Final Hour About-Face By Olean City Council Averts Walk-Out; Employees Gain 17.7% Hike

OLEAN—A walk-out by 130 City employees was narrowly averted last week when the City Council reversed an earlier vote and ratified a new two-year pact with members of the Olean unit of the Civil Service Employees Assn. Just a week before the ratification vote, the City Council had declined to ratify the contract claiming that the City budget was too high and one of the areas that might be trimmed was the negotiated wage settlement with CSEA.

The new package included:

- A percent raise next June 1.
- A ten percent raise next June 1. Also included are improved retirement and fringe benefits.

The strike call was prompted by the City Council's refusal to approve the first contract that was negotiated. At its regular meeting on March 24, the Council was expected to approve the contract but the issue was not on the agenda. The City legislators adjourned without voting on the settlement but reconvened at midnight after nearly one hundred CSEA members had gone home and voted down the package by a six to five vote.

Management/Confidential Aides Also Get Package

(Special To The Leader)

ALBANY—Once again, it appears that the Civil Service Employees Assn. has done the bargaining on wages and other benefits for all State employees, despite the fact that some State workers are outside the bargaining units officially represented by the Employees Assn.

After weeks of arguments by Council 82, American Federation of State, County and Municipal Employees, to State fact-finders on a contract for some 7,300 members in the Security Unit, the fact-finders recomended the salary, retirement and fringe benefit package negotiated by CSEA be given to those workers, too.

And a good thing they did: Council 82 managed to secure only a $475, one-year raise offer from the State Administration when it called an impasse, which brought in the fact finders. The CSEA package, negotiated for some 113,000 workers in the other four units, provides a $1,275 raise over two years with $750 being paid in the first year alone.

The fact-finders said a reallocation appeal of Council 82 was not in their jurisdiction. Members of the management, union officials and some of the employees on the security unit were involved in the negotiations.

Mediator In Lyons

In the dispute between the Village of Lyons, Wayne County, and the Civil Service Employees Assn., Professor Robert France of Pittsford has been named as mediator in the case. France teaches economics at the University of Rochester.

repeat this

Capital Conference Hits 100% Membership

ALBANY—The James E. Christian Memorial chapter of the Civil Service Employees Assn. last week petitioned to have the Capital District Conference of CSEA and in so doing brought conference membership to 100 percent of the eligible chapters in the area.

The newest member of the Conference is the State Health Department employees.

Ernest Wagner, Conference president, announced that the June meeting would be held at The Georgia on Lake George June 12 to 14.

In another action, Conference delegates voted to take advertising in local newspapers urging approval of four unit contracts negotiated for State employees by CSEA and to thank the negotiating teams for their efforts.
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.

A Reader’s Advice

THIS WEEK’S column is, for all practical purposes, written by one of our readers who holds a humble civil service position in one of the 15 four-year units of the State University of New York (SUNY).

SHE WROTE us a gem of a letter, which reflected intelligence, pride, integrity, motivation and a genuine sense of duty—precisely what you would expect of a civil servant. Let’s call her Mary because that is not her real name.

MARY IS A cleaning lady for the State University. Humble as is her job, she makes more sense than her many bosses as well as the students she serves. But let Mary tell her own story:

"I AM A cleaning lady in a college dorm at SUNY. It’s a good hunch (clean) living, although I do feel it is degrading (cleaning toilets and picking up filth). This, I do not enjoy at all. There’s no glamour to anything I do. This, I do not enjoy at all. I have a name, but I don’t use it. I am not her real name.

"I feel the public should be awakened to the fact that cleaning ladies, maids (selves) is a dying occupation. Who wants to clean after other people? The welfare people don’t. They want an education so they can do better and have dignity!

"AND WE, but we want to do it on our own, and we want respect for the fact that we are humble enough to help keep the dorms in Colleges clean and healthy for the ones who are ‘gifted’ enough to have a better education.

"ALSO WOULD like to see the name cleaning lady, housekeeper, janitor, changed to a better name that ties in with the dignity of every voter possible— and try to hang on to it.

"With such high stakes in the election, you can be sure that the big civil service vote bloc in the State is going to be wooed more aggressively than it has ever been before.

Civil servants and their families in State, local government and Federal service now represent nearly 20 percent of the electorate and this figure is growing. This column has cited numerous instances where the civil service makes the difference between defeat and victory, both in statewide and local elections and you can be sure the candidates are aware of this.

