After that date, four judges will select four winners from the service to the public welfare on honor. Service both on and off the job will be considered. Awards will be by an outstanding public figure.

CSEA Comes Back With Own Proposals About Geographical Pay Plan

Nassau CSEA Charges Stall Or Recognition

Feily Installs State Dept. CSEA

Four To Be Named

Leader Gold Medal Award Nominations To Close On Oct. 30

Nominations for The Leader's 1967 Gold Medal Awards for distinguished public service will close on October 30. After that date, four judges will select four winners from the more than 100 nominees submitted as candidates for the honor.

Four proposals for the CSEA-sponsored City, State, and County Union, that are included in legislation that has already passed the Assembly, are being press-released this week. The legislation is being introduced by Senator Frank B. Goodenough, of Nassau County, and Assemblyman Frank X. Coughlin, of Suffolk County.

Leadership in the civil service field was the topic of the CSEA's annual banquet held at the Roosevelt Hotel last week. The guests included Governor Nelson A. Rockefeller, County Executive John G. Flanagan, and others.

CSEA leader F. Feily officiating.

What's Needed

Appeal Delays Scoring By CSEA

CSEA charges that the appeals process is being delayed and that the department of labor is not taking the appeals seriously.

Mental Hygiene Appeal Delays Scoring By CSEA

The CSEA is appealing the delay in the mental hygiene appeal process. The CSEA has been frustrated by the long delays in processing appeals.

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

**Need Recognition**

PUBLIC SERVANTS are different from any other individuals who take their work seriously and perform it in an outstanding manner.

LIKE THEIR counterparts in private industry, public service people thrive on recognition — citations, kind words, and merit pay. This is the key to the element of good employee relations in the overall sphere of public relations.

NO ONE, civilian servants, included, can work efficiently in a vacuum — unmotivated, unappreciated, undemanded. Regardless of an employee's rank, there must be some affirmative acknowledgment of excellent job performances from his superiors.

THE CHANCES are that you'll

Isaac K. Lang

Isaac K. Lane, 60, father of Dr. Theodore H. Lang, Deputy Superintendent of Schools for Florida, and former City President Director, died last week after a long illness. Lang was a self-taught scholar and poet, lived in Cooskrecht, Long Island. He was buried in Lebanon Cemetery. His surviving existence in the Townsend Chapel, Park Rowkan. Lang is survived by his wife, Mrs. Fannie Lang and 14 grandchildren and one great-grandchild.

(Continued from Page 1)

historical niche either by gaining the Presidency or by leaving Albany with a record as one of the most creative and dynamic governors in the State's history.

It is almost certain knowledge that the Republicans will need a strong job performer to fill that niche. The first men to start building a strong record to qualify for that race is Assembly Minority Leader Perry Duryea of Suffolk County.

Duryea has already made a strong impression as a legislator and as an articulate delegate to the Constitutional Convention. It is said that he feels the 1968 session of the Legislature — expected to be the longest and most complicated in its history — will offer the greatest opportunity to date to show his talents as a strong Republican leader who could take the party to victory in 1970 gubernatorial race.

Issues Abound

There are countless controversial issues facing the Legislature next year and you can expect Duryea to have a say on them all.

He also intends, this column learned, to introduce a broad range of legislation that in 1969 will be good for the State — and for headlines.

ALL TOO MANY daily newspapers still thrive on last century's journalism, which is based on an ever-increasing formula that news is disaster, misfortune, and outrageous statements from rabble-rousers shrewd enough to know that some daily newspaper editors haven't had an original thought in 20 years.

GOOD NEWS based on excellent performance by civil servants.

(Continued on Page 5)

**Don't Repeat This**

Mr. Robertson, 59, of Roanoke, Virginia, died recently. A retired Army officer, he had served in the South Pacific during World War II. He was a member of the American Legion.

(Continued from Page 2)

Stop wasting money!

A 10% SAV. ON YOUR AUTO LIABILITY INSURANCE

State-Wide subscribers to the State Driver Plan, if your present company does not give you an additional 10%, if you qualify, (6 out of 10 drives do qualify), can save on your liability insurance.

You Can't Buy Better Insurance... Why Pay More?

STATE-WIDE INSURANCE COMPANY

701 South Boulevard

CIVIL SERVICE LEADER

Tuesday, October 17, 1967

Mail at once for exact rates on your car.

Dad, 1006 East 25th St., Chicago 11, Illinois.

A limited number of reservations still available. Write to Irving B. Smoak, 711 Eighth Ave., New York, N.Y. 10019 (212) Circle 7-7780 After 5 p.m. (212) Cloverdale 3-4488.

