PERB PUTS A MONKEY WRENCH IN STATE PAY NEGOTIATIONS

CSEA Wins In Suffolk County, Riverhead Town Follows Suit

Tells Governor Not To Deal Only With CSEA

From Leader Correspondent)

SMITHTOWN—the Civil Service Employees Assn. has been selected as exclusive bargainer in Riverhead Town, Suffolk County.

In addition, Suffolk's first township to recognize CSEA—Riverhead Town—fell into line.

The two actions brought about 6,496 county employees and about 350 state workers to the CSEA's fringes.

UNDER CONTEST

EDITORIAL

PERB In Wonderland

We do not wish to go so far as to suggest that the three-union Public Employees Relations Board is acting, as composed of the Mad Hatter, the March Hare and any third confused character out of "Alice in Wonderland" but the logical ruling issued by the Board last week which ordered the Governor to keep dealing exclusively with the Civil Service Employees Assn. is based on arguments more suited to the non sequitur conversation of Alice's famous tea party than a decision on labor relations.

What the board did, in effect, was to ignore both the basis of the Taylor Law and a Supreme Court decision confirming that basis and hints that the Governor conduct wage and fringe benefit negotiations with everybody, not as a means of providing fruitful progress for State workers in bargaining but, it seems, just to show that the PERB is going to be the final authority on labor relations for public employees.

As evidence of the PERB's jaberwocky thinking, let us merely quote its thought on a union protest that exclusive recognition of the CSEA would give CSEA a prestige that put the union in an unfair competitive position, said the board: "Very persuasive." As far as we can make out from the darkling language of the ruling, that is the basic reason for telling the Governor to halt exclusive bargaining with the Employees Association.

The irony here is that Council 50 of the American Federation of State, County and Municipal Employees has been competing with the CSEA for over two decades and the CSEA has not needed any official, prestigious recognition to beat the pants off the union.

The Taylor Law authorized the Governor to designate the sole bargainer and the bargaining unit for representation. Exclusive recognition, says the law, can be granted on the evidence of payroll authorization of dues deductions and other evidence. Using submitted evidence that the Employees Association did not represent the vast majority of State employees, Governor Rockefeller named them bargainers for all State workers except State Police and University faculty members. Three unions attempted to dispute the basis for recognition in a law suit, but State Supreme Court Justice John H. Pennock ruled that the Governor did exactly what the law authorized him to do.

What is most important, however, is that the PERB appears to be so concerned with everyone understanding its importance that seemingly it is not aware of the possible long-range damage it has done to future labor relations and wage negotiations concerning the very people it is supposed to protect.

We are sure the Rockefeller Administration and the Civil Service Employees Assn. will bend every effort to get things back on the right track.

5896

The two actions brought about 6,496 county employees and about 350 state workers to the CSEA's fringes. The PERB's decision to ignore the Taylor Law and a Supreme Court decision confirming its legality has raised doubts about the CSEA's future.
administration of the late President John F. Kennedy, for instance, enlightened members on the staff of then Gov. Pat Brown of California created a plan to help solve some of the economic and agricultural difficulties of the Republic of Chile that would have been a genuine involvement in foreign affairs on the State level.

Basically, the plan evolved around the fact that Chile and California had almost identical geographical and climactic conditions. The Californians proposed taking their expertise on agricultural, mining and marketing to Chile to help that country deal more efficiently and profitably with its natural resources. A tandem of legal problems and some congressional opposition balked the scheme but it is reported that the U.S. State Department still holds the essential idea under study.

In the first months of the administration, civil servants are bound to move an unjustifiable onus from civil servants—we should take a maladministration—thus helping restructure appropriateness for civil service—we should take a long and serious look to determine the feasibility of the idea. There seems to be an actual solution to at least one part of the problem—the jammed court calendars—and the solution seems to be working in the Canadian province of Saskatchewan. The Saskatchewan has a no-fault insurance plan, which has pictures drawn to understand that any malfunction of government undermines the good public relations of all civil service.

‘No Fault’ Insurance

Our readers need no pictures drawn to understand that any malfunction of government undermines the good public relations of all civil service. It makes no difference a roll of clipped court calendars or a sharply increased cost of parking them while failing to provide adequate off-street parking facilities.

