Two-Grade Reallocations Won For Professionals In Education Dept.

CSEA Ready For Hearing On Judicial Conference Rules For Negotiations

ALBANY—A public hearing to be held on May 11 by the Judicial Conference of New York State will set the stage for the establishment of rules and procedures governing collective bargaining between the Conference and the thousands of State employed and local government court employees of the State's unified court system.

The proposed amendments to the rules of the Administrative Board of the Judicial Conference, which has been submitted to the interested parties for review prior to the hearing, also call for the establishment of an employment relations review board which would function in much the same manner as the State Public Employment Relations Board which administers the Taylor Law. The Judicial Conference claims that its employees are not covered by the Taylor Law.

CSEA has been receiving inquiries as to whether the Group Life Insurance issued to members would increase based on the salary raises included in the new contracts effective April 1, the spokesman said. "The amounts of insurance issued under CSEA Group Life Insurance that would be caused by the CSEA-negotiated pay increases effective April 1 for State employees in four collective bargaining units will not take effect until November 1, 1970."

A spokesman for the Civil Service Employees Assn. stressed this point in a recent statement to clear up any misunderstandings that might arise when the four State contracts take effect.

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This procedure is in accordance with CSEA contract with The Travelers Insurance Co. and has been in effect since 1939."

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CSEA Victory To Affect 600 Aides

ALBANY—The Civil Service Employees Assn. announced last week that the State Civil Service Commission has approved two-grade reallocations for all employees in the professional education classes of the Department of Education who are at salary grade 30 and above, and who were not reallocated in the fall of 1968.

The Employees Association’s long struggle for the across-the-board reallocations lasted only three years when it was informed by the State Civil Service Commission at the request of CSEA’s appeal for the upgrades had been approved. The case must now go to Director of the Budget T. Norman Hurd for final approval. It is expected that he will okay the measure. CSEA officials said.

More than 600 employees of the Education Department will be affected by the negotiations.

CSEA Annual Report Being Distributed

ALBANY—The annual report of the Civil Service Employees Assn. for the organization’s fiscally year ending September 30, 1969 is now being distributed and will be available to members in each local CSEA chapter on units.

In other years, according to a CSEA spokesman, initial distribution of the financial statement will be made to chapters throughout the State in limited quantities based on their membership.

A reserve supply will be maintained at CSEA headquarters in Albany from which additional copies will be available to members or groups of members upon request.

Summary Of Fact Finder Response To Council 82

A summary on the responses of a fact-finding panel to requests made by Council 82, American Federation of State, County, and Municipal Employees for members of the State’s 7,000 security unit employees has been released.

Council 82 called an impasse when negotiations with the State administration failed to get any appreciable gains for security unit workers. The fact-finding committee basically recommended these employees get the higher benefits won by the Civil Service Employees Assn. for the 120,000 members they represent in four other bargaining units.

Council 82’s requests and the fact-finders recommendations appear on Page 16 of this issue.

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Bridging The Gap

One of the problems that trouble policemen most deeply today is the gap that has opened between them and the community. Not so long ago, a policeman was generally looked on as a friend to all citizens, young and old, and perhaps even as a valuable community resource. In his desire to assume great risks, the average patrolman has not changed much through the years, but the relationship between him and the civilian community has changed; it has lost much of its former warmth. Many of the good people in the community feel less friendly than they used to, and the policeman working among them feels the difference keenly.

The reasons for this difference are complex. Many of them are connected with profound changes in the world around us, changes that have nothing to do with the police officer and that are beyond his control or influence. But part of the reason lies in police activities as they have been reported in the news media in recent years. As demonstrations and incidents of civil disorder mount, police involvement in such events has necessarily increased, and in recent years police publicity has lessened, more and more, of newspaper and television coverage of riots, disorderly confrontations, and violent protests. It has become too easy for the public to forget the many other acts of service regularly performed by policemen in the course of their daily work.

To assist its members, the Patrolmen’s Benevolent Association is most anxious to bridge that gap, and we have embarked on a wide-ranging program of community relations in order to give today’s citizen a better understanding of who the policeman is and what he does.

The first leg of this program is a major advertising campaign appearing in all of the metropolitan daily newspapers and in many weeklies as well. These ads, which began appearing in February and will run every other month, feature actual photographs of policemen at work, performing the kind of service of which the public is generally unaware. The first advertisement, for example, showed a New York City patrolman administering mouth-to-mouth resuscitation to a stricken child. Each of these ads is being reproduced in the form of posters which are widely displayed throughout the City.

For many members of the community, a uniformed policeman is merely an impersonal representative of government, and we think it is important for people to remember that within the uniform is a human being who shares the same needs, interests, and concerns as his fellow citizens.

(Continued on Page 15)
**CSEA Maps Court Action Over Troy Pact Dispute**

**TROY**—The Civil Service Employees Assn. will go to court to force the City of Troy to honor a contract negotiated by CSEA in behalf of City employees.

Troy's new city manager, Ralph DeSanctis, last month arbitrarily increased the work week for nearly 100 employees working in the city's offices, an action which CSEA officials contend violates the past practices clauses of the recently negotiated contract.