Add $29 to the price of your tour of England. This is a round-trip jet transportation, room with private bath at the London Hilton Hotel, breakfast, sightseeing, theater, Open to CSEA members and their families. Additional 10% for each person sharing a room.

Don't Repeat This

New State Offices
To Rise in Watertown

ALBANY—The site has been chosen for a modern, high-rise office building to house State offices.

The State has taken title to the property, which is located on Washington Avenue adjacent to the Watertown Municipal Building.

New building will be over 10 stories high and will house most of the State agencies which presently have offices scattered throughout the Watertown area.

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New building will be over 10 stories high and will house most of the State agencies which presently have offices scattered throughout the Watertown area.

The Comptroller of the State of New York

Will sell at his office at The State Office Building (23rd Floor).

Immediate application should be made to the office of the State Comptroller, Albany, New York.

November 18 to 26

THANKSGIVING IN LONDON

Still Only $299

(air Fare Only $195)

Eight Days, Seven Nights

Included are round trip jet transportation, room with private bath at the London Hilton Hotel, breakfast, sightseeing, theater, Open to CSEA members and their families. Additional 10% for each person sharing a room.

A limited number of reservations still available. Write to Irving B. Smoak, 711 Eighth Ave., New York, N.Y. 10019 (212) Circle 7-7780 After 5 p.m. (212) Cloverdale 3-4488.
Schenectady Co. Recognizes CSEA As Bargaining Agent; Contract Negotiations Pending

SCHENECTADY—The Schenectady County Board of Representatives officially has recognized the Civil Service Assn. as the exclusive bargaining agent for 500 county employees, and the CSEA chapter already has adopted a program calling for pay raises and increased fringe benefits.

The county board, in a resolution passed by the county's ruling body cited CSEA as "having the experience and ability required to provide able and adequate representation for all the employees of Schenectady County." It also pointed out that CSEA has been "instrumental in assisting the County of Schenectady in presenting programs for the benefit of the employees."

Demands List

Among the major items the Employees Association will propose to the board, according to Arnold Bercioppolo, county chapter president, are a $500-a-year increase in pay and a full payment by the county of employee hospital and surgical plan premiums; permanent status for non-competitive employees after one year, based on seniority; pay raises, union relief, at 20 percent of base value, of accumulated sick leave, or application of the value of the cash by the employees.

Craig Colony Sets Annual Fall Ball

The Craig Colony School & Hospital will meet with the full board of supervisors Oct. 23 to press demands. The Craig Colony School & Hospital employees Association has completed their plans for the Annual Fall Ball on Nov. 11. Tickets will be sold from 10 a.m. to 2 p.m.

The employees Association also has asked for: (Continued from Page 1)

Mental Hygiene Problems

ALBANY—Representatives of the Civil Service Employees Assn., meeting last week with State Mental Hygiene officials, discussed, in length, a wide range of subjects relating to the welfare of Mental Hygiene employees throughout the State.

As a result of the all-day meeting in Albany, a number of matters pending for several months were resolved and the Mental Hygiene Department said it would review the numerous other issues submitted and also pledged to support CSEA's appeals and requests to the State on several other important points.

The meeting was held last week between members of the CSEA's Special Mental Hygiene Committee and Dr. Christopher F. Terrence, first deputy commissioner, representatives Dr. Alan D. Miller, State Hygiene commissioner, who was out of town. Also sitting in on the discussions were Dr. Hugh G. Luare, associate commissioner, and Dr. Charles F. Ninie, assistant commissioner for Mental Health.

Members of the CSEA committee in attendance were: J. Arthur Tennis, Utica State Hospital; Felice F. Terrence, first deputy commissioner of Mental Hygiene, representing Commissioner Alan D. Miller who was out of town; George Felkel of Pilgrim State Hospital, a CSEA departmental representative; Charles Ecker of Syracuse State Hospital; Felice F. Terrence, first deputy commissioner of Mental Hygiene representing Commissioner Alan D. Miller who was out of town.

Among the major items considered at the meeting were:

- **Demand for a career ladder** for registered nurses and practical nurses.
- **Providing at least one weekend off in every 28-day period.** CSEA was not satisfied with the department's previous proposals.
- **The Employees Association also asked the department to:**
  - Change schedules of State hospital and school employees to provide at least one weekend off in every 28-day period.
  - Provide a personnel administrator in each institution.