AS LONG AS the malfunction emphasizes government shortcomings, civil servants are bound to workmen’s compensation, the most important legal issues. We doubt if the amendment in which may correct a government malfunction—thus helping restructure appropriateness for civil service—we should take a long and serious look to determine the feasibility of the idea. There seems to be an actual solution to at least one part of the problem—the jammed court calendars—and the solution seems to be working in the Canadian province of Saskatchewan. The Saskatchewan has a no-fault insurance plan, which has pictures drawn to understand that any malfunction of government undermines the good public relations of all civil service.

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Emphasis

Van den Heuvel is emphatic. However, in understanding the point that the Middle East basin is locked on the humanitarian level and not the adjustment of Arab and Israeli political problems. As a matter of fact, the creation of fresh water supplies for Middle Eastern nations without political involvement would undoubtedly contribute much to hastening the political settlement; all factions in the Middle East so desperately needed.

WAIT NOW — CRY LATER!

Every year, hundreds of Civil Service Employees Assn. members who really did plan on taking a low-cost, quality cruise to London, Paris, or the Caribbean via KLM Royal Dutch Airlines. Spend your whole trip to workmen’s compensation, the most important legal issues. We doubt if the amendment in which may correct a government malfunction—thus helping restructure appropriateness for civil service—we should take a long and serious look to determine the feasibility of the idea. There seems to be an actual solution to at least one part of the problem—the jammed court calendars—and the solution seems to be working in the Canadian province of Saskatchewan. The Saskatchewan has a no-fault insurance plan, which has pictures drawn to understand that any malfunction of government undermines the good public relations of all civil service.

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“...Nancy has steadfastly gone ahead with construction of Egypt’s Aswan Dam to bring a better life on the Egyptian soil. The dreams of every hand-bound nation that bordering countries would buy all the water that could be shared by Israel and Arab alike. In the Middle East, water sources are fought over the way men in other places fight over gold. Despite grandiose dreams of becoming leader of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world...

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CIVIL SERVICE LEADER

Your Public Relations IQ

By LEO J. MARGOLIN

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.

‘No Fault’ Insurance

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The scheme but it is reported that the U.S. State Department still holds the essential idea under study. On a level even more individual then a proposal by any state, accepting such immigrants: a limited number could be accepted by Israel; others could be set up in the Israel-occupied territory west of the Jordan River. In addition, an international financing consortium dominated by neither Arabs nor Israelis would provide the needed funds and direction to carry out such recommendations. Perhaps the most cogent thought proposed by van den Heuvel, however, is that the United States should invest some $200,000,000 needed to build a desalination plant and an accompanying supply of fresh water that could be shared by Israel and Jordan alike. In the Middle East, water sources are fought over the way men in other places fight over gold. Despite grandiose dreams of becoming leader of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world—and at great expense to the people of the Arab world...
Strong Support Given Reallocation Bid For Mental Hygiene Attendant Series B.CSE Officers and Professional Staff

ALBANY—Strong reasons supported the reallocation of nine titles in the Department of Mental Hygiene's attendant series, were voiced by representatives of the Civil Service Employees Assn. at the State Campus here.

The hearing was conducted by J. Earl Kelly, State Director of Classification and Compensation.

Kelly's approval is one of the major hurdles to be cleared before final action on the State Employees Assn.'s request.

Among those representing CSEA were Dr. Theodore C. Wenzl, CSEA executive director, and Dr. Samuel McLaren, associate director. Also present were Dr. Gordon Cameron, director of the State Mental Hygiene Institute, and Dr. Robert A. Coyle, chief of administration.

Dr. Wenzl personally appeared to argue his case, and Dr. Coyle also spoke.

In general, the basic position of attendant was to be reallocated at least Grade 10.

The effectiveness of higher-paid employees, such as psychiatrists, etc., depends in large degree on the effectiveness and efficiency of lower-paid personnel of the attendant group in the large segment. It is important, he said, that we remember that without the thousands of attendants, performing many tasks of an undesirable nature, the State of New York would not have the capacity to serve its people in need. Dr. Wenzl also stressed this point.

Dr. Coyle, in support of the request, said that the changing nature of the attendant's position in the overall scheme of things concerning the mental institutions plus the increasing population in the mental institutions plus the decreasing number of patients per attendant's position.