CSEA had been willing to discuss the city manager's decision informally with an eye toward arriving at a mutually satisfactory solution, but DeSanctis was "unresponsive," spokesman charged.

**Libel Action Against Leader and CSEA Dropped by SCME**

**ALBANY**—A libel action brought against Theodore C. Wenzl, president of the Civil Service Education and Retirement Association, by John F. Hackett, president of the New York State Employees Council 50, AFT-CIO, and Alfred Wurff, has been dropped and discontinued in favor of CSEA by the Supreme Court of New York State.

The action was initiated from a cartoon printed in The Leader last summer.

**Hawaii Tour Set From Rochester**

For the first time, members of Civil Service Education and Recreation Assn. will be able to join a tour at the Golden West leaving and returning directly to and from Rochester. The dates are July 4 to 10. Tour members will travel via American and Pan American Airlines to Los Angeles, Honolulu, and San Francisco. The itinerary, which is only $459 includes round trip jet fare, hotel rooms, sightseeing, and a special party in Waikiki Beach.

Immediate application should be made to Claude E. Rowell, 64 Langslow St., Rochester, N.Y., 14630. After 5 p.m. telephone (716) 478-5657.

**CSEA To Represent Student Faculty Assn.**

**ALFRED**—An overwhelming majority of employees of the Faculty-Student Assn. at Alfred University last week designated the Civil Service Employees Assn. as their bargaining agent in an election conducted under direction of New York State Labor Relations Board.

Harry Johnson, CSEA field representative, said that 74 employees voted for CSEA while six voted for no representation. There were approximately 111 eligible voters.

CSEA was immediately certificated as the bargaining agent for the bargaining unit for the Faculty-Student Assn. at Alfred University.

**Two CSEA Units Approve Contract for Fulton Aides**

**SYRACUSE**—City employees of nearby Fulton have reached a tentative settlement with the City ending an impasse of several weeks between the City and two Civil Service Employees Assn. units.

The CSEA members last week approved the settlement which provides for raises of 18 cents an hour, or four and a half percent, and possible 20 percent. Heavy equipment operators also will receive an additional 15 cents an hour.

**Nassau Legal Secs. Install New State**

The Nassau County Legal Secretaries Assn., chapter of the National Assn. of Legal Secretaries, has announced that Senator John Dunne, will, for the fifth consecutive year, install the following new officers at their dinner meeting on Wednesday, May 20, at 6:30 p.m., at the Garden City Hotel.

President, Sharon S. Schwertz; vice president, Carlene Godmark; secretary, Alice Roberts; corresponding secretary, Jeanette Golden; treasurer, Edward Drube; record-
Special Discount Program
For All
Civil Service Employees

Exclusive arrangements have been made which enable all Civil Service employees to purchase the following major items at the lowest available prices:

- FURNITURE
  Complete lines of bedroom, living room, dining room and occasional furniture — all at prices that cannot be matched.

- MAJOR APPLIANCES
  All famous brand name color and B & W TV sets, washing machines, dryers, refrigerators, ranges, range cookers, etc., at unbeatable prices.

- AUDIO & HI-FI
  Direct from one of America's largest franchised distributors, new and store-in-store hi-fi equipment at near wholesale prices.

- NEW CARS
  Special car purchase plan includes virtually every make or model car at $100-$125 below factory invoice. Limited to the first 1000.

- CARPETING/TEXTILES
  National brand name carpet and tile at specially negotiated prices from reliable and approved sources.

- MEN'S CLOTHING
  Direct from the manufacturer of high quality men's cloth tailored suits at wholesale prices.

TRAVEL PROGRAM
Special charter and group trips have been arranged at mass savings. Places include Hawaii, Europe, Japan, Australia, New Zealand, and in the entire country consisting of weekends, holidays, and others.

How this program works:
- When you register for a trip covered in this program all you have to do is to call the Consumer Buying Service at the number listed. Ask for Mr. Halpern. Tell him you are a Civil Service employee and that you have registered for a trip covered in this program. The tour operator will then have been arranged up members like yourself so that you can all the benefits of this arrangement. However you are not purchasing as an individual consumer, but at a group discount rate authorized as a group by large organizations of consumers from direct and local governments.

IN ORDER TO VISIT THE SHOWROOMS YOU MUST FIRST OBTAIN A PURCHASE CERTIFICATE.

Call: Consumer Buying Service
New York 868-1830
**State Seeking Personnel**

**Social Work-Oriented Jobs Available In Diverse Areas: Parole, Casework Included**

Choice opportunities to embark on a career oriented to social work, with frequent emphasis on helping youth, can be yours in one of several State titles.

The job offerings, open on a continuous basis, are comprised from among four categories. These embrace such titles as State institution teachers, starting at $8,360; youth parole worker, which starts at $9,065; youth parole worker "B," set to begin at $9,060; and senior and associate narcotic parole officers, each embarking at $11,935 and $14,029 respectively.

Also, caseworker posts are available in various localities about the State, pay contingent on location. The range goes upward to $7,360. Caseworker candidates are eligible to apply for probation officer as well, as both exams will be held at the same time.