The employees Association also asked the department to:

In addition to the above items, CSEA also presented the department officials with many individual problems relating to the social workers' career ladder. One was the question of who would handle the transfers after the title. The department said the transfer designation was necessary only for pay purposes and that there were no changes on the professional status of the positions.

The Department indicated that a list of titles ineligible to receive overtime has not been established, but added that it has no plans to change the status of anyone who previously was eligible under the present rules.

Other issues presented to the Department included:

- **Reallocation of employees in narcotic units.** CSEA asked the Department to submit an appeal to the Civil Service Commission on the reallocation of the Narcotic Security Assistant positions from Grade 8 to Grade 12. Dr. Terrence said he would discuss this with the Mental Hygiene commissioner.
- **Establishment of maintenance apprentice positions which would permit automatic salary advance.**

**Mental Hygiene Committee**

**Members of the Civil Service Employees Assn.'s Special Mental Hygiene Committee meet with representatives of the State Department of Mental Hygiene in Albany on Oct. 16. From left are Charles E. Ninie, assistant commissioner of Mental Health; J. Arthur Tennis, Utica State Hospital; Christopher F. Terrence, first deputy commissioner of Mental Hygiene, representing Commissioner Alan D. Miller who was out of town; George Felkel of Pilgrim State Hospital, a CSEA departmental representative; Charles Ecker of Syracuse State Hospital; Felice F. Terrence, first deputy commissioner of Mental Hygiene, representing Commissioner Alan D. Miller who was out of town.**
Not All H.I.P. Operations Make The TV Screen...

Channel 5 to Televise a Heart Operation June 25

By GEORGE GENT

A dramatic program depicting a difficult heart operation will be televised in color on Channel 5 Sunday, June 25, at 8:10 P.M.

The surgery, which took place May 21 at Mount Sinai Medical Center in Brooklyn, involved the removal of a section of a middle-aged woman's mitral valve, which was narrowed, and its replacement with a man-made part.

The operation was performed by Dr. Adrian Kantrowitz, a center director of surgical services, in almost six hours to complete.

"It's no longer a case, as with the appendix," he said, "of opening someone up, removing a part, and then throwing it away. The new surgery is to replace diseased parts with man-made parts that work better than the original. It is important for the public to understand this.

"The program, entitled "Miracles at Mt. Sinai," was written and produced by David Mankin, an advertising copywriter, which will be telecast on the program on Monday night, June 25, at 8:30 P.M."

But All H.I.P. Operations are fully prepaid!

The patient who benefited by the six-hour operation described above is a H.I.P. member — the wife of a Brooklyn taxi driver.

Her rare condition was diagnosed by her H.I.P. family physician and arrangements were made by her medical group for the services of the special surgical team.

H.I.P. PAID THE BILL!

1947-1967

20 Years of Quality Medical Service
A Better Plan Today — An Even Better Plan Tomorrow

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

Where to Apply For Public Jobs

The application instructions tell where to apply for public 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 at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications are issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 9 a.m. to 2 p.m., and Saturday from 8 a.m. to 5 p.m.

Application blanks are obtainable free either by the applicant in person or by his representation at the Applications Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013. Telephone 212-4720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least three 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 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 IND Lexington Avenue Line and the IND 8th Avenue Line. The IND Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the IND CT and IND local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE — Room 1100 at 270 Broadway, New York, New York, 10007, corner of Chambers St., telephone 488-6606; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Suite 750, Genesee Building, 1 West Genesee St.; State Office Building, Syracuse, and 550 Midtown Tower, Rochester (Wednesday only).

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

FEDERAL

FEDERAL — Second U.S. Civil Service Region Office, News Building, 270 East 43rd Street (at 3rd Ave.), New York, New York, 10017, just west of the United Nations building. Take the IND 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-Plushing train from any point on the line to the Grand Central station. Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 335-4111.

Applications are also obtainable at main post office except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mail requests for application forms.
The Sun Set

Its sunglass screen lets you see with heat exhaustion, a built-in telescoping antenna and a 4" x 2½" oval speaker. And one more thing. It also plays off AC house current.

For scanning 'n tanning the new Sony a picture even out in the sun.

THE COMPLETELY

The Sun Set

Its sunglass screen lets you see with heat exhaustion, a built-in telescoping antenna and a 4" x 2½" oval speaker. And one more thing. It also plays off AC house current.

For scanning 'n tanning the new Sony a picture even out in the sun.
Transportation Bond Issue—Vote 'Yes'  

With bipartisan political support growing for Governor Rockefeller's proposed $2.5 billion transportation bond issue, there is every reason now for civil service organizations to urge their memberships to vote "yes" on the proposal on the November ballot.