As of April 30, 1967, there were 23,119 attendants, 14,511 of which, 1,421 were vacant or a percentage of 6.44. As of Oct. 31, 1967, approximately six months later, there were 22,119 attendant positions of which 1,421 were vacant or a percentage of 6.55. The rate of growth in vacancies demonstrated that the attendants presently working are doing more than their fair share. As we have mentioned before in our presentations, the position of attendant is no longer one of custodial nature but one which engages in an active role in the administrative and therapeutic procedures in the treatment and rehabilitation of the mentally ill.

Reallocations in other nursing and medical series have taken place on the basis of a comparison to guide salaries and an extreme shortage of personnel will not solve this problem, but there is no reason for the reallocation request.

Robert A. Coyle, associate director of CSEA research, representing Joseph D. Rechmer, CSEA executive director, addressed his appeal to the Department of Mental Hygiene today.

Coyle also spoke.

CSEA Appeals For Vehicle Operators

ALBANY—The Civil Service Employees Assn. is in the process of filing an appeal for reallocation on behalf of motor vehicle operators employed by New York State.

The appeal, which is being handled by CSEA's Research Team, headed by William Wilson, research director, will filed with the State Division of Classification and Compensation shortly.

GUEST SPEAKERS — Assemblyman Gordon E. Cameron draws a laugh from members and guests attending the annual dinner-dance of the Palsides Interstate Park chapter, Civil Service Employees Assn., at the Ivy Manor, Mt. Ivy. Other speakers at the dinner included Thomas Lopueleo, associate program specialist for the Statewide CSEA and Joe Deary, Jr., city editor of The Leader. Left to right, are: Jane Green, Xaverian Academy senior and secretary; Cameron, Angelo J. Deno, master of ceremonies; Lopuleo and the Rev. Karl Kote, Protestant chaplain at Leitchworth Village State Hospital.
U.S. Service News Items

BY VIRGIL SWING

Senate Passes Pay Bill

Meetings are scheduled this week of a Senate-House conference committee to work out differences in the Federal civil service pay bills passed by the two bodies.

Senators and representatives from the House and Senate are expected to work together to hammer out a compromise version of the bills.

The Senate bill, based on the McGovern Johnson bill, provides for a 5.5 percent pay increase, while the House bill provides for a 4.5 percent increase.

The conference committee is expected to report a compromise bill to both chambers by the end of the week.

The bill calls for additional provisions that would make it easier for federal employees to negotiate with their agencies.

The Senate bill also includes provisions to increase the pay of federal workers who are employed at the lower end of the pay scale.

The conference committee is expected to report a compromise bill to both chambers by the end of the week.
Planning Positions
Open in Nassau Cty.
File Before Dec. 13

The Nassau County Civil Service Commission is seeking planners and planner aides with at least two years completed as of July, including major course work in planning, architecture, or economics.

The Nassau County Civil Service Commission is seeking planners and planner aides with at least two years completed as of July, including major course work in planning, architecture, or economics—may be appointed at $6,658 to $8,658. Those with a degree and two years experience in the field may be appointed at $8,880 to $11,861 and persons with five years experience at $10,296 to $13,590.

The Nassau County Civil Service Commission is seeking planners and planner aides with at least two years completed as of July, including major course work in planning, architecture, or economics—may be appointed at $6,658 to $8,658. Those with a degree and two years experience in the field may be appointed at $8,880 to $11,861 and persons with five years experience at $10,296 to $13,590.

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**LETTERS**

**Dear Reader,**

In response to the letter by Gertrude Hildreth, The Leader: I am in total agreement with the conclusion that the candidates for the work that we do. These... (text truncated for brevity)

**Managing Editor**

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**Data Processing Manager**

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**Sports Editor**

**Cartoonist**

**Cartoonist**

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**TUESDAY, DECEMBER 5, 1967**

**Stop the Delay**

**The New York City Civil Service Commission last week established the eligible list for sergeant, Police Department, after a wait of many, many months.**

**The Department waited until the end of litigation before establishing the list.**

**Similarly, the Commission was ordered by the Courts to change the key answers for two questions in the past test for promotion to Fire Captain mark the second part of the list.**