In all instances for the aforementioned titles, applications are to be open till further notice and entrants are urged to obtain the notice of examination from the State Dept. of Civil Service. To follow through, visit their regional offices in Albany, Buffalo, Syracuse or New York City, where application forms can be filed.

**Backgrounds Required**

From institution teacher, the State will require a bachelor's degree from an accredited college which must encompass the specified number of semester credits or semester hours in the teaching specialty. A permanent-teaching certificate from the State or New York City, however, is acceptable, too.

Senior institution teacher posts are open at the State Rehabilitation Hospital, Dept. of Health, and School and State Hospitals operated by the Dept. of Mental Hygiene. These titles, which pay somewhat higher, require completion of specialized coursework, described in the job bulletin.

Positions in the youth parole field are for both English-speaking and Spanish-speaking personnel, with a great need for the latter. To qualify, traumas must have had $4.38 per hour level and can reach, after three years of satisfactory service, the maximum hourly wage of $6.30.

Right now, reported Kesler, roughly fifty vacancies must be filled, and anyone who possesses the four years of experience at the journeyman mechanic level in the relevant trade area can file immediately. Asked for is a work background involving the general maintenance and repair of automobiles, trucks or buses —including such items as engines, transmissions and brakes. Related helper experience or trade education will likewise receive credit on the ratio of six months for a year of actual job history.

**Peak Pay — $5.30 An Hr.**

**TA's Bklyn. Offices Host Candidate Screening For Bus Maintenance Titles**

Playing host to the recruitment and screening process for bus maintainers, Group B, is the Brooklyn administrative offices of the Transit Authority, which will continue its campaign until all the vacancies are filled.

Applicants are invited to take advantage of the Monday-through-Saturday filing schedule, extending from 8:30 a.m. to 4:30 p.m. on weekdays and concluding at 12 noon on Saturdays.

At the lobby recruitment booth, job bulletins may be gotten and studied. These point out the pertinent data —Items like requirements, job tasks, advantages, and fringe benefits. The TA office are at 370 Jay St., Bklyn., at the IND subway station.

According to Mort Kesler, a spokesman for the TA recruitment section, salaries begin at $4,38 per hour level and can reach, after three years of satisfactory service, the maximum hourly wage of $6.30.

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**Sr. Street Club Worker Posts**

Filing closes April 30 for positions as senior street club worker with the City of New York. The jobs pay $7,500 per year to start. Minimum requirements are a bachelor's degree plus either one year of experience in group work, case work, counseling in institutions for maladjusted or delinquent youths, or work (Continued on Page 19)
Let Us Bridge The Gap

EDWARD J. KIERNAN, president of the New York City Patrolmen's Benevolent Assn., makes an appeal this week that should receive the sincere attention of every reader of this newspaper. He yearns for a return to those days when policemen were regarded as everyone's friend, not a menace to society which the involvement in these troubled days has produced.

He is not asking too much. In a column on Page 2 of this edition, Kiernan recalls the basic nature of the police, as an upholder of the law and equally important, as a human being with the same hopes, anxieties and ambitions shared by all of us.

Surely, the large body of civil service workers in this State possess enough empathy and understanding of their fellow employees in uniform to lend willing ears and voices to remind the general public that the policeman is very much their friend and neighbor.

Kiernan and the PBA are taking their story to the public with a sensitive and imaginative advertising campaign as well as engaging in a variety of community activities not connected with police work.

They are doing their jobs. Let us help bridge this unhappy gap with our support, too.

Don't Repeat This!

(Continued from Page 1)

Hoberman, who is now 58 and eligible for retirement, has informed Mayor Lindsay that he'd like out and has promised to remain in the department to conduct a search for his successor.

A career civil service employee, Hoberman was appointed to the $37,500 a year post on February 4, 1967. As personnel director and Civil Service Commission chairman his duties included the establishment and direction of all personnel programs for 240,000 City employees and the superintendence of training and safety procedures for an additional 120,000 employees.

Dramatic Innovator

During his three years of service as Director of Personnel, Hoberman has made dramatic innovations in policies and procedures for the department. Among the initiatives he has tried to implement is a major expansion of training and safety procedures for an additional 120,000 employees.

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

Tuesday, April 21
10:30 a.m.—With Mayor Lindsay—Another week of work by the Mayor and guests.

Monday, April 20
9:30 a.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
10:30 a.m. (color)—"Continuing Education: The Performing Arts." Board of Education and community series.
12:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses.
1:30 p.m.—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
2:00 p.m.—Community Report—"Continuing Education: The Performing Arts." Board of Education and community series.
3:00 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Refresher course for nurses.
4:00 p.m.—"Crime Scene Tactics." New York City Police Department training series.
5:00 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Refresher course for nurses.

Wednesday, April 22
9:30 a.m. (color)—Around the Clock—"New York City Police Department training series.
10:30 a.m. (color)—"Crime Scene Tactics." New York City Police Department training series.
12:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses.
1:30 p.m.—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
2:00 p.m.—Community Report—"Continuing Education: The Performing Arts." Board of Education and community series.
3:00 p.m.—(color)—On the Job—"Introduction to the Fireboat." New York City Fire Department training series.
4:00 p.m.—"Crime Scene Tactics." New York City Police Department training series.
5:00 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Refresher course for nurses.

