 discount days provided through Associated Hospital Service of New York.
- Combined service and indemnity drug programs and prescribed appliances.
- Anesthesia payments up to $100.
- In-hospital private duty nursing payments.
- Emergency care indemnities increased from $350 to $750.

The bi-weekly cost to you for H.I.P.'s new package is:

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The new benefits will be provided for employees who authorize the payroll deduction for the new expanded option during the reopening and transfer periods.

If you wish to enroll for H.I.P.'s expanded benefits option

If you now have H.I.P.'s Limited Option, or if you have no option and wish the new Expanded Option, please see your payroll clerk for a postcard authorization to be mailed to H.I.P.

If you wish to keep the Option you now have it is not necessary to do anything.

H.I.P. members, 65 and over, either active or retired, who are enrolled in Medicare Part B, are already covered for these benefits.

Health Insurance Plan of Greater New York
625 Madison Avenue, New York, N. Y. 10022
In-service Courses 
Schedule Out Soon

An in-service training program for New York City teachers, embracing more than 300 courses in its fields of study is being planned for the fall, according to the United Federation of Teachers. Mayor Lindsay had given the union his word earlier in the year that a new training program would be developed if the teachers continued to observe a one-year moratorium on strikes. The program will be based on teacher suggestions, which have been tabulated and classified, for use in the fall. The board will have a range of $6,200 to $10,350. The union has asked for the program to be decentralized and in the discretion of the district superintendents, with the board retaining the major control. The program will be given to all teachers on a basis of full-time employment. The union will not be bound by such consideration. Most of the minor issues of the 600 odd per teacher including extended pension benefits. The program will be given to all teachers on a basis of full-time employment. If a teacher is only part-time, he will be seen for a fraction of the program. In service training programs will be developed for teachers in the fall, according to the United Federation of Teachers. Mayor Lindsay had given the union his word earlier in the year that a new training program would be developed if the teachers continued to observe a one-year moratorium on strikes. The program will be based on teacher suggestions, which have been tabulated and classified, for use in the fall. The board will have a range of $6,200 to $10,350. The union has asked for the program to be decentralized and in the discretion of the district superintendents, with the board retaining the major control. The program will be given to all teachers on a basis of full-time employment. If a teacher is only part-time, he will be seen for a fraction of the program.

Protest New Principal Titled as "Pressured"

The new New York City Board of Education title of "Demonstration School Principal" has been announced as a way of pressuring the threat of legal protest from the Council of Supervisory Associations. The program of New York City schools is to be decentralized and in the discretion of the district superintendents, with the board retaining the major control.

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Exams Set To Fill Vacancies In Critical Areas Of System

The semi-annual listing of tests to be given by the New York City Board of Education in fall for teachers is now complete. Pitting for many licenses will close this month, including the titles for Guidance Counselor, Laboratory Assistant, Civil Defense and Traffic Control. The board also said that licenses in English and Social Studies and others. Pitting for Home Economics licenses in Junior High Schools has closed. A complete listing of examinations to be held in the fall is presented below:

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The council is a federation of associations and efforts which are committed to the cause of education. The program will be given to all teachers on a basis of full-time employment. If a teacher is only part-time, he will be seen for a fraction of the program. The council is a federation of associations and efforts which are committed to the cause of education. The program will be given to all teachers on a basis of full-time employment. If a teacher is only part-time, he will be seen for a fraction of the program. The council is a federation of associations and efforts which are committed to the cause of education. The program will be given to all teachers on a basis of full-time employment. If a teacher is only part-time, he will be seen for a fraction of the program. The council is a federation of associations and efforts which are committed to the cause of education. The program will be given to all teachers on a basis of full-time employment. If a teacher is only part-time, he will be seen for a fraction of the program.

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SainI Rose Offers
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Varied

Tuesrlay,  September  5,  1967

bertus  Magnus  Science  Hall,  432

Registration  wil  be  held  In  Al-

history,  English,  French,  his-

a.

ECTURE  classes  begin  Sept.  13.

School  begins  Sept.  16,  will  be

Saturday  classes,

Y.M.C.A.  EVENING  SCHOOL

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EARLY  CAREER

High  School  Diploma?