"Right now, many hopeful candidates, including incumbents, are busily seeking speaking engagements before public employee organizations throughout the State. Both high-ranking Republican figures and Democratic hopefuls for high office already have sounded out organizations such as the giant Civil Service Employees Assoc., fire and police groups, etc., for the chance to make an appeal to public employees.

"It’s going to be a buyer’s market for civil service because they are in the catbird seat right now and know it. They also intend to make the most of it.

"As the leader of one big organization told this column: ‘We know who we are now and we’ll be glad to hear from the major candidates. And the old generalities of past speeches are something we don’t want to hear. If a man wants our votes, he’s got to come up with some pretty good program for civil service.’

"It’s a big change from the days when civil service went hat in hand to government employers.

Kilborne Heads State Atom Unit

Commissioner of Conservation R. Stewart Kilborne, has been elected chairman of the Atomic Energy Council, as successor to Dr. Hollis S. Ingraham, commissioner of health, in the rotating chairmanship of the Council.

The Council was created within the State Department of Commerce in 1966 to advise the Governor and the Legislature on programs for the regulation and control of atomic energy activities. In addition, it makes recommendations on regulatory programs of the State—including its political subdivisions— affecting atomic energy activities, encouraging the development and use of atomic energy for peaceful purposes, while fully protecting the health, safety and welfare of the public.
PERB Dismisses AFSCME Charge Against State, CSEA; ‘Union Has No Recognition’

ALBANY—A victory for State employees in the Department of Mental Hygiene was recorded last week when the State Public Employment Relations Board dismissed an improper practices charge brought by Council 50, AFSCME, AFL-CIO, against the State, admitting observers from the Civil Service Employees Assn., representing 2,100 employees, to a meeting between representatives from AFSCME and PERB in the State administration.

Paul E. Klein, director of representation for PERB, noted in his dismissals statement that the charging party (AFSCME) has been recognized by the board but that the individuals involved have no protected status under AFSCME, which does not have a right to speak for them.

The majority of the employees are members of the Intuit, Civil Service, Technical, Professional-Scientific-Technical or Operational units, all of which CSEA represents. PERB’s decision shows without a doubt employees in all of these units will be represented only by the unions they have chosen to do the job—CSEA—and that no other union has the right to speak for them.

On Official Stationery
Kirwin Orders Study Into Source of Memorandum Against CSEA Membership

ALBANY—State Police Superintendent William E. Kirwin has ordered an immediate inquiry into allegations by the Civil Service Employees Assn. that CSEA payroll dues deductions have been sent to troopers on State Police Division official memorandum forms.

The Officers Association has brought charges of unfair labor practices against the State because of the action, CSEA collective bargaining specialist Robert Giulietti pointed out.

Kirwin told The Leader that he had no knowledge of the memorandum and “certainly was not authorized or approved by me.”

The form, which authorize the payroll source to stop the signer’s payroll deductions for CSEA dues and CSEA insurance, were sent out recently in a memorandum supposedly from the Division of New York State Police.

In a letter to State Police Superintendent William E. Kirwin last week, “This memorandum, in my opinion, indicates that the employee is urging the withdrawal of dues from the CSEA. Under the provisions of the Taylor Act, this constitutes an unfair labor practice.”

Ogdensburg Capitulates
To CSEA Demands For Full Salary Study

OGDENSBURG—The City of Ogdensburg has given in to demands by the Civil Service Employees Assn. to commence a joint study of grade and salary schedules for City employees; whom CSEA represents, after an unfair labor practices charge was filed against the city by the Employees Association due to unilateral actions by the City on the employee’s part. Joseph J. Dolan, Jr., CSEA’s director of local government relations, explained that the charges were filed on the advice of his attorney, and unilaterally recommend that certain City jobs be negotiated.

“The City ignored its contract with CSEA,” he said, “which provides that there shall be bilateral agreement on all employment matters. Unilateral action by the City on salaries, e.g., although this particular action may be favorable to some employees, is the beginning of unilateral and arbitrary action on all employees-related matters. There is no guarantee that such unilateral, anti-contract action would always be as favorable as it is at this time. CSEA cannot let this door be opened, because the employees will then be at the mercy of the CSEA field representative, and future decisions by the City might not be so favorable.”

