CSEA Levels Heavy Criticism On Health Dept. Appeals Denials

ALBANY—The Civil Service Employees Assn. has lashed out at the decision of the State Budget Director denying the reallocation of certain Hospital Attendants in the State Health Department from grade 4 to grade 5.

Joseph P. Felly, CSEA president, branded the action as "completely unjustified."

Felly further stated that "The Civil Service Commission had noted the inequity of this situation and took the necessary steps to correct it."

The CSEA chief charged that the reversal of the decision is "arbitrary and without good reason and has caused a tremendous morale problem since the incumbents realize they are performing the same duties and have the same responsibilities as the attendants in Mental Hygiene."

"We Insist that the reversal of the decision is unnecessary delay in acting on the recommendation of the CSEA-sponsored hearings involving Hospital Attendants at the New York State Rehabilitation Hospital at West Haven," Felly told Kurd. "We Insist that the State may attract and retain competent personnel."

The Employees Association called the Division of the Budget in another telegram on Oct. 5 for what it called that agency's "arbitrary and without good reason" decision.

The employees have designated the Civil Service Employees Assn. as the sole Bargaining Agent for its employees, the Leader learned at press time. Recognition was granted to the Employees Association on the basis of dues checkoff evidence according to Charles W. Merritt, Authority chairman.

The Parkway chapter represents more than 250 employees, including those on the East Hudson Parkways, Hutchinson River and Sprain Brook Parkways.

In pointing out the inequity of the decision, Felly told Kurd: "We Insist that the State to pay additional salary to persons in occupations which involve working hours other than the normal day shift, where it is the practice of private and other non-State employers to pay additional salary to persons in comparable occupations, in order that the State may attract and retain competent personnel."

The CSEA also took the rules to task for making no provision to establish shift pay differential or a Statewide basis, as called for in the actual statute. The recommendations advanced by the Employees Association include:

1. Provision of guidelines to establish equitable shift differentials for State jobs which have no comparable counterpart in sufficient number in non-State employment—such as correction officers.

2. Expansion of definition of

(Continued on Page 16)

Erie CSEA Defends County's Record Of Gains For Employees

BUFFALO-The 4,000-member Erie County chapter of the Civil Service Employees Assn., departing from its traditional policy of not taking sides in political matters, defended the county's salary and fringe benefit programs and charged that a recent report of "low morale among county employees was untrue.

Neil V. Cummings, chapter president, stated: "We are compelled to set the record straight with regard to a recent statement reported in the local press to the effect that "the morale of county employees is very low."

Cummings said that a review of the chapter's records shows that the County's comprehensive salary and classification plan has been implemented by salary adjustments in 1963, 1955, and again in July of this year.

Many Benefits

Additionally, said Cummings, the CSEA, on behalf of its members, has gained from the administration valuable fringe benefits such as the implementation of the 1/40th non-contributory retirement plan, an increase in the mileage allowance for employees required to use their personal cars for county business, administrative leave for absences due to uncontrollable circumstances, and additional holiday time off such as a half day on Good Friday and payment for half of certain domestics at the half of the normal day shift, where it is the practice of private and other non-State employers to pay additional salary to persons in comparable occupations, in order that the State may attract and retain competent personnel."

The CSEA appealed from a situation involving Hospital Attendants at the New York State Rehabilitation Hospital at West Haven.

The CSEA appealed from a situation involving Hospital Attendants at the New York State Rehabilitation Hospital at West Haven.

East Hudson Pkwy. Names CSEA Sole Bargaining Agent

(Please to The Leader)

PLEASANTVILLE—the East Hudson Parkway Authority, exercising jurisdiction over four parkways in four counties has designated the Civil Service Employees Assn. as the sole and exclusive collective bargaining agent for its employees.

The favorable action, CSEA president, Joseph P. Felly, is in line with the integrity of the employees having to substantiate their own appeal, said the report that the requested documentation would be "virtually impossible to obtain."

"We strongly request that the rules be amended to require that the gathering and compilation of data in support of a requested shift pay differential should relate with the agency deciding whether such differential shall be granted, namely, the Department of Classification and Compensation," Felly said.

The CSEA president also took the rules to task for making no provision to establish shift pay differential or a Statewide basis, as called for in the actual statute. The recommendations advanced by the Employees Association include:

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(Continued on Page 16)

State Psychologists Choose CSEA

The Leader has just learned that the New York Psychologists in Public Service have formed an organization and have selected the Civil Service Employees Assn. to represent them under the new Public Employees for Employment Act.

The officers for the year 1967-1968 are as follows: president—Gerald Yagoda, Middletown State Hospital; executive vice president—Edward Conrad, Brooklyn State Hospital; vice president for negotiations—Harvey Conrad, Brooklyn State Hospital; treasurer—(Continued from Page 16)

Annu Pushing Liberalized Overtime Pay

ALBANY—The Civil Service Employees Assn. is continuing to press its demands for a further liberalization of interpretations of the State's overtime rules.

CSEA representatives met recently with State Department of Correction officials when the Employees Association asked the agency to immediately begin applying liberal interpretations of the five days over two-off provision that still continues the eligibility to earn premium pay when overtime is worked.

CSEA directed the Board of the

(Continued on Page 16)

Don't Repeat This!

Civil Service Seems Apathetic On Constitution

DESPITE some formal organization approval of the proposed State Constitution, on which voters will act at the polls next week, a survey shows that large numbers of civil servants are unfamiliar and uninterested about the new charter or are even actively against it.

When questioned on the proposal, most public employees spoke

(Continued on Page 8)
CIVIL SERVICE LEADER

Tuesday, October 31, 1967

Don't Repeat This!