**The order was signed by Justice Flynn on September 23 but, to date, no action has been taken. The three successful litigants are anxious to be promoted, and since the court ruled that the Civil Service Commission made a material error when the test was marked, there should be no further delay.**

**Further, any relief should be made retroactive and attorneys costs returned to the litigants.**

**Herman Bernard**

**Herman Bernard, a former editor of this newspaper and a professional journalist for nearly six decades, died last week. In addition to his expertise as a newspaperman, Herman Bernard was a practicing lawyer, a writer and a devotee of the science of mathematics.**

**Prior to joining The Civil Service Leader as associate editor, he had edited various newspapers of the Hearst chain and as civil service editor of The New York Sun. Fol-**

**under the auspices of the Board of Education and the...**

**In other words, the Retirement System received 13-odd million dollars.**

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**THE FIRE Department posted in the log books of each...**

**THE FIRE Department posted in the log books of each...**
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Concerned with keeping informed about themselves, and ages 30 through 57? Here is a knowledgeable book titled "The Changing Years"—by Madeleine Gray. Written to help you through the menopausal days ahead (natural or surgical), and subject to all women. Recommended by Doctors. Authoritative, reassuring, and answers questions about hormones, keeping your figure, mind, and sex life. Copies may be obtained by sending $9.95 plus 15c mailing charge to MELLODEE J. GRAVES, Expand Your Horizons Foundation, 301 North Green, Wichita, Kansas 67214.

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3. They all take oil by the pint. Even the expensive-looking Karmann Ghia! And never cost you a cent for anti-freeze because Volkswagen engines are air-cooled.

4. But if you still don't care to sell out so cheap, there is one way to raise the price of a Volkswagen. Get a sunroof. With the beetle, Fastback or Squareback. (For no extra cost, of course, you can come in and see them all, in person.)

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P.R. Column
(Continued from Page 2) What's E. Kreehn of Harvard and Jeffrey O'Connell of the University of Illinois, suggested in a 1965 book a plan similar to Saskatchewan's, except that the "no-fault" plan would be run by private insurance companies.

PROF. DANIEL P. Moynihan, to whom everybody is listening these days because of his brilliant suggestions to curb racial unrest in the U.S., urged adoption of the Keehn-O'Connell plan. And in an article in one of the most influential publications in the country, "Fortune" magazine, says that there is a powerful case for scrapping the present U.S. auto insurance system altogether and replacing it with "no-fault coverage."

SINCE THE current U.S. auto insurance system is causing this concern—not the least of which is muddying up the good public relations of civil service—maybe we ought to get moving to change the whole business. Anything which is working to the advantage of so many, many people cries out for speedy action by government, legislators included.

Sr Budget Examiners
Two hundred and six prospective senior budget examiners were given oral, tests and evaluated on training and experience last week by the Department of Personnel.

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high fidelity "We have heard nothing better, so far at least, in this price class. . . ."

"We liked the AR-4/5, the AR-4 even more."

REVIEW DISQUES "There has been nothing like it [the AR-4] this speaker is astonishing ..."
Westchester Jobs Offered In Many Fields

A variety of openings in Westchester County have been announced by the County Personnel Office at $4,308 to $5,550. Candidates must be resident for at least four months and must be graduates with one or more years experience. Typists and stenographers are needed for several area school districts. Candidates must be residents of Westchester, Fairfield (Connecticut) Counties that must be a high school graduate with five years experience.

There are also vacancies for budget clerks with the County Budget Office and hospital insurance clerks at Grasslands Hospital. Both positions pay $5,720.

For applications or further information, contact the County Personnel Office in Room 700, County Office Building, White Plains, N.Y.

High School Equivalency Diploma

This N.Y. State diploma is an equivalent to the legal minimum of two years of high school studies. It is available to high school graduates who have not had the opportunity to complete their high school studies and are preparing or are preparing to enter a field of employment or higher education.

Enrollment in the course is open to anyone, either full-time student or working student.

For more information, contact the County Personnel Office.

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CIVIL SERVICE LEADER Tuesday, December 5, 1967

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ANNOUNCES

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SCHEDULE OF COURSES IS NOW AVAILABLE

- Students wishing to register for the 1968 Spring Semester must file an application and official transcripts with the Graduate School by January 1, 1968.
- Students formally admitted to degree programs may register for the Spring Semester until December 21 by making an appointment with their faculty advisors.
- Registration for all admitted students will be held at the uptown campus of State University of New York at Albany, 1400 Washington Avenue, Saturday, January 27, and Monday, January 29.