Thursday, April 23
9:30 a.m. (color)—Around the Clock—"New York City Police Department training series.
10:30 a.m. (color)—"Crime Scene Tactics." New York City Police Department training series.
12:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses.
1:30 p.m.—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
2:00 p.m.—Community Report—"Continuing Education: The Performing Arts." Board of Education and community series.
3:00 p.m.—(color)—On the Job—"Introduction to the Fireboat." New York City Fire Department training series.
4:00 p.m.—"Crime Scene Tactics." New York City Police Department training series.
5:00 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Refresher course for nurses.

Friday, April 24
9:30 a.m. (color)—Around the Clock—"New York City Police Department training series.
10:30 a.m. (color)—"Crime Scene Tactics." New York City Police Department training series.
12:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses.
1:30 p.m.—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
2:00 p.m.—Community Report—"Continuing Education: The Performing Arts." Board of Education and community series.
3:00 p.m.—(color)—On the Job—"Introduction to the Fireboat." New York City Fire Department training series.
4:00 p.m.—"Crime Scene Tactics." New York City Police Department training series.
5:00 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Refresher course for nurses.

Throughout the spring and fall, WNYC-AM (1090) will broadcast for four hours daily, Monday through Friday, "A World of Your Own." The program will consist of a variety of entertainment, news, and educational materials aimed at making government and public service more understandable.
It looks beautiful because Volkswagen doesn't build it.
A public utility has openings for cable splicers, installers, framemen, linemen and repairmen. No id jobs exist. Applicants must pass a company test. The pay ranges from $50 to $100 a week. There are several openings for telephone repairmen. The pay is $50 to $120 a week. Also wanted are those who can do small and medium sized jobs. The company will train for those who are interested.

For the New York State Employment Service:

BY BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

The Pay

Latter Posts Start At $9,499

Police Trainee, Also Patrolman

Titles Slated On Coming Exams,

Today Ends Application Period

Applicants interested in making entries for either police trainee or patrolman with the City of New York, both of which have no experience and limited other requirements, had better hurry. Filing period is set to terminate today, April 21, at the 5 p.m. deadline. Numerous eligible men— for the trainee titles, those between 16 and 21, and for the full patrolman post, males up through the age of 30—will have to prove their eligibility on the basis of upcoming exams, written and medical, will result in the successful candidates being selected to undergo probationary training to be comprised of human relations skills, investiga tive techniques, firearms training and also arrest procedures, proper use of firearms, and all the varied situations likely to be encountered on patrol.

Patrolman salary starts at $80 a week, but goes up to $105 after three years. Police trainees, under a new pay negotiated by the Patrolman's Protective Union, will receive $5,000 a year to start, and will be granted increases to $7,600 in an additional four years. Basic requirements are a high school education or equivalent, U.S. citizenship at the time of appointment.

Soniman Exam

A mechanical and physical fitness examination was taken by 1,500 candidates for sanitation man with the City of New York recently.

Diploma & Driver's License

600 Sought For Secret Service;

Age Standard Put At 21 To 29

A plethora of posts—600, to be precise—awaits a corps of young men who qualify for the United States Secret Service, To be specific, those between 16 and 21, and those 21 and over will be certified as probationary patrolmen. After one year of probationary status the latter will become regular patrolmen.

A written test, weighted one hundred percent with a passing of 75 will be given. Candidates who pass this test will be required to take a medical and physical test and a character examination before their appointment.

For further information and applications go to the Application Office of the Department of Personnel, 49 Thomas St., Manhattan.

NEW CERTIFICATIONS

APPLICATIONS INVITED

For each of these positions the latter will become regular patrolmen. After one year of probationary status the latter will become regular patrolmen.

A written test, weighted one hundred percent with a passing of 75 will be given. Candidates who pass this test will be required to take a medical and physical test and a character examination before their appointment.

For further information and applications go to the Application Office of the Department of Personnel, 49 Thomas St., Manhattan.
Weeklong Walk-In Exams Kept To Spur Recruiting for Federal Agency Typists

Vigorous recruiting is being waged to add more typists to the roster of various Federal agencies in New York City. The means to achieve this goal, moreover, is a series of walk-in tests administered week-long, include Saturdays, which result in rapid hiring. Salaries below have been increased by six percent.

In addition to the tremendous void in typist staff, a significant number of stenographers are likewise being sought. Testing, while differing with the job being pursued, is also conducted with the same frequency. Most openings are situated in Manhattan, many adjacent to the City Hall.

Testing occurs Mondays through Fridays on a 9 to 3 regimen. Saturdays, also on a walk-in basis requiring no prior appointment, result in rapid hiring. Salaries likewise being sought. Testing, below have been increased by 10 percent to achieve this goal, moreover, is a series of walk-in tests administered week-long, include Saturdays, which has tentatively scheduled for May 16, and it will include questions on writing English, arithmetic problems, and understanding written instructions and safety regulations.

For further information call the Federal Job Information Center at 264-9142.

Porter Positions Deadline Today

Many entrants are expected to file and best today’s deadline—April 21—for the City porter positions now open. These jobs require no special training or background, and the place to file is the Dept. of Personnel, 49 Thomas St., near City Hall in Manhattan. Offices doors shut down at 5 a.m.