(Continued from Page 1)

for or against the whole document, not just that section dealing with the Merit System. The Council has been aware of the problem for some time, but has been limited in its ability to make further improvements for Civil Service employees. Here are some of the things the objectors don't like:

1. Voting on the constitution as a single item, rather than being able to select certain sections only.
2. Lack of a thorough court review organization.
3. Public funds for private educational institutions.

Those who are in favor of the new charter list these advantages:

1. Improved protection of the Merit System.
2. Continuation of public employees in the State Division of Employment and Unemployment Insurance for 28 and a half years, retired last week.
3. Mrs. Kiefer joined the Rochester Office of the State Unemployment Insurance Division, Feb. 9, 1969, and has been there continuously ever since.
4. She is a senior claims examiner and supervisor of the enrollment section.

Her fellow workers gave Mrs. Kiefer a testimonial dinner at the Whitney Hotel in nearby Chili.

Mrs. Kiefer is a member of the Rochester Local of the State Employees Old Timers Club, the International Association of Personal in Employment Service and the Guardian Club, Order of Eastern Star.

She and her husband, Bruce, recently purchased a mobile home and plan to take trips around the country.

Your Postman Suggests: Speed Your Christmas Parcels Ordering Greeting Cards! Shop Early and Use ZIP Code Numbers!

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MINEOLA-In a drive for exclusive representation under the Taylor law, the Nassau chapter, Civil Service Employees Assn. has won agreement for the Best Meadow Schools unit, expects early success for the Jericho Schools unit and has opened negotiations for the Merrick Schools unit.

The Best Meadow School Board has granted CSEA sole and exclusive recognition for all non-teaching employees, a group of about 280. The negotiations were conducted by unit officer Vincent Tuminello, president; Frank Ross, vice president; Adolph Fox, treasurer; Edward Bujek, corresponding secretary; and Paul Amund, recording secretary, with the aid of field representative Arnold Moses.

Early action was forecast in Jericho, following negotiations conducted by Mrs. Mildred Gartner, unit president; cafeteria section president Mrs. Anita Beila, custodial section president Robert Casale and field representatives Edward Coster and William Laflin.

Field representative Edward Coster is assisting the Merrick unit.

Auto Mechanical Test

The New York City Department of Personnel administered written examinations in 157 candidates for auto mechanic (Diesel) last week.

CIVIL SERVICE LEADER

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

A Lesson In Writing

ONE OF THE most critical public relations problems for everyone in government is to write one word after another with such clarity and class that everyone understands precisely what the writer meant to say.

TO WRITE A paper, concise communication would seem to be a comparatively easy task. Civil servants whose duties include writing scores of letters every week, will tell you that even after years of practice, putting one simple word after another to transmit exactly the correct message is not that easy.

FOR EXAMPLE: there are words with different shades of meaning; sentences which, if not properly constructed, convey something totally different from what is actually intended.

In the CIVIL SERVICE let writers, all this is very serious business. Mistakes are too costly and often too embarassing. So there must be a constant striving for better word usage, better sentence structure, clearer expression of ideas. And, of course, better communications will result in better public relations.

WHEN ONE SEEKS good writing in government, it calls for very special attention. We think a fine example of good writing is the paid election notice appearing in many newspapers throughout the New York State, paraphrasing the new Constitution of the State of New York.

IT IS A FINE example of good writing-clear, succinct, and informative. Use of legal jargon is a comparatively easy task. Civil servants should campaign actively for it.

The proposed new State Constitution is a legal document and a very special mention. We think a fine example of good writing is the paid election notice appearing in many newspapers throughout the New York State, paraphrasing the new Constitution of the State of New York.

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SUFFOLK CHAPTER, L.I. Conference To Work For Defeat Of Gilbert Hanse

The Suffolk County chapter of the Civil Service Employees Assn. held a well-attended meeting Tuesday, October 8, 1967, at the American Legion clubrooms in Orient. At the meeting business meeting conducted by John Jones, the chapter's president, the following resolutions were adopted:

1. The group unanimously voted to send a contribution of $100 to each major political party in the county.

2. The group voted to direct the chapter secretary to send letters to members of the Board of Supervisors of Suffolk County, asking them to submit their views on the implementation of a 1/60th retirement plan for employees, higher salaries, longevity pay and vacations.

3. The group voted to send a contribution of $100 to each major political party in the county.

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Cement Mason Practicals
Some 30 candidates for promotion to cement mason took practical exams last week, according to the City Personnel Department.

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OUR 70TH YEAR

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Accident & Sickness Insurance is one of the many benefits available through C.S.E.A. membership. You can do new employees a favor—urge them to take advantage of this worthwhile coverage by filling out the coupon below. We'll be happy to send complete information by return mail.

CIVIL SERVICE LEADER

Page Four

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 11. Next week's programs are listed below.

Monday, November 6
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "Review of the Manhattan Borough Proctor." 4:30 p.m.—U.S. General Assembly (when held).

5:00 p.m.—What's New in Your Schools?—Information about City Schools.

Wednesday, November 8
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

5:30 p.m.—On the Job—N.Y.C. Fire Department training program.

6:45 p.m.—New York's Revised Penal Law—Program 6: "Offenses Against Property".

Thursday, November 9
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Search".

10:00 p.m.—Community Action—Ted Thackrey moderates program.

Friday, November 10
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m.—5:15 p.m.—U.S. General Assembly (when held).

10:00 p.m.—New York's Revised Penal Law—Program 7: "Offenses Against Property".