For  Personal  Satisfactioa

LICENSE  &  PLUMBING

AND  ALLIED  OBJECTS

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EVENING  COURSES  FOR  CITY  EMPLOYEES

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NEW YORK CITY COMMUNITY COLLEGE

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Division  of  Continuing  Education  &  Extension  Services

The  following  courses  are  offered  In  the  Fall  Semester

starting  Monday,  September  29,  1967

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Such  courses  are  designed  to  meet  the  needs  of  working

employees  and  provide  opportunities  for  pro
duction  and  advancement  in  their  fields  of  interest.

For  further  information  and  enrollment  forms,  contact

Mrs.  Ruth  F.  Mullan,  Extension  Training  Dept.,

NEW YORK CITY,  N.Y.

Registration  will  be  held  in  Al-
VETERAN'S COUNSELOR
(Continued from Page 4) accursed in line of duty while on active service during certain war-time periods. In specific categories of a veteran who died as a result of injury or disease in peace-time service are now eligible. Under certain conditions, the age limit may be extended. Assistance is provided for 8 months for full-time study, and for 12 months for part-time study. These benefits may now be received in conjunction with any New York State Regents Scholarship.

Other Scholarship Programs
MOST INSTITUTIONS of higher learning in the United States have a scholarship and student loan program. If the student has attended the school he wishes to attend, and if he needs assistance, he should inquire about the availability of that particular school's scholarship or loan program. A number of private organizations offer scholarships and student loans. In addition, there is the National Defense Student Loan Program, the student loans are available through the NY Higher Education Assistance Corporation.

FOR COMPLETE information concerning educational benefits for veterans, servicemen, and their families, be sure to visit your local office of the New York State Division of Veterans Affairs or Veteran Service Agency.

U.S. Government
Illustrator Jobs
The United States Civil Service Commission has announced that there are many positions available with the United States Government in the Washington, D.C. area, and a few in other parts of the country for illustrators. Starting salaries for these jobs are $5,331 per year. Maximum salaries are $10,927. There are examinations for these positions. Applicants will be rated on experience, training, and education.

For further information write to the Interagency Board of U.S. Civil Service Examiners, U.S. Civil Service Commission, 220 East 42nd Street, New York City and as: for Amendment WA-7-9-6.

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U.S. Service News Items
BY JAMES F. O'HANLON
The House Post Office and Civil Service Compensation subcommittee last week approved Federal pay raises of 6 percent for postal employees and 4.5 percent for classified Federal workers.

The new bill specifies that full comparability will be reached next year. The new raises are expected to be in effect by October 1.

As it stands now, the new bill provides for $4,300 pay for the first grade of the First-Class Mail, first class mail, as of October 1, 1967.

If the bill is passed by the House, it will then go to the Senate, which will consider the bill next week.

If the Senate approves the bill, it will then be sent to the President for his signature.

If the President signs the bill, the new raises will become effective on October 1, 1967.

The new raises will be retroactive to the beginning of the fiscal year, which is October 1.

If the President does not approve the bill, it will be returned to the Senate with a veto message.

The Senate will then have the opportunity to override the President's veto. If the Senate overrides the veto, the bill will become law and the new raises will be paid.

If the Senate does not override the veto, the bill will die and the new raises will not be paid.

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VENICE FLA. — INTERESTED IN BEACH FRONT RENTALS? WRITE FOR CATALOG.

For further information, write:
The Hospitality Committee and the CSEA STATEWIDE OFFICER CANDIDATES await the opportunity to assist the Association of Clerks of Family New York State Association of where needed.

RANOLDY H. JACOBS Candidate For Third Vice President

Ranoldy H. ("Randy") Jacobs, candidate for the Statewide list of officers, is well known for the program he has successfully sponsored in the efforts of the Governors Reorganization Group. The study of the Cooperative Housing for employees since that date. During his 6-year tenure as chairman (1961-66) major achievements of the Grievance Committee included: (1) a mandated grievance procedure for public subdivisions; (2) a time limit on grievances presented to the Grievance Appeal Board; (3) full legal representation by the CSEA at no cost to the member in grievances and disciplinary procedures.

Jacobs was elected president of the Metropolitan Conference in 1965, and serves as a member of the Special Merit Committee, Special Memorial Plaque Committee and the Special Credentials Committee.