There are no formal educational or experience requirements for the $3.58 to $3.68 per hour positions. This series has been tentatively scheduled for May 16, and it will include questions on written English, arithmetic problems, and understanding written instructions and safety regulations.

railroad porters clean, sweep and wash subway and elevated stations, relieve railroad clerks when necessary, and perform related duties.

The Department of Personnel reports that vacancies exist in all boroughs.

Television

(Continued from Page 6) fresher course for nurses.

4:00 p.m. (color)—Around the Clock—New York City Police Department training series.

7:00 p.m. (color)—Around the Clock—Crime Scene Tacticians. New York City Police Department training series.

7:30 p.m. (color)—On the Job—New York City Fire Department training series.

Friday, May 1

9:30 p.m. (color)—Around the Clock—New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—New York City Police Department training series.

4:00 p.m. (color)—Around the Clock—New York City Police Department training series.

7:00 p.m.—Registered Nurse—"The Nurse of the Future." Lesson 8.

Saturday, May 2

5:00 p.m.—Registered Nurse—"The Nurse of the Future." Lesson 8.

7:30 p.m. (color)—On the Job—New York City Fire Department training series.
**Nine Titles Open**

Federal Traineeships, No Education, Experience

When one sees bold print headlines in a labor paper proclaiming that "Police and Fire Strike Seen Possible . . . ," it makes this writer somewhat sick to the stomach because in a clique New York, police, firemen and teachers all too frequently take discovering credit for possessing the "Greatest Fire Department in the World," thereby forcing the City Administration a profound obligation to keep that Fire Department something great playing with its members.

There is an old saying which one hears frequently nowadays, to the effect that one never appreciates the things he has until he loses them. Five or six years ago who among us would have ever dreamed that firefighters would be forced to spend thousands and thousands of dollars to prepare and present demonstrations of their work in order to have money and working conditions?

If anyone had told me ten years ago that the word "strike" would so much as enter the head of a firefighter, I would have thought they were talking nothing but a load of hooey. Any average firefighter is a very honest and trusting man. When you are dealing with other people's property, there is a large part of your job includes human compassion for people in trouble, you blow your heart and trusting. The two go together like corned beef and cabbage.

Inasmuch as the officer leads his people, he is an old saying which would seem that Father Knick, upon what has already be awarded to them, is getting to be a very, very, very important thing now but it seems to be a big one.

From where I'm sitting, it would seem that Father Knick is as likely to fail as a 90-year-old man. This trusting breed— the Fire Officer—has been telegraphed and has been fully long time now but it seems obvious that neither he has the strength to hold on to the job nor the time to accept the message nor the will to defend him. A defective old man. Father, you Knick, must have various valins in your saliva, but, breaking faith with your de- served vants and believe me to real, this is the pit of a hell of a lot of money and I do not know that I would be there. Not many more angry . . . and for men who were formerly prison guards, to be a contract as they have many times in the past.

From Knocks, the jaws are set and putting from that very special breed whose members have the responsibility in order to fulfill this contract with ME, THAT heads trouble! Soooh, how about reading the message . . . as the man from Dial Seat says . . . "you'll be glad you did!"

**Clinic Or Lab Setting**

Health Career Occupations Offered In State Service — Experience Levels Differ

In excess of a dozen different health career occupations are currently available within State service, discloses the Dept. of Civil Service in inviting prospective applicants to investigate the various opportunities open for continuous filing.

While some specify college degrees and/or specialized background to be acceptable, these titles indicate only limited schooling and little or no experience are ample to qualify for the positions.

For further information and application form let you select your preferential areas. Among locales listed in Brooklyn, for example, the Port Hamilton military post, VA Hospital at 500 Poly Place, Brooklyn, and the areas of

**Westchester Needs**

Healing Mechanics

Westchester County will accept applications through Fri., April 24, 1970, for jobs as Manager and Office Manager Vacancies of Public Works.

Candidates must be high school graduates with four years of experience in the field of factory inspection, oiler, steamfitter or electrician, two of which must have been concerned with the operation of low-pressure oil or coal fired furnaces.

For further information and application contact the Westchester County Personnel Office, County Office Building, White Plains.

**New Director**

ALBANY—Mrs. Mildred B. Shapiro of Albany is the new director of the State Health Department's Bureau of Economic Analysis. She has been employed by the State since 1956. Among her honors, a member of Phi Beta Kappa.

**Recessions**

ALBANY—Nine employees of the State Labor Department have retired. They are:

Benjamin Goldman, senior industrial investigator; John R. Dayer, factory inspector; Eugene W. Brown, associate industrial investigator; Eugene C. McCaffrey, construction inspector; Leonard M. Arnaud, senior clerk.

**Food Service Worker**

Assist in the preparation of food and serving of meals.

**Animal Caretakers**

Takes on the care of animals that are to be used in scientific research, feed, and exercise the animals.

**Commercial Appeals**

ALBANY—Phyllis Mackin has received a non-commutative promotion as supervisor of commercial accounts in the State Commerce Department.