CLASSES BEGIN JANUARY 30, 1968

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CIVIL SERVICE OFFICE, Room 503, County Office Building, White Plains, N.Y.

For application forms, write to:

CIVIL SERVICE LEADER Tuesday, December 5, 1967
News Of The Schools

Remaining Winter Examinations For Teacher Licenses Listed

Page Eleven

Tuesday, December 5, 1967

CIVIL SERVICE LEADER

Key Answers — Recent Tests

Health Education (Men) Jr. High


Health Education (Women) Jr. High


UFT Proposes To . . . Collect Own Dues

Elimination of the check-off for the United Federation of Teachers has ended the burden of dues collection on the Teachers Union beginning January 1.

Union officers foresee no great difficulty in maintaining membership but face a potential $300,000 annual expense. They pointed out, however, that the union now pays the New York City Board of Education for the money expenses and this will cover a substantial portion of the new costs.

The union has not yet re- cived number or December 1 de ductions but expects them to be paid.

UFT spokesperson view the penalty as undeserved, in view of the fact that $300,000 a year was available until the union was forced by the Board to assume the levy.

Board Provides 12 Advisers For Project

Teacher certification will give a helping hand in the running project of the Urban League known as Street Academies and Student Advisers.

The Board announced it will provide 12 adult advisers to work with the students. Legislation to absorb the Urban League advisers has been filed in Albany.

9200 Subs File For License Under 810

Almost 9,200 substitute teachers have filed applications for a var license in the special exam arranged for substitute teachers in the New York City Board of Education on November.

The last date for filing was November 15.

Regular and Trainee Teacher Psychology


Negro Artists Exhibit

Pupils from New York City's public schools viewed an exhibit of some 200 paintings and sculptures of some 200 Negro artists in this country through Nov. 15 at City College, 158 Scotland St.

This comprehensive historical survey of work by Afro-American artists completes work covering a span of 150 years from 1800 to 1950.
Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 31. Next week's programs are listed below.

**Tuesday, December 12**
- 4:00 p.m. — Around the Clock —
- 4:30 p.m. to 5:30 p.m. — UN General Assembly — Afternoon session (when held).
- 7:00 p.m. — What's New In Your School? Current information about the City's schools.
- 9:00 p.m. — New York's Revised Penal Law — Discussion of differences of guilt.
- 10:00 p.m. — Community Action —
- 10:30 p.m. — Community Action — Ted Thackrey hosts program: “How the ‘Can Do Poverty Operation’ kept Jersey City Calm and Cool”.

**Wednesday, December 13**
- 4:00 p.m. — Around the Clock —
- 4:30 p.m. to 5:30 p.m. — UN General Assembly — Afternoon session (when held).
- 7:00 p.m. — On the Job —
- 7:30 p.m. — On the Job — N.Y.C. Fire Department training program.
- 9:00 p.m. — On the Job — N.Y.C. Fire Department training program.
- 10:30 p.m. — Community Action —
- 10:30 p.m. — Community Action — Ted Thackrey hosts program: “How the ‘Can Do Poverty Operation’ kept Jersey City Calm and Cool”.

**Friday, December 15**
- 4:00 p.m. — Around the Clock —
- 4:30 p.m. to 5:30 p.m. — UN General Assembly — Afternoon session (when held).
- 7:00 p.m. — On the Job —
- 7:30 p.m. — On the Job — N.Y.C. Fire Department training program.
- 10:30 p.m. — Community Action —
- 10:30 p.m. — Community Action — Ted Thackrey hosts program: “How the ‘Can Do Poverty Operation’ kept Jersey City Calm and Cool”.

**Saturday, December 16**
- 4:00 p.m. — Around the Clock —
- 4:30 p.m. to 5:30 p.m. — UN General Assembly — Afternoon session (when held).

**Sunday, December 17**
- 4:30 p.m. to 5:30 p.m. — UN General Assembly — Afternoon session (when held).

THE STATEWIDE PLAN

... specifically designed for hospital and medical care protection for public employees.