Prominent in Episcopalian Church activities, Jacobs for 13 years was a Vestryman of St. Philip's Church, New York, and at Episcopal congregation in the United States. Jacobs was appointed this year to the Rockefeller Foundation for Youth on a non-sectarian basis in the Harlem area.

Jacobs is the father of three children.

CLAUD E. ROWELL Candidate For Fourth Vice President

Claude E. Rowell, candidate for the office of fourth vice president (1967-68 Nominating Committee).

Statewide committees include: Special Region Conferences; Special Placement; Special Membership and Personnel.

A. SAMUEL NOTARO Candidate For Fifth Vice President

A. Samuel Notaro, candidate for the office of fifth vice president is a Buffalo resident and has been active in the organization. He was fifth vice president four years and fourth vice president two years of the State organization.

Notaro has been past vice president of the Buffalo chapter; chairman of Grievance Committee; past president of Western Conference Special Committee to Review Dues; and member Western Conference Special Committee to Review Dues.

Richard A. Tarmey, a native of Amsterdam, New York, is a graduate of Rensselaer Polytechnic Institute. He has been employed as the resource consultant in the Montgomery County Department of Social Services for the past 18 years. He served as chairman of the 1967-68 Nominating Committee.
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Our nation's Capitol. With 3 nights in Washington, you will have ample time to explore the major highlights of the Capitol. The White House, The Jefferson & Lincoln Memorials and many, many more! ONLY

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Features: 3 nights, 4 days in Yorktown, Pa. Pennsylvania Dutch Farms, Hershey Factory. Two meals included

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Full Falloga Tour Oct. 23-25. See the splendor of Virginia in the autumn. Overnights at Winchester, Va., Natural Bridge, Richmond and Philadelphia. Tour includes hotels, smorgasbord, plus sightseeing on Rich-

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11 days, 10 nights, Nov. 4-14. After spending 2 nights at Holiday Inns on way down, we have 4 full days at Miami Beach at the beautiful Sea Gull Hotel. BIG BONUS EXTRA Complete breakfast and dinners are included while in Miami Beach plus Rosy Bay Trolley Circle. All for

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Overnight at the Drake Hotel Barcy a complete breakfast Sat. evening Orchestra seats for

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MAIN FROM LA MANCHA; Best Musical of 1966.

Hotel, Transportation, Orchestra

$30.25

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The store that cares...about you!
CSEA STATEWIDE OFFICER CANDIDATES

(Continued from Page 14)

She is a graduate of the Utica Free Academy and the Utica School of Commerce where she majored in Secretarial Training and Office Practice. Among some of her community activities have been: A member of the Y.W.C.A. since 1932, serving six years as member of the Board, team-page program advisor for five years, delegate to three National Conventions; and member-at-large for industrial workers in the Utica area. For two years Mrs. Boone served on the United Fund Drive. Having a vital interest in education, she served the New York State Congress of Parents & Teachers as both committee member and officer on the Individual school level, District Board of Directors, and Assistant Director for the City of Utica's 21 PTA units. She has been active in Girl Scouting and Cub Scouts, served as president, secretary, and treasurer in four Utica Women's Bowling Associations.

DELORES FUSSELL
Candidate for Secretary

Miss Fussell is past president of the Capital District Conference, and is presently serving as Secretary to the Utica chapter. She is a past president of this 1,500-member chapter, and has served on Statewide and local boards. She is a past president of the State Department, serving for five years, as well as member at-large of the the Western Conferences for four years. She has been chair-

JOHN J. HENNESSEY
Candidate for Treasurer

Jack Hennessey has served as CSEA Treasurer for the past four years. He was the presi-

LOUIS G. SUNDERHAFT, JR.
Candidate for Treasurer

Louie Sunderhaft Jr. is a native of Utica, New York. He married the former Lorretta Technasuk and they have three children, Loretta, Joann and Louis Sunderhaft III.

As a member of the Montgom-

The chapter Representative on the

She has been active in com-

She is a member of the Direc-

She is a graduate of the

The chapter Representative on the

CIVIL SERVICE LEADER

Tuesday, September 5, 1967

Page Sixteen

the chapter Representative on the County Executive Committee.

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