Ordinarily, this newspaper refrains from endorsing either candidates or specific issues. But in this case, where so many sides agree that public employees can reap so many benefits directly and indirectly, The Leader also lends its support to the transportation bond issue.

The reasons for so doing are actually straightforward. New York's cities, towns, counties and villages must have modernized transportation, not only to survive but to grow. Growth means increased revenues, both public and private.

The wage and working conditions of civil servants grow and are reliant on the economic health of the government jurisdiction for which they work.

With the passage of the transportation bond issue, funds that would have to come from tax sources will come, instead, from the sales of bonds. The less pressure on tax revenues, the greater the opportunity for pay increases and advancement in salaries, retirement and other benefits.

It is out of enlightened self-interest, therefore, that public employees should vote "Yes" on the bond issue next month.

Federal Pay Bill

The House of Representatives passed the Federal employee pay bill last week. The Senate has until today to vote on the measure. The bill proposes a much-needed increase in Federal employee compensation.

Congratulations must be accorded to the members of the House Post Office and Civil Service Committee who, when the outlook for an equitable employment advancement in salaries, retirement and other benefits was if not bright, at least hopeful, have worked to make the Federal Pay Bill an important bill.

The pay bill provides for the establishment of a Civil Service Review Board which will study the compensation of Federal employees and make recommendations to the President. The bill also provides for a Federal Wage Board which will study the wages of Federal employees and make recommendations to the President.

The pay bill is a step forward in the fight for fair pay for Federal employees. It is a step forward in the fight for dignity and respect for Federal employees. It is a step forward in the fight for a more just and equitable society.

What's Doing

A Computer that does crime: A computer that captures the memories of all members of the staff about criminal cases. It not only captures the memories of all members of the staff about criminal cases, but it also holds more than 500,000 fingerprint records, each one of which is more than 25 times more detailed than any other machine in the world. It can check a police number in the computer record, then check the police record, and finally check the computer record, to see if the police record is accurate. It can check a police number in the computer record, then check the police record, and finally check the computer record, to see if the police record is accurate.

The breakfast will follow the conclusion of the program. It will be held at Central Synagogue, 105th Detective Squad, president of Correction Officers Association.

Correction Officers Pay Tribute To Lamb

The Register had the opportunity to meet Charlie Lamb, who is a member of the Shomrim Society, at a meeting of the Shomrim Society, which was held at Central Synagogue, 105th Detective Squad, president of Correction Officers Association.

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QUESTIONS AND ANSWERS . . .

... about health insurance

by William G. O'Brien
Blue Cross Blue Shield
Manager, The Statewide Plan

The Statewide Plan

This column will appear periodically 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, 1213 Western Ave., Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. What is the maximum amount of coverage in any one year under the Major Medical portion of my Statewide Plan? I remember reading that these were changed not too long ago.

A. You are correct. Benefits under the Major Medical portion of your Statewide Plan were increased last year. The maximum benefit during a calendar year was increased to $20,000. These increases along with other increases make your Statewide Plan even more valuable than it was before.

Q. I am enrolled in both the Statewide Plan and Parts A and B of Medicare. I understand that prescription drugs are not covered under Medicare. Are they covered under my Statewide Plan?

A. Yes. Prescription drugs are covered under Part III (Major Medical) of your Statewide Plan with co-insurance and deductible factors applying. To make a claim under Major Medical, you may secure the necessary forms from your payroll or personnel officer.

Q. I have had family coverage under the Statewide Plan for many years. Now my son who is physically disabled will be 19 in a few months. Can I continue coverage for him now?

A. Yes. He will continue in full coverage under your Statewide Plan since he is incapable of self-support. There will be no additional premium charge for this coverage. Contact your personal or payroll officer for the necessary forms to establish your son's disability. This continued coverage for disabled children is only one of the many excellent features you enjoy under the Statewide Plan.
Governor To Seek Pay Minimum For All Police

ALBANY—Governor Rockefeller has told the state's police authorities that he will seek a mandatory state-wide minimum salary for local police, to take effect this year at the state's legislative session.

Rockefeller said a mandated salary is needed "to attract and retain able men to a vital profession."

The Governor indicated he could push for such legislation at the 1967 Legislature, saying: "Police salaries must be raised because their work is so basic to our society."