Saturday, November 11
7:00 p.m.—Community Action—Ted Thackrey moderates program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Search".

Temporary Clerk Jobs In City Area
Open For Filing Now

The Intergovernment Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications for positions as temporary clerks at GS-1 and GS-2 levels, paying $7.74 and $8.18 per hour, respectively.

Many of these positions will be located at the Manhattan and Brooklyn district offices of the Internal Revenue Service and at the New York Payment Center of the Social Security Administration in Rego Park, New York. Part time as well as full time appointment appointments will be made from the lists resulting from this examination. Applicants must pass a short written test covering clerical abilities. No experience is required for GS-1, and six months of clerical or office experience or graduation from high school is required for GS-2. Complete information concerning these and other requirements is contained in announcement No. 79-159.

Copies of the examination announcement and application forms may be obtained from the Intergovernment Board of U.S. Civil Service Examiners for the Greater New York City area at 200 East 42nd St., New York, N.Y. 10017 and the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Poughkeepsie, Peekskill, Poughkeepsie, Riverhead, and Yonkers.

Where to Apply
For Public Jobs

The following directions 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 Application Section of the New York City Department of Personnel is located in the New York City Building at 49 Thomas Street, New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Bank Street.

Applications: Filing Period
Applications issued and received through Friday of the third week of the month from 9 a.m. to 3 p.m., except Thursday from 8 a.m. to 6 p.m. and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 466-8700.

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

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

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT Lexington Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the IND 8th Avenue stop is the Chambers Street station.

Applications for positions are required with mailed requests for application blanks.

STATE

STATE—Room 1101 at 210 Broadway, New York, N.Y. 10007, corner of Chambers St., telephone 488-6606; Governor Alfred E. Smith State Office Building and the State Capitol, Albany, Suite 150, Genesee Building 1 West Genesee St., State Office Building, Syracuse, and 500 Midtown Tower, Rochester, (Wednesday only). Completed applications may be mailed for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, New Building, 220 East 42nd Street (at 2nd Ave.), New York, N.Y. 10017, just west of the United Nations building. Take the IRT Lexington Avenue Line to Grand Central and walk two blocks east, or take the shuttle from Times Square Grand Central or the IND Queens-Pluto line 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 8 a.m. to 1 p.m. Telephone 773-8101.

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 mailed requests for application forms.
This is an ad advertising a VANITY FAIR bra that doesn’t advertise itself to the whole world.

A sleek little second-skin lift of nylon tricot, with smooth power mist sides and ribbony stretch straps—that’s all. The Bare Essential has no furbehr whatever. Suddenly you feel free and fit and flat-lined. You feel your own pretty self, shaping that has nothing to do with alt.

A sleek little second-skin lift of nylon tricot,

SHIRLEY HARRIS
577 Madison Ave.
MU 8-6345
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Across from I.B.M.—New York, New York
American Express • Uni-Cord
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SALEM-ODETTE
613 Madison Ave. (cor. 58 St.)
032-8874 • 355-8198
Across from General Motors Bldg.

Landscape Architect Test in Onondaga Co.

An open competitive examination for landscape architect is being given by the Onondaga County Civil Service Department on Dec. 18. The last filing date for this test is Nov. 15. Positions are available through this test in both County service and in the City of Syracuse. Onondaga County pays from $7,664 to $9,308 for this position while Syracuse pays from $7,000 to $8,800.

All applicants must possess a Bachelor’s degree in landscape architecture from an accredited college.

For further information contact the Onondaga County Civil Service Department, 204 Public Safety Blvd. Bldg., Syracuse.

Exceptional Value

1965
Ambassador 990
Station Wagon
Automatic, V-8
22,000 miles
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Exceptional Condition
Two-tone Brown and Gold

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Low cost courses, 5 nights a week, CTS, CTS. (class starts during the week of Jan. 1, 1968). Free advisory placement service.

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Government Employees...

Save money on your next visit to New York

Check into the Sheraton-Atlantic Hotel. The special Sheraton-Atlantic rate for all government employees and their families will save you real money.

$9.00 single
$14.00 double

Great location—Arcade connects hotel to Penn Station and the new Madison Square Garden. Same block as Empire State Building. Solomon St. all night shopping. Free transportation from and to trains at Penn Station.

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

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Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don’t miss a single issue. Enter your subscription now.

The price is $2.00. That brings you 52 Issues of the Civil Service Leader. Filled with the government job news you want.

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I enclose $2.00 (check or money order for a year’s subscription to the Civil Service Leader. Please enter the name listed below:

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After November 7?

While a genuine labor relations policy appears to be developing in New York City and other government units within the State, a curious reluctance on the part of the Rockefeller Administration has imposed a serious brake on the Legislature ambitions of State workers because they still have not been allowed to have one organization represent them at the bargaining table.

Mayor Lindsay did not wait for the Taylor Law to be enacted before establishing a collective bargaining system for State workers to the Civil Service Employees Asso., which represents the vast majority of these workers and for which substantiating evidence of representation has been submitted.

Without attempting to appear cynical about such an important idea, it cannot be that when the November 7 balloting is out of the way there will be time to get the matter of recognition settled immediately.

Vote

VOTERS will go to the polls next week to act on a proposed new constitution for the State; to accept or reject a $2.5 billion transportation bond issue, and to decide by what means the reemployment of strikers in the State and Federal government should be handled.