Jim Caruso, president of the Ogdensburg unit of the St. Lawrence CSEA chapter, and Edward J. Hannan, CSEA field representative, filed the charges with CSEA. Caruso, after an unfair labor practices charge was filed by the Charging Party, stated that all changes in salaries for City workers will be matters of joint study and negotiations. This protects the employees, he said—from any form of political patronage.

2 Upstate Units Declare Impasse

ALBANY—Two units of public employees in the Northern New York area represented by the Civil Service Employees Assn. have notified the State Public Employment Relations Board that they have declared an impasse in negotiations with their respective municipalities.

The Village of Tupper Lake unit of the Franklin County CSEA chapter, and Pompeii, an employee of the District Attorney, noted that the negotiations with the Village on March 30. CSEA field representative James O. Caskey, who has handled the negotiations, made up of Village employees, ‘finds it impossible to reach any agreement concerning conditions (Continued On Page 14)

ABC Chapter Installation Set For April 25

ALBANY—Rudy Basha will be installed as president of the Alcoholic Beverage Control Board Council 118 CSEA, at its next meeting set for April 25 at 2 p.m.

The installation, slated for the Northway Inn here, will also see the inauguration of other chapter officers, including: Robert Osendar, vice-president; Zone 1; Nick Mazzola, vice-president; Zone 2; Paul Caruso, Zone 3; Joseph Caruso, Zone 4; Joseph Caruso, secretary; and David Elskiss as the alternate.

Dinner is scheduled for 7 p.m., to be highlighted by a discussion concerning the retirement provisions and related questions covering the new State contract.

Authorities Rep Ballots Being Mailed

ALBANY—Ballots to elect a representative from State Autorities to the Board of Directors of the Civil Service Employees Assn. were to be mailed to CSEA members in June. It was announced that the election committee has determined.

Ballots are to be returned to CSEA headquarters no later than June 21, and with the counting to take place on the same day, according to Bernard Schmal, committee chairman.

Candidates for a Board seat, Joseph A. A. DeBella, and George J. Schmal, CSEA’s president, have filed for election.

2 Upstate Units Declare Impasse

The Village of Tupper Lake unit of the Franklin County CSEA chapter, and Pompeii, an employee of the District Attorney, noted that the negotiations with the Village on March 30, CSEA field representative James O. Caskey, who has handled the negotiations, made up of Village employees, “finds it impossible to reach any agreement concerning conditions (Continued On Page 14)

Caruso To Push Drive To Create Non-Teaching School Chapters

(Bingman, Correspondent)

BINGHAMTON—The president of the Broome County School unit, Civil Service Employees Assn. is carrying his fight for the creation of educational chapters devoted exclusively to non-teaching school employees to the upcoming conference in Cortland.

The proposals were first revealed by Binghamton unit president Steve B. Caruso during the Labor Day Conference meeting in Syracuse.

Under the proposal, drafted by an ad hoc committee formed for the purpose, school districts within a county area with 200 members or with 50 percent of the units within the county belonging to the CSEA to form their own non-teaching employees chapter.

Two upstate units—East Meadow and Pompeii—have expressed interest in forming a chapter, according to Caruso. Caruso said that he believes many of the chapters throughout the State are misinformed and do not understand the need for such chapters.

East Meadow Victory

Bargaining representation was recently secured for East Meadow School Service Employees Assn., Nassau chapter, for all employees of East Meadow, in the category of custodial and maintenance personnel, from a February representation election, at which Local 100, S.E.U., was elected by defeated by CSEA.

Caruso pointed out that the non-teaching employees have been quarreled over the concept of chapters as some have been led to believe, but have always enjoyed the harmonious relations with the chapters. Caruso said, however, that a definite communication problem between the teaching and the non-teaching employees has arisen on various levels which have, at times, jeopardized the relations. Caruso pointed out that if the plan were implemented the nine school units employees would have a better way of communicating with the State, CSEA unit and treasurer Mary Poppell, an employee of the Broome County Personnel Department and a member of the Broome County chapter.

Caruso told The Leader that Joseph Gabor said the officers will act as a special canvass committee to draw up a list of officers to hold permanent positions once the new unit is formed in September when the election will be held.

Gabor said the new chapter will act as a “go-between” on behalf of the chapter within the county in dealings with the State and the State CSEA organization as district representatives, legal, research and other services needed by the individual units.