For example, the more liberal definition of hospitals included in the Statewide Plan specifically designed to protect homeowners against fire resulting from overloaded electrical circuits in the home. The circuit breaker automatically cuts off the flow of electricity when a wiring circuit is defective or carrying too heavy a load.

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**Mayor's Christmas Card**

This Christmas, give the gift that keeps on giving—D.S. Savings Bond.
WHO ARE THE CITY'S PROFESSIONAL TRAINEES?

WHAT sort of person becomes a trainee in the City of New York's Professional Trainee Program? At 28, Jay Russek, a native New Yorker, is a graduate of that program and a junior planner with the Bureau of Planning and Program Research in the Housing and Development Administration. In 1966, he was awarded a Bachelor of Arts degree in government from Columbia University where he was a member of the managing board of the university's radio station and was awarded the Gold King's Crown for outstanding extracurricular activity.

He then took graduate studies in political science on a Rockefeller Fund grant at the University of Massachusetts, where he received his M.A. and was elected to Pi Sigma Alpha, the national honor fraternity in political science.

Jay, who is a bachelor, enjoys much that New York offers. He plays a good game of tennis and enjoys ice-skating and good music. ("I know an A Flat from a B Minor.") And he jumps at the chance to discuss any subject from sports to politics.

During 1962 and 1963, he worked for the New York State Employment Service, where he interviewed job seekers and called on prospective employers to sell them on the idea of hiring his clients. He takes rightful pride in having convinced many employers of the good sense of hiring minority group members.

Jay's low-keyed personality belies his enthusiasm for the energy with which he throws himself into his work.

"When I became a New York City trainee," he said, "I got a solid variety of experience with the Housing and Development Administration. The most valuable was probably in the area east of Tompkins Square, which is badly run down. I had the chance to help people change their housing problems and learn a lot about them and their aspirations—in short, all the things that planners must consider in order to be more than substituting new buildings for old.

"Each day with H.D.A. as a matter of fact, has its own challenging problems that require new solutions and approaches."

Jay is very much aware there are 500,000 families who cannot find housing to fit their needs. He knows there are 800,000 people residing in deteriorating areas where government aid is needed to restore a sound environment. He speaks with excitement about doing "my part to eliminate the dismal conditions that make up the day-to-day existence of too many New Yorkers."

Jay is currently with the Bureau of Planning and Program Research, where his first assignment involved work on renewal and redevelopment projects in City-owned properties. He is now on social and economic research related to the renewal and development of City neighborhoods.

He describes his varied experiences with H.D.A. as "irreplaceable," and the sense of "personal satisfaction" he gets as "one of the job benefits."

"I had a number of jobs before coming to the City," said Jay, "and all I can say is I'm happy with the move I made and happy to be with H.D.A."

The feeling is mutual. H.D.A. likes having him.

Jay Russek is one of hundreds who have successfully graduated from the ranks of professional trainees since the City's Professional Trainee Program was instituted in 1961.

This year's professional trainee test will be held on Saturday, Dec. 10 at Seward Park High School, Canal and Ludlow Streets, Manhattan, at 9 a.m. Plans also are being made to conduct simultaneous tests in Boston and Washington, D.C. for qualified students and resident in those areas.

The test is open to all baccalaureate degree holders and to those who expect to complete all course work for the degree by no later than Sept. 1968. It will be a "walk-in" test requiring no advance filing.

In addition to qualifying for housing, planning and redevelopment aide, the test also can lead to appointments as:

- Personnel examining trainee—traineeship in the many aspects of municipal personnel management;
- Management analysis trainee—traineeship in municipal administrative management;
- Real estate management trainee—traineeship in the management of the City's many real property holdings.

At 2 p.m. on Dec. 16, also at Seward Park High School, a separate test also will be held for computer programming trainees. Requirements are the same and all those who participate in the morning test are welcome to take the afternoon test as well.

All of the traineeships begin at $6,500 annually, with a promotion to higher responsibilities and automatic increases of up to $8,300 after one year on-the-job training. City employees also enjoy a variety of generous vacation and medical plans, including four weeks of paid annual vacation, paid holidays, sick leave cumulative to 180 days, free health and hospital insurance, optional membership in a blood credit program at nominal cost, and membership in a generous retirement and pension program.

The one-year trainee period has been waived entirely for those who hold masters or higher degrees in fields related to those covered by the traineeships.