This newspaper has endorsed the proposed bond issue. The amendment would allow Federal employees to choose to have social security coverage, which would be granted generally on a one-year probation. Each year employees would have the option to continue or decline for such coverage. Those employees who had been on the job already would also have the advantage of this two-year period in which to make their choice. If such election is made, coverage would be granted generally on a one-year probation. Each year employees would have the option to continue or decline for such coverage. Those employees who had been on the job already would also have the advantage of this two-year period in which to make their choice. If such election is made, coverage would be granted generally on a one-year probation. Each year employees would have the option to continue or decline for such coverage. Those employees who had been on the job already would also have the advantage of this two-year period in which to make their choice. If such election is made, coverage would be granted generally on a one-year probation. Each year employees would have the option to continue or decline for such coverage. Those employees who had been on the job already would also have the advantage of this two-year period in which to make their choice. If such election is made, coverage would be granted generally on a one-year probation. East employees would have the option to continue or decl
Personnel Dept. Establishes Central Job Transfer Agency

Permanent City employees who seek job transfers from one municipal agency to another can now turn to one central agency to assist only permanent competitive employees. "The clearing house is restricted to its operation in that it can assist only permanent competitive employees," Hoberman said. "We shall not be able to do anything for provisional, temporary and non-competitive employees."

Under the old system employees wanting transfers had to canvas each individual agency in search of vacancies, then negotiate the transfers themselves.

City employees seeking transfers should write to the City Personnel Department, Bureau of Administrative Services, 220 W. 87th St., Room 235, New York, N.Y. 10013, and they will be sent a transfer form. A monthly listing of the job titles of those seeking a change will be circulated to the various City agencies. On written request of agencies, seeking to fill vacancies, the Department of Personnel will provide the names and addresses of those available for transfer in specific job titles together with payroll and other pertinent information.

The job agencies requesting a list will then arrange to interview the prospective transferees, make their choice, class the transfer employee according to the agency where the applicants are presently working, and submit a formal request to the Civil Service Commission for final approval.

The civil service law prohibits the approval of a transfer if there is a preferred list or a departmental promotion list in existence for a position in a department to which a transfer is being sought.

Today, Oct. 31, is the last day in which to file for an examination for various Foreign Service positions. Applications must be mailed to the Board of Examiners, U.S. Department of State, Washington, D.C. 20420.

The examination, to be given on Saturday, Dec. 2, tests ability to solve problems, general understanding of world affairs, and skill in writing.

Applicants must be at least 21 but under 30 years of age. The examination should be of particular interest to men or women who have special qualifications in international relations, public and business administration, economics, journalism, foreign commerce, political science, history, labor or related fields.

Depending on their age and qualifications, candidates may be appointed as Foreign Service officers of Class 3 ($4,973 to $5,973), Class 4 ($5,473 to $6,473) or Class 7 ($7,473 to $8,477). Future promotions may lead to salaries ranging up to $10,896.

Agriculture Dept. Has Summer Jobs For College Students

College students file now for full-time jobs during the 1968 summer vacation. Seniors, who work during the summer, may have a professional position awaiting them upon graduation.

The U.S. Department of Agriculture has an organized work-study program in the occupational areas of soil conservation, soil and water conservation, wildlife, agriculture, social science, engineering, agricultural management, agricultural statistics, and accounting. Those students who are selected participate in programs consisting of planned on-the-job training during the vacation period which is coupled with attendance at college during the scholastic year.

In addition to passing a written test, students must have completed by June 15, 1968, at least one full academic year of study for GS-3, and two and one-half years of study for GS-4. In one or more fields described above, to qualify.

Detailed information can be found in Civil Service Announcement NA-783, issued by the Interagency Board of U.S. Civil Service Examiners, 201 Erie Boulevard West, Syracuse, New York 13202. These announcements are available at most of the larger Post Offices. If you are unable to get a copy, write to the Interagency Board.

Starting bi-weekly salaries for these summer jobs are $164 or $184, depending upon qualifications.

Elmira Account-Clerk Exam On Dec. 2

The City of Elmira Civil Service Commission has written a test for account clerk typists on Dec. 2. The filing date for this exam is Nov. 3. Account-clerk applicants command a salary of $3,399 to $4,469 in Elmira.

For qualifications for the test applicants must have either five years of clerical experience, six months of which as an account clerk with typist duties or one year of clerical experience, six months of which included account clerical duties and graduation from high school.

For further information contact the Elmira Civil Service Commission, City Hall, Elmira.

POLITICAL ADVERTISEMENT

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ISIDORE DOLLINGER
DISTRICT ATTORNEY, BRONX COUNTY

Vote Democratic * Col. B * Nov. 4th
Endorsed by Liberal Party - Col. D

COMM. FOR DOLLINGER
GONZAGUE PLAZA HOTEL, BRONX, N. Y.
Highways Department Cites 5 Aides

Highways Commissioner Constantine Sidamon-Eristoff presented the Department of Highways Employees' Suggestion Program Certificate of Award and checks which totalled $157.50 to five employees for their money-saving ideas at a ceremony in his office, 49 Worth St., Manhattan.

"Suggestions such as yours," Eristoff told the award winners, "are the building blocks of improvements and advancements in procedures, work methods and technology." The recipients of the largest cash prize awarded by the Department was Louis May, a laborer in the Queens Asphalt Plant. His check was for a plan calling for the conversion of an old trunnion wheel to a tri-friction wheel in the production of asphalt at the Queens plant, Harper St. and Flushing River, Corona.

The other winners were:

Louis R. Guastaferro, a foreman in the Bronx Asphalt Plant, who received a check for $85 for his idea of using a chute to bypass the vibrator screens in the asphalt-making process.

Frank J. Addes, an engineering aide, who was awarded a check for $80 for his suggestion of placing fire hydrants nearer to driveaways which would allow more space for parking.