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

BINGHAMTON — Sheraton Motor Inn (call 443-6601)
BUFFALO — Sheraton Motor Inn, Sheraton-Catalle Club (call 649-3244)
ITHACA — Sheraton-Motor Inn (call 274-1709)
ROCHESTER — Sheraton Motor Inn (call 222-1700)
SYRACUSE — Sheraton Motor Inn (call 443-6601)

(ON ALBANY CALL 434-4111 FOR RESERVATIONS. IN NEW YORK CITY, CALL CH 4-7780.)

Sheraton Hotels & Motor Inns

BLUE CROSS

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • Utica • Watertown

THE STATEWIDE PLAN — COORDINATING OFFICE — 1225 Western Avenue, Albany, N.Y.

The President of the Civil Service Commission has designated the period June 1, 1967 through October 31, 1967 as an open enrollment period for eligible employees to join THE STATEWIDE PLAN. Employees and retirees of the State and participating agencies who failed to enroll themselves and/or their eligible dependents when they were first eligible, may do so during this five month period without proof of insurability.

Eligible for enrollment are:

1. Eligible employees and retirees who have not previously applied for enrollment,
2. Eligible employees, retirees and/or their dependents who were denied coverage on the basis of unsatisfactory "Statements of Health",
3. Eligible employees and retirees who voluntarily cancelled their coverage,
4. Eligible employees whose coverage was cancelled for non-payment of premium while on leave without pay or in any other direct pay status,
5. Retirees who have had a minimum of 5 years' service, were covered as active employees and who, at the time of retirement, either failed to continue their coverage or were ineligible to continue their coverage because they did not satisfy the required minimum period of enrollment,
6. Eligible dependents on whose behalf the retired employee was not insured prior to retirement. A spouse, a Dependent Student, acquired after the employee's retirement, or children born to the retiree after retirement, may also be enrolled at this time.

The benefits of THE STATEWIDE PLAN are now available to every eligible person during the open enrollment period. The combination of Blue Cross, Blue Shield and Major Medical (Metropolitan Life Insurance Company) available under THE STATEWIDE PLAN offers one of the finest programs of protection against the cost of hospital and medical care.

Don't delay. If you are not now protected by THE STATEWIDE PLAN see your Payroll or Personnel Office immediately. Enroll now and enjoy the security of THE STATEWIDE PLAN which was specifically designed to meet the needs of public service employees and their dependents.

Tuesday, October 17, 1967

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Sheraton Hotels & Motor Inns

BLUE CROSS

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • Utica • Watertown

THE STATEWIDE PLAN — COORDINATING OFFICE — 1225 Western Avenue, Albany, N.Y.
Apply By Nov 6 For State Job As Psychiatric Social Work Trainee

The New York State Civil Service Commission is accepting applications until Nov. 6 for a Dec. 2 written test for Psychiatric Social Work Trainee I. This position, in State Mental Hygiene Department hospitals and clinics, is to provide social service on the unit to psychiatric patients. The successful applicant will receive a salary of $8,990-

exceptions, the successful applicant must have at least a bachelor's degree in social work or a related field such as psychology, sociology, or psychology. Applicants must have completed at least a year of full-time college study or at least two years of full-time college study.

For further information and assistance with this position, contact the State Civil Service Department at 40 Worth St., Room 818, New York City.

No wonder this new $89.50 automatic looks like an expensive Dual. It's the new Dual 1015.

The Penthouse

The new telephone system is being installed at no cost to the taxpayer.

The "career ladder" concept also offers unparalleled educational opportunities for trainees. In many cases the Mental Hygiene Department will pay tuition and fees toward an employee's bachelor degree.

To qualify for the trainee test:

New System Improves Ph. Communications

ALBANY—Improved telephone communications between State and Federal agencies have been arranged by the State Office of General Services.

Under the arrangements, any user of the Federal telecommunication system will be able to use State agencies directly. Previously, Federal agencies had to manually call the number of the State agency through a local operator.

The new telephone system is being installed at no cost to the taxpayer.

It has the precision features that make Dual the first choice of hi-fi experts. For example: the auto/manual tuning system and the totally accurate auto-seeking system found on the world-renowned Dual 1019 at $129.50.

Fran ces Ritter, vice president of Airex Radio Corp., points to other famous Dual features:

- Fully automatic and manual operation, either as a single play turntable or as a changer.
- Dynamic balanced tone arm.
- Heavy-duty sound system.
- Constant-speed motor.
- Continuous variable adjustments for tonal balance and position.

Let us demonstrate these and other features that make Dual the first choice in stereo.

AIREX RADIO CORP.