**How Do You Apply?**

Request the application form and availability form NY-LAB-228 from the Federal Job Information Center/Interagency Board of C.S. Examiners, care of the Federal Bldg., 26 Federal Plaza, New York 10907. You may also obtain these forms from the main branch post office or in any of the New York City. Bear in mind that only one of the positions is one of the positions covered by the announcement.

Note, too, that some jobs will be offered to veterans but not non-veterans; therefore, you must submit Standard Form 15 with your application. It is free. If you are claiming the 10 point veteran preference...

**What Kind Of Jobs?**

Now, about the jobs—here are some examples of the work you may do:

- **CLERK**: File papers, type, operate a key punch machine and operate a reproducing machine.
- **LABORER**: Carry, load and unload materials, clean tools, operate heavy objects, sweep and dust.
- **WAREHOUSEMAN**: Receive and issue stock ship supplies and equipment.
- **PRINTING PLANT WORKER**: Handle printing paper, etc. These jobs may also operate various kinds of printing and reproducing machines.
- **GROUND MAINTENANCE WORKERS**: Responsible for the care of roads and grounds, mix cement, water, cut and plant grass.
- **LAVATORY WORKERS**: Take care of animals that are to be used in scientific research, feed, exercise the animals.
- **FOOD SERVICE WORKER**: Assist in the preparation of food and serving of meals.
- **ANIMAL CARETAKERS**: Takes on the care of animals that are to be used in scientific research, feed, exercise the animals.
- **COMMERCIAL APPEALS**: Analyze the marketplace, work on the sale of products, prepare market reports, etc.

**Commerce Department**

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**Commercial Appeals**

ALBANY—Phyllis Mackin has received a non-commutative promotion as supervisor of commercial accounts in the State Commerce Department.
The American Revolution made clear the weakness of the militia system for unified defense. The Continental Congress authorized a regular force, but did not compel recruitment; it could demand more than recommend to the colonies that they organize for common defense with large cash bounties, enlistments for the regular force were unfruitful. Mexico, Washington's constant calls for troops were meagerly answered. Colonial militia laws provided only for local defense and did not require service outside the colony. Each colony was jealous of its right to influence. The dependence on an obligation to serve a common, collective defense was slow to germinate. The Revolutionary War should have taught:

- The only effective troops are those available for the war's duration.
- Voluntary enlistments won't supply troops in adequate numbers, and state militias, with their lack of federal control, are unsatisfactory for national defense.

Old Blunders Recur

These lessons were not learned. In 1812, the U.S. had the same military policy handicaps and committed the same blunders that prolonged the Revolutionary War. Congress authorized an adequate regular army but failed to provide enough forces for recruitment. The volunteer system failed. In 1847, the war with Mexico did not pull enough strength on the growing Nation's manpower to bring up seriously the question of conscription. The war proved short-term volunteers were not effective for such a campaign as General Scott led into Mexico. Nor was Mexico City, 40 percent of his men had to be sent home because their enlistment periods were not long enough. The General sat down to wait for reinforcements, while Santa Anna's army, badly beaten and dispersed, found time to recover. Again a war was prolonged for lack of a trained army.

At the Civil War's outbreak, the States had their militias and the Federal Government a deficiency of 16,000 troops mostly on the frontier. Congress was not in session and was not called in its next three months.

The only step taken toward mobilization in the North in that period was a call for 75,000 volunteers to serve three months. This was not enough time to adequately train these men and prepare them for battle.

Both South and North adopted conscription. Both botched it. The Confederacy tackled conscription one year earlier than the Union and gained a distinct advantage by raising armies pledged to longer service. The Civil War crept on in both sides—substitutions for service, bounties, and large-scale group exemptions.

The North left the draft to the operation of the military, States and local communities were not given general supervision and responsibility in its execution. The democratic principle of selection of men by their neighbors, which has contributed largely to the success of our modern draft, was completely ignored. This proved a serious defect.
U.S. Service News Items

Post Office Academies Will Train Dropouts: Educate P.O. Workers

Job opportunities for disadvantaged youths between the ages of 16 and 21 will be offered by the Post Office through the establishment of postal academies in major cities across the nation, on which to be created in Newark, N.J.

The academies will focus their remedial education and job preparation factors. The program will also supply educational help to postal employees who have been unable to qualify for advancement to clerk and carrier positions.

Local volunteer postal people, familiar with inner-city conditions, will recruit and train the disadvantaged youths on full-time basis in store-front academies.

Those enrolled as students in the postal academies will work - dropouts without employment as well as underemployed young men and women now working at low-level chores in postal installations.

Manpower Potential

"The Post Office Department has great potential in manpower, talent and structure to open new doors to the urban unemployed, especially America who have dropped out of school," Blount said. "No other institution is so well situated and organized to do this job.

Among the Post Office's strongest assets is the fact that it is a multiple business establishment in every city in the nation; employees walk every street, knocking on every door; many employees are known, trusted and respected by most individuals in or out of the ghetto; and employees walk daily in and out of every business establishment where employment opportunities exist, according to Blount.

The postal academies will teach basic skills and courses, the same way people providing students with money-winning opportunities at nearby postal installations.

Upon completing basic courses, students can go to work at better jobs in post offices, can be placed in business and industry, or can continue their education further.