Mrs. Goldie Blumberg, a senior stenographer, was the recipient of a $125.50 check for the idea of further use of carbon interleaf manifolds.

Frank Laurita, a motor vehicle operator, was presented with a $10 check for his plan of using lock-type battery straps on Department trucks.

Two Suffolk School Districts Recognize CSEA Exclusively

SMITHTOWN — The Suffolk chapter of CSEA Exclusively, one of the United States Department of Defense's Development Training Programs, is seeking young men 18 1/2 to 27 years of age and at least 5 feet 8 inches tall for a special training program accepted by the Department as preparation 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 $200 to $275 per week, depending on their family status. The 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 Development Training Program in Counselor, The Commonwealth of Puerto Rico at 322 West 45th Street, New York, N.Y. is also accepting applications for this Manpower Project.

Positions For Document Analysts

The Defense Intelligence Agency, of the United States Department of Defense, Washington, D.C., has immediate openings for grade 7 and grade 9 document analysts in the Washington, D.C. area.

The salary for these jobs is $6,451 for grade 7 and $6,958 for grade 9. These positions demand college degrees.

For further information, contact Mr. 2B-379 at the Pentagon, Washington, D.C.

Police Cadet Trainees Sought

The Police Cadet Project of the Board of Education's Manpower Development Training Program in Counselor, The Commonwealth of Puerto Rico at 322 West 45th Street, New York, N.Y. is also accepting applications for this Manpower Project.

No wonder this new $89.50 automatic looks like an expensive Dual.

It's the new Dual 1015.

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

Plus these other famous Dual features:

- Dynamically balanced low-mass tonearm that tracks flawlessly at 1/2 gram.
- Fully automatic and manual operation, either as a single play turntable or as a changer.
- All four speeds.
- Heavy 4-pound cast platter.
- Constant-speed motor.
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Let us demonstrate these and other features that make Dual the first choice in stereo.

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We understand.

Our men understand.
The sorrow a family feels.
The need to lessen the burden.
One's financial limits.
And they understand, through human experience and training, how to arrange a funeral service with both tact and sympathy.

When the need arises, talk to the man at your neighborhood Walter B. Cooke chapel.

Walter B. Cooke.

FUNERALS FROM $250

CALL 399-0700 to reach any of our 9 neighborhood funeral homes.
- Manhattan (E. 85th St.) - Manhattan (W. 72nd St.) - Bronx (Fordham)
- Bronx (Concourse) - Bronx (Pelham) - Brooklyn (Bay Ridge)
- Brooklyn (Flatbush) - Queens (Jackson Heights) - Queens (Jamaica)

A. JOMPOLE JEWELER
391 Eighth Avenue (Between 29 & 30 Sts.)
Lackawanna 4-1828 - 9
New York City
Apply During Next 2 Weeks For 13 State Examinations

The New York State Department of Civil Service is accepting applications until Nov. 13 for 13 open competitive examinations, which will be held on Dec. 16. The exams follow:

- Assistant in educational testing, exam number 21-264, $4,725 to $5,855.
- Film production supervisor, exam number 21-291, $15,350 to $18,750.
- Civil structure operator, exam number 21-292, $11,215.
- Senior personnel examiner, exam number 21-306, $10,860 to $13,680.
- Junior photographer and photofinisher examiner, exam number 21-257, $7,755 to $8,355.
- Hearing officer, exam number 21-482, $12,140 to $14,505.
- Senior police examiner, exam number 21-706, $8,366 to $10,125.
- Senior police examiner, exam number 21-711, $8,365 to $10,125.
- Senior police examiner, exam number 21-712, $8,365 to $10,125.

For further information, call Mrs. P. Bacon, 836-6600, ext. 283.

City structure operator, exam number 21-321, $10,125 to $15,000.

VA Hospital Seeks Laundry Workers
The Veteran Administration Hospital, 800 Poly Place, Bronx, N.Y., adjacent to Port Hamilton and the Verrazano-Narrows Bridge, has vacancies for laundry worker, $1.10 to $1.68 per hour. No experience is required. nondiscrimination in employment.

High school graduates, over 18 years of age, may contact S. Paul Reed, Jackson Heights Recruiting Station, Roosevelt and Broadway Avenues, Jackson Heights, New York 11372, or call (212) 87-9770 for further information.

New, improved box.

As big and lovely as it was, there were still some things some people didn't love about our old wagon.

Some people weren't too crazy about the way it rode, "like a truck," someone said. So we re-built the Volkswagen Station Wagon from the bottom up and now it rides just like a car.

Some people weren't too crazy about the front doors. Slide the door open. Slide the piano in. Slide the doors closed. It locks automatically into locks automatically into its place.

We made the front doors wider and easier to get through.

The side doors get in the way when I'm loading," someone said. So we made the side doors 4' by 4' sliding side door. Slide the door open. Slide the piano in.

So we made it more comfortable. The inside is nicer. There's more room than ever before for up to 9 people. Just about everything's padded and cushioned. The armrests are thicker. The seats, more plush.

"The front doors are too narrow and too hard to get through," someone said. So now we have 6.

"The windshield wipers are too small," someone finally said. So we built giant ones.

"It has too many little windows." So now we have 6.

"It's kind of homely," someone finally said. So we made it more comfortable. The inside is nicer. There's more room than ever before for up to 9 people. Just about everything's padded and cushioned. The armrests are thicker. The seats, more plush.

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Substitutes Eligible For Regular Licenses

The Board of Examiners will give special examinations for substitute teachers who wish to become regular teachers, in accordance with Chapter 810 of the Laws of 1967.