The new chapter would be responsible for securing such services from the state CSEA organization as district representatives, legal, research and other services needed by the individual units.

The new chapter would also coordinate unit activities and functions with each unit having representation in the new chapter.

The steps toward this end were initiated by Gabor shortly after the first of the year.

The task ahead, he said, is to prepare for the election and solidify the present plans for the future.
GOOD NEWS
FOR
NASSAU COUNTY EMPLOYEES
YOU CAN NOW HAVE H.I.P. COVERAGE WITHOUT EXTRA COST TO YOU
AS YOUR EMPLOYER,
NASSAU COUNTY WILL PAY THE FULL COST OF THE H.I.P. OPTION UNDER THE STATE HEALTH PROGRAM
A NASSAU COUNTY EMPLOYEE MAY CHANGE HEALTH PLANS WITH A SIX (6) MONTHS NOTICE TO THE COUNTY BETWEEN "OPEN SEASON" PERIODS.

NOTE: Employees living outside the areas in which H.I.P. provides home calls can join one of H.I.P.'s Long Island Medical Groups and get the benefit of all the group's comprehensive fully paid services. The only exception will be home calls:

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

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 at 49 Thomas St., New York, N.Y. 10012. It is three blocks north of City Hall, one block west of Broads and four blocks west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 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. 10012. Telephone 566-8720.

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.

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

The 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 1st Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Q and R local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE — Department of Civil Service, 1300 Ave. of the Americas, N.Y., 10036, phone 765-3811; Governor Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; SoHo 106, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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

FEDERAL

FEDERAL — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 5 p.m., and offices stay open Saturdays 9 a.m. to 1 p.m. The telephone is (212) 264-8830.

Application 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.
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**CIVIL SERVICE LEADER**

Tuesday, April 2, 1970

**Appointed**

Jackson A. Edwards of Harrison has been appointed to the Special Advisory Board for the New York State Experimental Driver Rehabilitation Program.

To Keep Informed, Follow The Leader.
Where Will It End?

Mayor John V. Lindsay is sitting in the middle of an unending circle that, unless an equitable solution is found quickly, will result in a complete stoppage of City protective services.

Rank and file members of the Patrolmen's Benevolent Assn. have demanded that action be taken immediately to implement a clause in their contract with the City that provides that police receive a salary increase every time Police superiors receive an increase.

PBA president Edward J. Kiernan has been holding continuous meetings with the City for the past week and a half in an effort to have the City live up to its part of the bargain since the superiors received a retroactive pay increase in February. The PBA has gone into court to force the City to revise salaries upward as the pact provides and effective April 25.

A 30 percent of all service employees negotiated for 133,000 members and confidential employees still have no official union representation.

We urge the Mayor to meet immediately with all affected employees, as well as the mediators and fact-finders who helped arrive at the contracts to work out a solution to this problem. The mood of the unions memberships is for work stoppages.

A City without police or firemen is hard to imagine, but it is possible.

CSEA Was Right

RECOMMENDATIONS by a State fact-finding panel that 73,000 employees in the State's security unit receive the same pay and fringe benefits negotiated for 133,000 members of four other unions tends to uphold arguments that State workers should never have been divided into separate units in the first place.

The basic contention of the State Public Employment Relations Board in splitting up State workers into various bargaining units was that one organization could not truly represent these workers in a single unit, although the Civil Service Employees Assn. had been doing just that for years — and very successfully.

What happened was this. The CSEA negotiated a good contract for 133,000 employees in four units. Council 82, of the American Federation of State, County and Municipal Employees, was making such poor progress in trying to get a contract for 7,000 workers in the security unit that it called a strike and fact-finders were brought in to make recommendations.

In addition, several thousand so-called management and confidential employees still have no official union representation, but they also got the CSEA-negotiated package.

The Employees Association was right. They claimed to represent the vast majority of State employees and these latest actions prove, in effect, that this is so. The unit concept remains arbitrary and unnecessary.

Equal Pay for Equal Work

Cutting through technicalities that tended to obscure the path to justice, Judge Paul Hanley of the New York Supreme Court in his decision in the Matter of Hanley (New York Law Journal, January 27, 1970) held that employees performing the same duties must be paid less than their colleagues.

The question of equal treatment arose when the petitioners were transferred from State Civil Service into City Civil Service pursuant to an amendment of the Civil Service Law, Section 15(5). The amendment, effective September 1, 1967, directed that employees of any county wholly within the City be subject to the Civil Service Commission.