Under the six-city pilot program, the new postal academies will have graduated and trained 2,100 dropouts by the end of fiscal year 1971. During this time, there will be a process of training 720 lower-level employees for higher paying jobs.

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U.S. Service News Items

[Continued from page 1]

Diverse Titles

Pair Of May Dates Set As Deadlines For State Exams

Deadline time is drawing closer for a diversity of state titles which will receive examinations in June. The two key topics include education and health.

The titles and their present rates of pay, as outlined in the legislation below. Salaries provided are the minimum pay scales which can be increased through increments. Requirements can be learned by consulting the exam notice for the post being sought.

The first group, for which applications will be accepted starting on May 4, state June 6 testing. The titles and unadjusted salary:

Pay has been increased as the result of a contract recently negotiated by the Civil Service Employees Association.

Volunteer Counselors

"The Summer work experience of our Department, when volunteer postal counselors each took part in the way disadvantaged young people, convinced us that our postal people are anxious to help economically disadvantaged youth if they are permitted to do so. Now we are not only going to ask them—we are also going to provide them with the help and facilities that will enable them to do a community job which they have shown they can and want to do," Blount said.

Manpower Expansion

After assessing the results of the six-city pilot program, the Department will consider further extension of the postal academy concept. Such expansion would permit postal academies to train thousands of young people and postal employees annually.

The postal academy program in no way competes with established educational facilities, Blount said. "The thing to remember is that the youngsters we are going to train are those who have dropped out of the normal stream of education—they are living in the streets, largely unknown to anyone without skills to satisfy their needs. The postal academies will give them a chance to work upward, right into the door of the great growth, under the guidance of postal people who are old hands in the ghetto and who can speak the language of the underprivileged."

Youths eligible for the postal academies must meet certain main qualifications: be at least 16 and not over 21 years of age; be recommended by the local mayor or constable of the police to the Department of Civil Service in the city in which they reside; and have parental permission to attend, if under 18.

The postal academies in the six pilot cities will get under way in May.

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BRICK TUDOR 2-FAM. Situated on 60' x 120' parcel of land with a 35 sq. ft. attached garage, modern kit & 2.5 baths. 2nd floor has 4 rooms, full bath. All year around fireplace, full basement. Fully finished 3rd floor.

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This excellent custom-built Cape Cod ranch has 4 bedrooms, huge living room, modern kitchen, all modern, fully insulated, with 12 ft., living room, kitchen, refrigerator, washer, dryer, etc. Low two bedrooms, FHA approved, FHA-VA approved. $27,990. FHA-VA mortgages available.

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Corner Brick

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Houses For Sale - Queens

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contains all on one floor, plus fin. bas., gar, mod. innc. liv.-room. Must see! Very attractive, only $24,970. 3 BR, 3 BA, fin. bas., fin. Driv.

LAURELTON

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BRICK TUDOR 2-FAM.

Situated on 60' x 120' parcel of land with a 35 sq. ft. attached garage, modern kit & 2.5 baths. 2nd floor has 4 rooms, full bath. All year around fireplace, full basement. Fully finished 3rd floor. $22,990.

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**Rochester Hospital Chapter Will Honor Four Retirees At Dinner Party April 30**

*From Leader Correspondent*

ROCHESTER—Four longtime members of the Civil Service Employees Assn. chapter at Rochester State Hospital will be honored April 30 at a retirement party at the Mapledale Party House, 1030 Maple St.

They are Jacob M. Van, a head nurse at Rochester State Hospital for 41 years of service; John Waters, a hospital staff attendant for 44 years of service; Clessie A. Randel, a staff attendant for 24 years, and Clayton Hayes, a staff attendant for 20 years.

All four worked under the supervision of William Roosler, supervising nurse and former president of the Rochester State Hospital CSEA chapter.

Each has belonged to CSEA since joining the hospital staff. Mark served on the hospital chapter's executive committee for many years and was treasurer of the hospital nurse alumni association.

Dr. C. M. Walters, hospital director, will speak at the dinner party, which will begin at 6:30 p.m.

All retirees and present employees of the hospital are invited to the dinner. Tickets can be obtained from Mrs. Helen Hall at the hospital's Orleans Building.

The entire choice is primo rib of beef at $5.25 or bone less breast of chicken $4.50.

Frances Wilkins, dinner chairman, and William Roosler is publicity chairman.

**Fulton Fact-Finder Urges $550 Boost For County R.N.'s**

ALBANY—A fact-finder appointed by the State Public Employment Relations Board in the contract negotiations impasse between the nurses unit of the Fulton County chapter, Civil Service Employees Assn., and the County Board of Supervisors, has recommended a $550 salary increase for the county's registered nurses.

Other employees of Fulton County are in a CSEA bargaining unit covered by a two-year contract which extends through 1970. The nurses are currently working under provisions of this contract.

Additional recommendations made by the PEBR fact-finder include: $2.25 extra per day for current nurses in the evening; $5 per day for lunch during the week, $2 for a weekend, and $125 after twenty years; and an improved salary scale for registrants beginning at $3,000 plus $280 annual increases.