Eligibility requirements for assistant principals in the Junior High Schools call for a baccalaureate degree and in addition a 30 semester hours of approved graduate courses. This requirement shall be or supplemented by the following, which is not to be considered as a substitute for the undergraduate degree.

A. Eight semester hours of supervision courses in administration or organization, including six semester hours in adult education and at least two semester hours in methods of supervision in secondary schools.

B. Eight semester hours of approved courses in supervision and in addition 12 semester hours of approved graduate courses.

C. 16 semester hours of courses in additional approved and approved professional courses.

Five New School Sites Approved

Sites for five new schools in the Bronx have been fixed in the site selection board and the mayor with the approval of the local School Boards involved.

These sites will accommodate:

1. A new South Bronx High School Children's Home will be established on a site of 7 acres at 132 St. East. Air rights may be secured to a portion of the former York Correctional Building at 132 St. between Sheridan Avenue, E. 150 St., Park Ave., and the adjacent buildings.

2. A new South Bronx High School for Girls will be built on a site of 12 acres at 135 St. East, between Sheridan Avenue, E. 150 St., Park Ave., and the adjacent buildings.

3. A new High School for Girls will be built on a site of 12 acres at 138 St. East, between Sheridan Avenue, E. 150 St., Park Ave., and the adjacent buildings.

4. A new High School for Girls will be built on a site of 15.5 acres at 140 St. East, between Sheridan Avenue, E. 150 St., Park Ave., and the adjacent buildings.

5. A new High School for Girls will be built on a site of 16 acres at 142 St. East, between Sheridan Avenue, E. 150 St., Park Ave., and the adjacent buildings.

Calendar of Events

November 1967

- Reopening of Bushwick H.S.
- Thanksgiving Holiday
- Start of new Civic Service Leaders Program
- New York City School Board Meeting
- New York City Board of Education Meeting
- New York State Board of Regents Meeting
- New Jersey State Board of Education Meeting
- New York City Department of Education Conference
- New York City Department of Health Seminar
- New York City Department of Social Services Workshop
- New York City Department of Public Instruction Meeting

December 1967

- Winter Break
- New York City School Board Meeting
- New York City Board of Education Meeting
- New York State Board of Regents Meeting
- New Jersey State Board of Education Meeting
- New York City Department of Education Conference
- New York City Department of Health Seminar
- New York City Department of Social Services Workshop
- New York City Department of Public Instruction Meeting

January 1968

- New York City School Board Meeting
- New York City Board of Education Meeting
- New York State Board of Regents Meeting
- New Jersey State Board of Education Meeting
- New York City Department of Education Conference
- New York City Department of Health Seminar
- New York City Department of Social Services Workshop
- New York City Department of Public Instruction Meeting

February 1968

- New York City School Board Meeting
- New York City Board of Education Meeting
- New York State Board of Regents Meeting
- New Jersey State Board of Education Meeting
- New York City Department of Education Conference
- New York City Department of Health Seminar
- New York City Department of Social Services Workshop
- New York City Department of Public Instruction Meeting

March 1968

- New York City School Board Meeting
- New York City Board of Education Meeting
- New York State Board of Regents Meeting
- New Jersey State Board of Education Meeting
- New York City Department of Education Conference
- New York City Department of Health Seminar
- New York City Department of Social Services Workshop
- New York City Department of Public Instruction Meeting
Federal Government Offering Quality Control Positions

A competitive examination for quality control assistants, 03-7, $6,461 a year and quality control representatives, 06-9, $7,666 a year has been announced by the Interstate Board of U.S. Civil Service Examiners, at the Defense Contract Administration Services region in New York City. Applicants must be considered for vacancies as they occur in other federal agencies in the area served by the board.

VOTE NO. 3 IN COL. A
VOTE NO. 3 IN COL. D

Teachers...
IMMEDIATE EXAMINATION AND PLACEMENT FOR FULL-TIME SUBSTITUTE TEACHERS OF COMMON BRANCHES IN DAY ELEMENTARY SCHOOLS (Grades 1-6)

DATE: Thursday, November 2, 1967
PLACE: New York Board of Education
TIME: 10 A.M. to 4 P.M.

There are term-long openings in New York City elementary schools for qualified persons. (E.A. and basic appropriate credits are acceptable.) Successful candidates will be assigned to these openings and will be paid on a per diem salary schedule.
One Week Remains To File For 16 State Promotion Examinations

The New York State Department of Civil Service is accepting applications until Nov. 8 for 16 promotional examinations. Fourteen of these exams will be held on Dec. 16, with the remaining ones to be given on Dec. 29.

Each of the examinations is open only to permanent employees in the department or promotion unit for which it is announced.

The 14 exams to be held on Dec. 16 follow.

**Promotion Examinations**

- Senior Personnel Examiner, exam number 32-799, G-18
- Senior Photographer, exam number 32-872, G-11
- Senior License Examiner, exam number 32-873, G-16
- Senior Unemployment Insurance Hearing Representative, exam number 32-782, G-15
- Labor Extern, exam number 32-804, G-27
- Assistant Director of Workmen's Compensation, exam number 32-780, G-23
- Assistant Civil Engineer, exam number 32-781, G-19
- Senior Identification Clerk, exam number 32-767, G-18
- Supervising Thruway Storage, exam number 32-768, G-18
- Senior Photographers, exam number 32-973, G-11
- Senior Employment Security Clerk, exam number 32-874, G-18
- Chief, Bureau of Public Testing and Advisory Services, exam number 32-601, G-23

**Transportation Exam**

- Assistant Civil Engineer, exam number 32-780, G-19

**Education**

- Chief, Bureau of Education, exam number 32-781, G-19

**Health**

- Extern, Hospitals, exam number 32-872, G-15
- Medicare Program Coordinator, exam number 32-601, G-23
- Labor Extern, D. of E., exam number 32-767, G-18
- Assistant Director of Workmen's Compensation, Head Identification Clerk, exam number 32-780, G-23

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For more information on the exams, please visit the New York State Department of Civil Service's website or contact them directly.