Further details on the City's professional traineeships are available at the City Personnel Department, Recruitment Division, 220 Church St., Room M-4, New York, N.Y. 10013 or by calling (212) 505-8700.

Who Are The City's Professional Trainees?

---

Eligibles on State and County Lists

Only $295

Miami Beach At Christmas Time

A family trip to Miami for the Christmas holidays is now open for bookings and a few choice accommodations still remain.

The vacation trip—running from Dec. 23 to Jan. 1 includes round trip air fare from New York, two deluxe meals and many extras for only $295. Four members will stay at the Astor Hotel.

Apply for remaining space by writing to Jerry Delahou, 711

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Therapist Jobs

Erie County has openings for both full time and part time professional therapists in hospital service, public health, and psychiatric inpatient fields. Applications and further information may be received from Ronald D. Neal, personnel administrator, 45 Church St., Buffalo, N.Y. 14202.
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Dec. 13-14 "Hello Dolly", Hotel, trans. & orchestra seats 30.25

Jan. 13 (1 day) "Cabaret" Matinee, Trans. & orchestra seats 15.50

Jan. 20-21 "Fiddler On The Roof", Hotel, trans. & orchestra seats. Topped off with Latin Quarter for snack, orchestra & midnight show. Complete 41.50

Jan. 27 (1 day) "Hello Dolly" Matinee, Trans. & orchestra seats 15.50

Feb. 9-10 "Mame", Hotel, trans. & orchestra seats, 30.25

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Broome County CSEA Recognition Expected Soon From Supervisors

(From Leader Correspondent)

BINGHAMTON—The Broome chapter of the Civil Service Employees Assn. apparently has won its battle to become sole bargaining agent for Broome County employees. Board of Supervisors Chairman Edwin L. Crawford has urged his colleagues to designate the Broome CSEA group exclusive agent at a meeting in December.

He has the backing of the Board's line employees. Crawford, who heads the county's largest department, said at a meeting recently that it would be "rightfully approved by the full board" had the recommendation been enforced.

He said the pay raise rejection will make the chapter even more determined to strike. "We will hold a contest giving substantial pay raises next year," he said after months of study of the new Taylor Law. Crawford said that following the lead of the state chapter, he recommended that CSEA be designated sole bargaining agent.

His comments brought threats of a court action from the American Federation of State, County & Municipal Employees, Council 30, which claims it has a majority of

Highway Department laborers and "equipment operators as members."

Crawford gave examples of union work practices. "We are pursuing CSEA as exclusive bargaining agent:

- The chapter has a "demonstrated majority" of the county workers, proved by payroll deduction for dues.

- It has represented all the county employees for 21 years, while the union was not active until a few weeks ago.

- The board has never had complaints that CSEA is not adequately representing any segment of the county work force.

- He hopes to avoid prolonging the debate over unpaid expenses. Crawford said he understood the county CSEA chapter will agree to forgo making sure each group of county employees—protest workers, medical, professional personnel, highway workers, etc.—has the best representation available.

- Resolutions were being prepared for action by the board in December to name CSEA bargaining agent for the county.

He said, "I am not against any group," Crawford explained in making his recommendation. "But I think it is true that there is a

Broome Technical Community College.

Privy to the budget at night

Shanley.

n.ter president Irving Plaumen-

s. Assemblyman; Senator John

30 employees are affected.

The Suffolk chapter was continuing negotiations for a labor pact and was aided by submission by the county chapter headquarters of a study on how the Brooklyn Plant Office handled labor problems. Pleasions among those lacking job protection.

CSEA recognition is as validated by the police department and a small unit at the Suffolk County Poor's Office.

In Riverhead Town, 100 percent of town employees belong to the CSEA.

In Patchogue Village, CSEA was continuing negotiations for a labor pact and was aided by submission by the county chapter headquarters of a study on how the Brooklyn Plant Office handled labor problems. Pleasions among those lacking job protection.

The Suffolk recognition extends only the police department and a small unit at the Suffolk County Poor's Office.

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In Patchogue Village, CSEA was continuing negotiations for a labor pact and was aided by submission by the county chapter headquarters of a study on how the Brooklyn Plant Office handled labor problems. Pleasions among those lacking job protection.