THE PETITIONERS, prior to the amendment, were exempt State employees attached to the Bronx District Attorney's Office. Petitioner Hanley held the title of Chief County Detective and the other petitioners were classified as County Detectives. On September 1, 1967 they became New York City employees.

There was no change in title or salary with the transfer from State to municipal civil service, although other detectives performing the same work were classified and paid on a better basis. Thus, on November 16, 1960, detectives employed in the Bronx District Attorney's Office as well as the Kings and Queens District Attorney's Office had been reclassified retroactively to January 1, 1956 from their exempt positions to Civil Service competitive positions. In Kings and Queens Counties, but not in the Bronx County, the title of the detectives was changed to Detective Investigator with an increase in salary. As Justice Starke observed, no reason was given for the difference in treatment of Bronx detectives from those assigned to Kings and Queens.

The Respondents moved to dismiss the proceeding on such technical grounds as the four month statute of limitations applicable to Article 78 proceedings, laches, that the State should have been included as a party, and that the petitioners failed to exhaust their administrative remedies.

Justice Starke held that the reclassification of the Jasko group required similar reclassification of all other detectives, including the petitioners, because they were similarly situated. The present proceeding to equalize petitioners' salary could not properly be brought to compel performance of a duty specifically required by law. It follows that the defenses of the statute of limitations and of failure to exhaust administrative remedies were inapplicable.

The Jurist ruled that the State was not a necessary party because the salaries of the petitioners were at all times paid by the City of New York, even during the period they were State employees.

On the subject of the right of the petitioner to a retroactive pay adjustment, the claim for the period after September 1, 1967 when they had become employees of the City of New York could not be endorsed if they endorsed their pay checks "under protest." This is pursuant to the Administrative Code of the City of New York which provides that the endorsement or deposit of a payroll check by a City employee constitutes an accord and satisfaction of all claims for salary unless the employee has written on the check that the amount is received under protest. The injustice that the provision may cause leads many City employees to endorse all their pay checks "under protest" as a matter of routine.
Everybody's getting into the act. Everybody's making a small car. And since we've made more of them than any one else, we thought we'd pass along some things we've learned about the business over the years.

First off, there's no doubt about it, the only way to make an economy car is expensively. So Rule No. 1, don't scrimp. Get yourself the best engineers in the business and then hire 9,003 or so top inspectors to keep them on their toes.

Next, try to develop an engine that's not a gas-guzzler. If you can get it to run on pints of oil instead of quarts, great. If you can get it to run on air instead of water, fantastic.

Work on things to make your car last longer, like giving it 45 pounds of paint to protect its top and a steel bottom to protect its bottom.

Important: Make sure you can service any year car you make. There's nothing worse than having someone find out that a part they need to make their car go is no longer available.

Finally, spend less time worrying about what your car looks like and more time worrying about how it works.

Perfecting a good economy car is a time-consuming business. So far it has consumed 25 years of our time.
Summer is soon approaching; and thousands of students—both high school and college—will be seeking Summer jobs. The Federal government, in response to the needs of the nation's students, has set aside certain jobs and has been recruiting for them since December. However, certain positions listed April 15 deadlines, and these are listed below. (Group II, jobs requiring no experience or education, are closed.)

GROUP II

Jobs in grades GS-1 through 4 for which the Summer Employment Examination is not required.

The following jobs in grades GS-1 through 4 positions for which a written examination is not required. The required fields of college preparation, subjects, and experience are listed and the grade for which you qualify may be listed. One or possibly two positions might qualify you for a higher grade. The deadline for filling your applications is April 15 unless otherwise indicated.

The relationship between the subject or preparation completed and the grade for which you qualify is shown below. Superior scholarship work or experience might qualify you for a higher grade than shown in the table. Also, entrance scholarships for college students planning graduate study are available. Positions are closed.

GROUP III

Jobs in grades GS-5 through 7 requiring at least 2 years of college preparation in fields related to the agency's work. The required fields of study or experience are listed and the grade for which you qualify is shown below. Superior scholarship work or experience might qualify you for a higher grade than shown in the table. Also, entrance scholarships for students planning graduate study are available. Positions are closed.