132 NASSAU STREET
New York City 964-1820

69 WEST 23RD STREET
New York City 989-6290
City Teachers Will Be Best Paid In Nation In 68

Most New York City teachers will be the best paid in the nation by the end of 1968, a Leader survey of comparative Detroit, will have higher starting salaries, the categories undoubtedly raise salaries in many communities before 1968. In some other city.

The minimum salary of $6,750. However Westchester communities will undoubtedly raise salaries in many communities before 1968. The complete salary schedule is shown below:

<table>
<thead>
<tr>
<th>Designation</th>
<th>Base Salary April 969</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
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University Faculty Fees Ask Pay Adjustments

Employees of the Board of Education, the professors, instructors and technicians who work in city universities and colleges, have been negotiating for salary adjustments for next year in line with the industrial pay scale.

Partly was received by former Mayor Robert P. Wagner and now guarantees the higher education the same rate of increase in salary as is afforded to employees in education. Two groups representing employees have made proposals to Chancellor Bowker, based on increases of 23 to 25 percent, with equivalent increases for employees of the Board of Education.

Other requests include uniform annual leave of 20 working days per year; increase of promotional opportunities; a quota of at least 1 percent of staff for personnel rank and 35 percent as associate professors; instructors with doctorate or equivalent to be permitted to become assistant professor and given tenure; welfare pay with fringe benefits of $1,350 per capita, with CBA parity; funds for substantial leave to be increased in proportion to the salary of the position, so that it will permit 1/14th of the staff to have sabbaticals.

Also standards of teaching load at 12 hours maximum per undergraduate level and 15 hours or 30 hours for graduate instruction in office facilities, telephone, research space and facilities and an increase in stipends of $200 per year for assistant professors.

The workshops, which, conducted last fall, are being expanded to include four other departments, are being conducted by the following City University.

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**STENOGRAPHERS**

Immediate openings are available for experienced typists to join the City University.

New York City Board of Education

Board of Education is now accepting applications for stenographers, typists and secretaries. All positions are on a part-time basis, and the hours are 10 a.m. to 2 p.m. An interview will be held on July 18, 1967, 9 a.m. to 12 noon, at the School Administration Building, 110 Livingston Street, New York City.

New York City Board of Education

All Equal Opportunity Employer
Public Service Course Starts at City U.

The City University of New York last week launches its first classes under the Public Service Career Development Program for generally unemployed adults. The university provides the educational programs for trainees placed in public service agencies by the Human Resources Administration. The welfare recipient's program is financed through the Becherer Amendment to the Economic Opportunity Act.

Trained workers in 20 weeks a week in the job and fifteen in class for their place of work. The basic education program includes preparation for the high school equivalency examination, remedial teaching instruction where necessary, the study of English as a second language for Spanish-speaking students, and a course in human relations.

Suffolk Co. Seeks Court Consultants

Suffolk County has announced that there will be an examination for Senior Justice Court Clerk on Oct. 15. The last day for applications is on or before Oct. 13. The usual salary range for this position is from $4,000 to $5,000. The exam will consist of a written test.

To qualify for this position, applicants must have graduated from high school and have four years of clerical experience, two of them in a supervisory capacity or on a satisfactory combination of the above education and experience.

For further information contact the Suffolk County Civil Service Commission at the County Office Building, 25th St. High St., on telephone R T-7700, ext. 249.

Jewish State Aides Chanukah Dinner Now Being Planned

The Jewish State Employers' Assn. of New York, has made arrangements for the 15th Annual Chanukah Dinner Dance to be held on December 13, at the Stork-Atlantic Hotel according to Miss Rose Strow, Association president.

President post Officer is dinner chairman.

At the regular meeting on Wednesday, Oct. 25, the annual spiritual and breakfast on Sunday, Nov. 5th, sponsored by the Council of Jewish Organizations in Civil Service, Inc. will be discussed.

Services will be conducted first at 6:45 a.m. at East 55th Street Jewish Center, from where those attending will march to the Commodore Hotel.

President officer Morris J. Solomons has arranged for a delegate from the Conventional Convention to address the group on Oct. 25. The next regular meeting will be held at Stude Office Building, 80 Center St. at 6 p.m. on Oct. 25.

Gov. Names Lobch

ALBANY—Governor Rockefeller has appointed John L. Loeb of New York City as a special assistant to study the problem of financing industrial and municipal air pollution control devices.

He will serve as a non-salaried consultant.