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**Health Insurance**

Almost every language has an expression to wish good health to someone starting on a journey, or when proposing to someone starting on a new venture. This expression is probably the most common of all. It is a toast. Whether you're traveling or staying around, there's comfort in knowing that there's coverage for any illness or injury. That's when you're enrolled in GHI. More than a million GHI subscribers — men, women and children — share GHI benefits whenever illness strikes. And as a Civil Service worker, you're entitled to particularly broad benefits — including services in the doctor's office or your home, from the doctor of your own free choice.

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State U. Ghistaper Grows With University

ALBANY—The State University of New York at Albany charges that Civil Service Employees Assn. is growing along with the university. It has put on a new face. Due to transfers, resignations, and other unavoidable withdrawals from the official staff it has been necessary to make some new appointments. The new officers are: President—Robert Whittam; vice-president—Jack Kegler; treasurer—Mary Harvey; secretary—Ted Brown; corresponding secretary—Rose Siwer; Delegate—Ben Comin; and Delegate-dear-Edward Bunkler.

Whittam has initiated a newsletter which is being distributed periodically. The chapel members are aware of activities. John Miner has accepted chairmanship of the memorial committee. Grace Smith, with Pat Waterous to assist, has taken on the responsibility of keeping the chapel members informed. In addition, a chapter is being formed in the Social Science building.

John Lineman, candidate for the State University representative on the CSEA Board of Directors, was the guest speaker at the October meeting. Henry Stites has taken on the responsibility of heading up our joint appeal campaign for the chapter.

Annual Meeting Underway Election Of New Officers To Highlight 57th Session

ALBANY—The Civil Service Employees Assn., representing 155,000 members employed in state and local governments, is conducting its 57th annual meeting Oct. 30 through Nov. 1 at the Concord Hotel, Kiamienah Lake. More than 1,500 delegates from 129 chapters throughout the State are expected to attend the session.

The series of panel discussions on several pertinent and timely issues will highlight the first night of the meeting. The panels will run concurrently, beginning at 8:30 p.m. and will consist of experts in the subject matter to be discussed. Topics will vary from the Public Employer Fair Employment Act, new labor laws, health insurance and cafeteria personnel. The business session will begin the morning of Oct. 31, continuing through that day and into Nov. 1, if needed.

New Leadership Installation of new statewide officers and representatives from the various State departments will highlight the delegates' banquet scheduled for 7 p.m. Oct. 31. Many prominent State and local government dignitaries are expected to attend the dinner, including State Commissioner Arthur Levitt and State Legislature leaders.

A new executive committee will serve the CSEA for the coming year as follows: Felix Livshin, president; Robert Tame, second vice president; John Poole, secretary; Joseph Leldner, sergeant at arms; Robert Tame, second vice president; John Poole, secretary; Joseph Leldner, sergeant at arms; Blaine—Charles Hart and Joseph M. Novak.

Pass your Leader on to a non-member.

DINNER GUESTS — Guests at the annual dinner and dance of the Syracuse State School chapter, Civil Service Employees Assn., are introduced by Clarence Laufer, center, president of the chapter. Left to right are: Dr. Lloyd Watts, assistant director (of the institution; Congressman James Hanley (D-32CD); John Henneberry, treasurer of the statewide Association; Laufer; Theodore Went, vice-president of the Association; Raymond G. Casey, chairman of the CSEA public relations committee and Dr. George Buckholtz, director of the Syracuse State School.

East Greenbush Non-Teaching Aides Join CSEA

EAST GREENBUSH — The majority of non-teaching employees in the East Greenbush Central School District have formed a unit of the Rensselaer County chapter of the Civil Service Employees Assn.

It was reported that $6 of the $10 increase in the cost of living allowance and fringe benefits which the employees conducted an unanimous meeting recently at the offices of the Syracuse State School CSEA public relations committee and Dr. George Buckholtz, director of the Syracuse State School.

Capital Dist. Conf. Chooses Committee

At the recent meeting of the Capital District Conference of the Civil Service Employees Assn., members of the Executive Committee will serve the attendants through the 1967-1968 term and will form the Executive Committee to serve for two years.

The members who will serve are: Harry Kohlholer; Shirley Elliott; Al Briese; Leon Kaplan; and Jesse Glickman. Jesse Glickman will be representing State Agencies, and Ruth Owens who will represent the County employees.

Max Benko, conference president, presided at the session, which was the first regular business meeting of the term. Dinner arrangements were under the auspices of Miss Mary K. Hart, chairman of the Social Committee. Assistance Miss Hart was able to negotiate a low rate at the YWHA on the Central Hotel.

Lindenhurst CSEA Elects Livingston

The Lindenhurst CSEA unit of the Civil Service Employees Assn. recently elected its officers for the coming year as follows: Felix Livingston, president; William Blaha, secretary; John Naumen, treasurer; and Joseph Lederer, steward.