GROUP IV

Jobs in grades GS-5 through 7 requiring at least 2 years of college preparation in fields related to the agency's work. The required fields of study or experience are listed and the grade for which you qualify is shown below. Superior scholarship work or experience might qualify you for a higher grade than shown in the table. Also, entrance scholarships for students planning graduate study are available. Positions are closed.

DEPT. OF THE INTERIOR

Bureau of Land Management

A limited number of summer employment and seasonal assignments of uncertain or temporary duration are available in the following states: California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

How to Apply—Applications should be filed with the State officer at the district or field office where you are interested in working. These offices may be contacted by writing, telephoning, or visiting the U.S. Bureau of Land Management, State Director, at the following addresses:

California 83905; Oregon 89510; Utah 86011; Nevada 89402; Arizona 85056; Idaho 83702; Montana 89411; Wyoming 82001.

How to Apply—Applications should be filed with the State officer at the district or field office where you are interested in working. These offices may be contacted by writing, telephoning, or visiting the U.S. Bureau of Land Management, State Director, at the following addresses:

California 83905; Oregon 89510; Utah 86011; Nevada 89402; Arizona 85056; Idaho 83702; Montana 89411; Wyoming 82001.

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California 83905; Oregon 89510; Utah 86011; Nevada 89402; Arizona 85056; Idaho 83702; Montana 89411; Wyoming 82001.
Summer Employment Offered With Various Federal Agencies

(Continued from Page 5)

Counsel and to chief counselors serving the various boards and offices of the federal government. These positions are located in Washington, D.C., although some may be filled in other locations.

Internal Revenue Service

Many of the positions are located at the various federal agencies.
State Meat Inspector Jobs
Vacant; Trainees Needed

Consumer concern over the state of the substances they eat has prompted an expanded State role in the inspection of edible produce. Accordingly, many vacancies for meat inspectors, one of the prime areas involved in upgrading sanitary conditions, will be filled.

As buyer-grader for the State Dept. of Agriculture and Markets, the titleholders will inspect licensed establishments which slaughter animals or process meats, further making ante-mortem and post-mortem examinations of the animals. A follow-up phase will involve investigating the facilities to assure sanitary conditions of equipment and their environ.

For less seasoned persons, jobs as meat inspector trainees are available—paying $6,685 to start. If appointed, your role will be performing base inspection of meats under meat supervision while undergoing full training. Substantial pay for Inspectors strays from $7,275 to a top $8,695.

Qualifications Follow
To qualify for the trainee openings, you need a diploma or equivalency from high school and two years of exposure to investigation, law enforcement, meat processing or their envirom.

Whether you're interested in being considered for the meat inspector titles or the trainee positions, the place to file applica- tions is the same — any local office of the State Employment Service or the Albany Headquarters of the State Dept. of Civil Service. On applying, also ask for a job bulletin.

Food Scientist Sought
At Beginning Salary Of $15,590 Per Year

Provided you qualify for the post of food scientist, you will have technical supervision over the various food production, storage and distribution operations of the Bureau of Support Services, State Dept. of Mental Hygiene. For these services, the food scientist receives the starting wage of $5,500 yearly, and a pay increase is anticipated.

Minimum training asked of candidates is a bachelor's degree in analytical or biological chemistry, chemical engineering, food management or some other allied field. Moreover, the minimal experience standards call for seven years of progressively responsible experience in food processing. According to Bulletin No. 28-218, two of these years must have dealt with research and development of new products or processes.

Selection will consist of an evaluation of the candidate's training and experience in relation to the job requirements. The announcement will be in effect until the post is filled. Make your application before April 20 for the next evaluation; contact any regional office of the State Civil Service Dept.

To Keep Informed, Follow The Leader.

DELEHANTY INSTITUTE
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Children's in-service program.

The new opened Michelangelo I.S., Bronx, is building a library of pamphlets and other relevant material for implementing classroom teaching on the subject. Recent student assemblies have featured speakers from City and State agencies involved in the campaign.

Student committees have been formed at De Witt Clinton H.S. and David S.预算. Both Bronx, while an ad hoc committee has been organized at Harold C. Campbell H.S. Queens.

A report of a narcotics institute held recently in District 64, Brooklyn, has been published for distribution to schools and City agencies. Mayor Lindsay called upon city education superintendent Nathan Brown, district assistant superintendent Ralph T. Brades and Tobin were among the institute speakers.

Audrey Galligan of the district staff served as principal editor of the report.

More than 600 parents, teachers and students took part.