Going Places? See Pg. 2 & 15

Do You Need A

High School Equivalency Diploma

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Real Estate Manager

Public Health Sanitarian

Professional Trainee Exams

Social Case Worker

Senior Clerical Series

Bachelor's Degree

CITY SCHOOL

MORONOE INSTITUTE — IBM COURSES

SCHOOL DIRECTORY

Page 11

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259 BROADWAY

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Evening Course starts Tues., October 24th

Saturday Only starts Sat., October 28th

Daytime Course starts Mon., October 23rd

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ENROLL NOW FOR OCTOBER

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259 BROADWAY
Police Cadet Trainees Sought

The Police Cadet Project of the Board of Education's Manpower Development Training Program is seeking young men 17½ to 27 years of age and at least 5' 7" tall for a special training program to prepare them for entering a police career.

While a high school diploma is a requirement, applicants who do not have a high school diploma are also eligible as they will receive training which will prepare them for the high school equivalency test. Trainees will receive a stipend of from $20 to $70 per week, depending on their family status. This present need is especially great for young men who understand the problems of people in poverty areas.

Applicants may apply through their Local Youth Opportunity Center or State Employment Service by asking for the Manpower Counselor.

Free booklet on Social Security Mail only, Leader, Box 8, 91 Uarso St., New York, N.Y., 10007.

Suffolk County Seeks Justice Court Clerk

Applications are being accepted until Nov. 3 for a Nov. 18 written examination for Justice Court Clerk in Suffolk County. Salaries in this position range from $3,400 to $4,260 according to jurisdiction. The eligible list established from this examination will be used to fill present and future vacancies in this County position.

Applicants must be high school graduates or have two years of experience in general clerical work or a satisfactory equivalent combination of both.

The Justice Court Clerk performs specialized clerical work in the courtroom and office of the Justice Court and performs related work as required.

Clerk-Stenographer

The Eastern Division, Naval Facilities Engineering Command, is in need of clerk-stenographers Cd 6-4 at a salary of $4,776 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. Report to person to 99 Church St., Room 644, New York City.

CIVIL SERVICE LEADER

Tuesday, October 17, 1967

For further information contact the Suffolk County Civil Service Commission at the County Center, Riverhead, or telephone CA 7-4700, ext. 246.

Candidates must be a resident of Suffolk County for at least six months prior to the date of the examination.

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The Baronet

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POLICE LECTURE
PRINCETOWN, N.J.—Professor Les J. Margolin, leader Police Relations columnist, was one of seven college professors who last week conducted the Management Seminar at Princeton, N.J., for 50 police chiefs, under the sponsorship of the New Jersey Police Chiefs Association and the New Jersey State Police. Margolin's subject was "The Administrative and Public Relations."
Nassau Sanitary Dist. Unit Wins Pay Boost

In WOOD—The Sanitary District No. 1 unit, Nassau chapter, Civil Service Employees Assn., has won a three per cent cost-of-living boost and seven other objectives in a new contract.

The agreement came Aug. 24 following a negotiating meeting between CSEA representatives and the district commissioners. It calls for the pay boost, fully-paid hospitalization, two personal leave days per year, four weeks plus two days vacation for employees with five or more years service, five percent raise for those with more than 15 years service, time upon retirement, safety items where post-staffing has been restored, and 400 items were allocated to Rockland State Hospital to operate elevators. The national unit president George Moses, unit president George Parker and vice president Harold Hanyer negotiated with Lawrence Rosenberg, chairman of the board of commissioners, superintendent Maynard Dudley, and commissioners Nicholas J. Calabria, Benjamin Jenkins and John D. Stomas and John H. Tyson.

CSEA Pours It On

(Continued from Page 3)

Adjustments over a three-year period so that at the end of this period, incumbents would attain the journeyman title and salary.

* Requested a report on the condition of detailed items where post-staffing has been put into effect. The Department said it would submit to CSEA a report on progress report on post-staffing at Leitchworth Village and that it was working to get involved post-staffing at institutions, Statewide, which will be available to CSEA in the area of employment.

* Requested a written contract by the merger.

The Department officials told CSEA that the career ladder for recreational and a occupational career ladder for those employees of Wassaic and Harlem State Hospitals, who are members of Civil Service. Those employees, CSEA said, were dispatched on official duty to Poughkeepsie during the period of civil service was under review.

CSEA asked the Department to issue a directive to stop the practices of treating patients at Bronx State Hospital to operate elevators. The Department said it is also under review.

Exam Notice Delay

The Employment Association also complained that an announcement of an examination for food service manager was not received at Rensselaer State Hospital.

An important step in the development of the law grant, and grant, a contract, and John J. Hay, CSEA field representative.