The CSEA unit of the Civil Service Employees Assn. recently elected its officers for the coming year as follows: Felix Livingston, president; William Blaha, secretary; John Naumen, treasurer; and Joseph Lederer, steward.
Industrial Specialists, $7,696+

The Interagency Board for Specialized Employment for Greater New York City has announced a competitive examination for industrial specialists at Grade G-6, $7,696 a year and G-11, $9,331 a year. Although most of the positions will be at the Defense Contract Administration Services region in New York City, eligible candidates will be considered for vacancies as they occur in other Federal agencies in the area served by the board. This includes New York State.

In addition to passing a written examination, which will test their verbal abilities and quantitative reasoning, applicants will be required to show appropriate experience which will have given them a general understanding of and practical knowledge of the methods, materials, machinery and facilities used in industrial production operations.

Copies of the announcement, NY-T-94, may be obtained from the Federal Job Information Center, Room 304, 220 West 42nd Street, New York, N.Y. 10017, or from the main post offices in Brooklyn, Jamaica, Hempstead, Newburgh, New Rochelle, Patchogue, Peekskill, Peekhessel, Riverhead and Yonkers. Applicants may come in or write or telephone 212-377-4171. Applications will be received until further notice, but those interested in early consideration should file as soon as possible.

U.S. Court House Seeks Clerk Steno

The U.S. Department of Justice is seeking a clerk stenographer, to work half time on a permanent basis in its Employment Placement office in the U.S. Court House, Foley Square, Manhattan. The position pays $2.50 per hour. Further information, contact David Leibowitz, Room 207, D.B. Court House, Foley Square, Manhattan or phone 264-6463.

Free booklet on Social Security, Mall only, Leader, Box 8, 97 Duane St., New York, N.Y. 10017.

Help Wanted - Salesmen

ACCOUNTS and Salesmen needed for N.Y. territory. Must have minimum of two years production of civil service examinations. Must have ability to travel and express confidence in personal sales ability. Must be willing to work evenings and Saturdays. Call or write Box 541, Leader, 97 Duana St., N.Y. 10007, N.Y.

Special Investigations Inspector Orals

Some 46 candidates for special investigations inspector were administered oral tests by the New York City Department of Personnel last week.

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false economy since it defers until a later time for granting overtime to work that demands overtime work, rather than permitting an employee to take additional time off.

Regarding fringe benefits, the statement points out that over the past year the value of those offered by employers in industry had reached the point where "the employee is not receiving the same or equals or exceeds those offered by government jurisdiction."

Cash payment for work in excess of 40 hours per week at a time does not result in half for all county workers.

- Establishment of a resolution to provide a noncontributory retirement plan with half pay after 30 years service.
- Fully paid hospitalization plan for all employees.
- Conversion of Highway Department employees paid on a straight-time basis to a 40-hour work week, and reduction of their work week from 45 to 40 hours.
- Establishment of non-competitive employees.
- An increase in leave of 60 days to 60 days a year.

In addition, the wage increase, also cited are reasons for the substantial increase in reemployment costs of both the employer, and employees, was noted. Employee reduction of their work week from 45 to 40 hours, was cited as a tremen- dous asset by Costa.

Among the 200 members and guests at the dinner were Chairmen of the Board of Supervisors, Joseph Finferl and Mrs. Finferl; County Highway Superintendent J. C. Case, Social Services Commissioner William P. Cross, Blue Shield; Joseph F. Puly, president of the Statewide Asso- ciation; Robert Valley, president of the Metropoliet Division of Em- ployment chapter, CSEA; Alfred Green, executive director of the Division of Employment; John Power of Group Health Insurance and Nanny Bernhardt, staff nurse of the New York Blood Center.

Rensselaer Co. Chapter Installs Ruth Owens Pres.

TROY—Mrs. Ruth Owen, case supervisor in the Children's Division of the Rensselaer County Department of Social Services, was installed as the 2-year term as president of the Civil Service Employees Assn. The installation banquet was held at the Sunset Inn in Troy.

Other officers installed by John M. Carey, CSEA field representative, were: John Vallerie, Social Services Department, first vice president; Robert M. Hayden, Probation Department, second vice president; James C. Butts, Social Security Department, secretary; and Mrs. Annamaree W. Griffin, County Clerk's Office, treasurer. Edward O. Clary, also a CSEA field representative and a past president of the local chapter, was honored.

A. Victor Costa of Troy, past president of the Capital District Conference of CSEA and candidate for Statewide first vice presidency in the recent election, was the main speaker. Costa praised the accomplishments of the chapter wage and salary committee, which included Joseph A. O'Brien of the Department of the Health Department.

Adoption of the 1/60th State Tax would have resulted in a tremendous asset by Costa.

An overtime premium of $1.50 an hour was enacted.

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Kpw. Authority

The letter further stated that CSEA will be entitled to be unchallenged representation status, until or at least 60 days after the date of the civil service law.

In his letter to Joseph F. Petly, past CSEA president, Morri- said that "It is the policy of the East Hudson Park Authority and the potential and cooperative relationship between the public by assuring at all times the continuous and interrupted operations and functions of the Authority.

CSEA Majorly

"In accordance with this policy, the Authority, at its meet- ing on Sept. 28, 1967, approved a resolution formally recognizing the Civil Service Employees Assn. as the sole and exclusive bargaining unit representing the employees of the East Hudson Park Authority as a single unit. The resolution stated that the approximately 90 percent of the employees have signed endorse- ment cards authorizing the Authority to determine workers who have signed definition cards authorizing the Authority to determine the bargaining unit in the Civil Service Employees Assn. . . . The Authority has designated Ernest T. Perkins, executive director, as the Authority's bargaining agent in future negotiations with the Association."