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Vacant In Albany

State Health Dept. in Albany now offers from $7,705 to $9,400—the post of supervising public health dentists remain open until April 20.

An available position with the State Civil Service Dept., in either person or by telephone.

Supervising Dental Hygienist Position
Vacant In Albany

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Hawaii Tour Set From Rochester

For the first time, members of Civil Service Employees of Rochester and creation Amn. will be able to join a tour of Hawaii and the Golden West, starting directly and to Rochester. The dates are July 4 to 18. tour members will travel via American Airlines Pan Am lines to Los Angeles, Honolulu and San Francisco. The price of only $450 includes all hotel, fare, hotel rooms, sightseeing in Los Angeles, Hawaii and San Francisco and a special party in Waikiki Beach.

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FING "there's my 'pebble'. I hope we need that extra something. And now, C: 41, A; 42, C; 43, B; 44, A;

Change in attitude by the administration and in case of your failure to appear, you will help it ripple in the right pond."

Mary is not asking the impossible. All she wants is a change in attitude by the administration and superiors. This will cost no money, just a little common sense and understanding that the people who work for you are human beings. Mary is doing you a big favor because she is giving you a valuable lesson in public relations. Good employee relations are indispensable to good public relations.

And while you are changing your attitude toward Mary and her colleagues, why not change the job title, too. This column has no suggestions, but you do have an awful lot of imagination and ineptitude among SUNY administrators and faculty. Use them, and make all those hundreds of Mary's happy and contented.

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Set For Staten Island
On April 24 Weekend

TREATYWOWN
1st Sundays of Month
May 3rd
June 7 - Oct. 4

HARTSDALE
A&P Lot, 324 Central Ave.
2nd Sundays of Month
Apr. 12 - May 10
June 14 - Sept. 13
Oct. 11

NEW ROCHELLE
The Mall off U.S. 1
3rd Sundays of Month
Apr. 19 - May 17
June 21 - Sept. 20
Oct. 18

NANUET/Rockland Co.
Grand Way, Route 59
at 4-Corners
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Apr. 26 - May 24
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Direct from one of America's largest franchised distributors of National brand stereo equipment at near wholesale prices.

New Cars
Special purchase includes virtually every model or model of major dealers from franchised car dealers.

Carpeting/Tile
National brand name carpet and tile at specialty store prices from reliable and approved dealers.

Men's Clothing
Directly from the manufacturer of high quality clothing at near wholesale prices.

Travel Program
Special charter and group trips have been arranged at mass savings. Plans include Hawaii, Mexico, Bahama, Europe, Jamaica, Las Vegas and many more. These have been planned for out of town weekends, holidays and others.

How this program works:
When you want to buy any item covered in this program, all you have to do is call the Consumer Buying Service.
Security Unit Members To Get CSEA's Plumper Pay And Benefits Pact

New York Hawaii Trip Now Open

Non-Teaching Aide Chapters

Security Unit Members To Get CSEA's Plumper Pay And Benefits Pact

CSEA Wins 13.5% Hike For 750 HRI Employees

ALBANY—The Civil Service Employees Assn. has won a contract for 750 employees of Health Research, Inc., which includes a 13.5 percent salary boost over the next two years.

Many terms of the new contract parallel benefits of the recently -negotiated CSEA -State package.

The pact also provides an increase the first year of seven and one-half percent or $750, whichever is greater, effective April 1, 1970, with $250 of that increase deferred until October. The minimum pay raise for the second year call for a six percent raise with a minimum of $500.

Health Research, Inc., is a public corporation set up by the State with centers in Albany, Syracuse and Buffalo.

The retirement plan in the pact—25—year half-pay—is also comparable to that in the State-CSEA contracts.

The pension benefits retroactive to the date the employee was hired.

Another major improvement is binding arbitration for grievance.

One day trip to London—$199

To London-S199

A Memorial Day Tour to London with more "than any other London tour offered before is now open for bookings.

The trip is from May 27 to 31, which allows for practically four full days in London. The low price of $199, plus $24 tax, includes full board and an evening meal from a choice of over 30 top restaurants every night, for all the first time. A comprehensive sightseeing tour, hotel rooms and round trip jet fare also are included.

For remaining space, write to Samuel Emmett, 1000 East 28th St., Brooklyn, N.Y., 11210, telephone (212) 253-4488 after 5 p.m.

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