The law requires that when a council moves, a mediator must be named before that council submits a framework. Because the council deadlines come before the effective date of the law, said the county and council "could show evidence of good faith and with the spirit of cooperation with the law by granting employees contracts now," said. Although aware of the impact of financial pressures facing the city and county, Hay said, "it's hard to persuade the city and county to agree to an agreement that's reflective of their financial needs."
Kasson Tells Employees CSEA Has The Action

"On where the action is—to join CSEA and so take advantage of the security of an organization rooted in membership management and rooted to an effective state-wide force."

That was the statement last week by Arthur Kasson Jr., candidate for second vice president of the Civil Service Employees Association, who is running to join the Civil Service Employees Association.

Kasson was commenting on the supposed misunderstanding of a statement made recently by a CSEA officer regarding the health-care strike and the Taylor Law in New York City.

Calling his comment "a constructive statement for readers," Kasson also urged all branches of government to get behind CSEA officers to make the Civil Service Employees Association effective bargaining agents.

Hospital Director

ALBANY — Dr. Michael F. Curpenny of Stony Point has been named director of the State's Rehabilitation Hospital at West Harwatt, a salary of $22,500 a year.

Dr. Curpenny had been director of research at the hospital since 1969. He succeeds Dr. Seymour Bluson, who resigned to join the staff of Montefiore Hospital in New York City.

Career Man Named

ALBANY—Samuel A. Diamond of Brooklyn is the new assistant industrial commissioner for the State Labor Department's Division of Employment.

A career man, he has served as an unemployment insurance referee and, for a time, a hearing officer with the Public Service Commission in Albany.

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Educatian
BY CELESTE ROSENKRANZ

Early in the summer, the chairman of your education committee, in view of the far-reaching changes now taking place in the field of public employment, saw the possibility of a need for a new statement of policy by the Civil Service Employees Assoc. A tentative 12-point statement was drafted by the chairman and presented for consideration at the meeting of the committee in late June. The lack of attendance at that meeting precluded any definitive disposition of the proposal. The committee agrees that the current employment circumstanes do warrant a new examination of general CSEA policy. Hence, the committee will consider the matter at its next meeting, subject to further policy and, hopefully, present them subsequently to CSEA's officers and staff for further disposition.

The committee feels there is a need for an updated, enlarged statement oriented with regard to its inclusion in the revised edition of the chapter officers' manual, since the manual is our basic instrument for orienting, educating and guiding our chapter leaders within the framework of CSEA's aims and objectives.

Production on the manual was unavoidably interrupted earlier in the summer when the departure of Gary Perkinson left the public relations staff with only one-half its regular work force. In addition, heavy demands have been placed on the public relations staff during the recent CSEA's coverage of the major labor disputes throughout the state, and its coverage of the new law which provides that, of resolution by law, rule or regulation. We believe this to be the appropriate moment for such action. The existing agreement at the final congressional stage should have an independent hearing officer who will render an independent, binding decision.

The committee feels that there is a need for membership expansion and that the restrictive nature of the definition of a grievance. This is especially true with regard to the political subdivisions. The committee has considered this matter. The committee feels that this is an area which could benefit from an understanding of the grievance procedures throughout private industry and should be broadened to make it more inclusive.

The committee recommends that all chapters adopt uniform rules and regulations for their local grievance board, that these grievance boards be appointed from an agreed upon panel acceptable to both parties.

The committee is in agreement that existing procedures be altered in the revised edition of the chapter officers' manual, since the manual is our basic instrument for orienting, educating and guiding our chapter leaders within the framework of CSEA's aims and objectives.

The committee was pleased to note the inclusion of a director of training and education among the new staff of the Civil Service Employees Association, under the new Public Employees' Law. The person in this position will be charged with establishing and supervising an efficient and effective training program for our staff in the negotiations, preparation of contracts, and, the general conduct of the employee organization. The committee recommends that the Civil Service Employees Association adopt this policy.

To make possible the staff expansion which would include the director of training, a dues increase is being considered by the committee with that responsibility. In the implementation of any staff expansion, the education committee recommends that foremost consideration be given to the establishment of the training director position, and hopes such action will not have to coincide with the effective date of a prospective dues increase.

The committee again recommended that chapters and committees, which have not already done so, consider taking advantage of the extension training facilities in collective bargaining offered by the State Employees Association. The committee, in agreement with the state headquarters, encourages all chapters and conferences, as well as groups of our officers, board members, and staff have received such training, either by extension seminars or at the chapter level, with extremely gratifying results.

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