CSEA began negotiating for the nurses with Fulton County last year after PERB fragmented the nurses, who work in the Public Health Nursing Service and in County Infirmary, away from the larger employee unit.

**State Appointments And Promotions**

*From Leader Correspondent*

ALBANY—February was a productive month last week for non-competitive appointments and promotions by the State Civil Service Department. Here is the list:

Robert L. Potter, associate in basic continuing education, Education; George A. Gaspard, chief offset printing machine operator, General Services; William C. Heusinger, director of real property, Transportation; David Clumman, director of special projects, Office of Mental Health; and David A. McGee, director of the Division of Employment Services.

**DINNER GUESTS — Guests at the dinner-dance of the Metropolitan Conference, Civil Service Employees Assn., included, left to right: Irving Flaumenbaum, first vice-president, CSEA:**

Mrs. Pauline Wendel; Randolph Jacobs, president of the conference; Dr. Theodore Wendel, CSEA president; Dorothy MacTavish, CSEA secretary; William Roberts, second vice-president; and Jack Weiss, first vice-president.

**Pact Extended, New Holiday Gained By White Plains Unit**

WHITE PLAINS—A collective bargaining agreement was extended, a holiday added and other benefits agreed upon in the ratification of an agreement on March 30 between the Common Council of the White Plains Unit, Westchester County Chapter, Civil Service Employees Assn.

The collective bargaining agreement was extended to June 30, 1971. A grievance procedure was amended to provide for a terminal step of advisory arbitration by a three-man panel with a neutral member to be chosen by the two parties involved.

Jan. 15, Dr. Martin Luther King's birthday, was added as a paid holiday and present sick leave provisions were modified to allow accumulation of 150 days.

Other benefits gained by the agreement deal with administrative leave, night differential payment, employee benefits, including health insurance, retirement plan and unused sick leave.

**CSEA Chapter Constitutions Must Follow New Amendment**

ALBANY—The Board of Directors of the Civil Service Employees Assn. has taken official action to place two mandated provisions dealing with chapter officers in the constitutions of all CSEA chapters.

CSEA Executive Director Joseph D. Locher sent out copies of the new provisions to all chapter presidents last week. Each chapter constitution must be amended accordingly.

The two provisions are:

**ARTICLE IV, SECTION 6 (MANDATED)** "Any member of a competing labor association (for the purposes of this article a competing labor association or union shall be defined to mean any organization seeking recognition or certification for purposes of collective bargaining, CSEA, (to the Taylor Law) or union shall not be permitted to be an officer in the chapter, unit or conference. Any officer who is duly elected while not a member of a competing labor association or union, upon joining such a labor organization or union shall forfeit his office in the chapter, unit or conference, in accordance with Article IV, Section 3 of the Model Constitution. If a former union member seeks office he must have removed himself from the competing union by at least one year."

**ARTICLE IV, SECTION 7 (MANDATED)** "Any officer, delegate or member of any elected committee, for reasons deemed good and sufficient, by 2/3 vote of the Chapter Executive Council or Board of Directors, may be suspended by said Council or Board pending hearing for removal from office and, all records relating to the business of the Association, or chapter in possession of, or under control of such person suspended, shall be immediately surrendered to the Council or Board pending such hearing. Prompt written notification of the suspension or removal of any officer, delegate or member of a committee shall be given to the Executive Director of the Association and to all employees and/or organizations having any business with the unit affected."
For that reason we have formed the PBA Bluecoats, a base-out the City. In the two years the team has been operative, on their own time, these men play a long season of evening and weekend baseball against neighborhood teams through policemen and civilians to meet each other on a very human level. The fellowship engendered by sports is going far toward the development of a pool of good will which is essential to the peaceful solution of New York's problems.

Finally, the PBA and the City are preparing a jointly-sponsored campaign to further these goals.

As the PBA program expands, we hope that other City agencies will join in this necessary effort to explore new levels of understanding and communication between policemen and the citizens they serve.
CSEA Wins Fight To Upgrade Education Professional Aides

Fact-Finders Response
On Council 82 Impasse

CSEA BAHAMA BONANZA

Featuring 8 days at the fabulous Kings Inn Hotel with FREE Golf, rooms with 'State-side' TV, deluxe breakfast and dinner. Departures from New York, July 6 and Aug. 24—price, including air fare, $199. From Albany July 27—$213. From Buffalo Aug. 10—$219.

For New York trips write Samuel Emmett, 1040 East 28th St., Brooklyn, N.Y. 11210. For Albany area, write Noni Kapner, Box 275, West Sandlaker N.Y., 12196. For Buffalo area write Mrs. Mary Gormley 1883 Seneca Ave., Buffalo, N.Y.

Puerto Rico Fiesta Trips

At the beautiful Condado Beach Hotel in San Juan, Eight days, seven nights. Only $189.


August 3 trip is $173 and Aug. 31, $195. For either of these two dates, write Mr. Emmett. (See above.)

Those Extra Specials

Around-the-World, Only $1,848 complete and only eight seats left. Visiting London, Tel Aviv, Jerusalem, Bombay, India, Hong Kong, Japan—Including Expo 70—Holland and San Francisco. Write Mr. Emmett.

Summer Holidays In Great Britain, All inclusive, 22-day tours for only $638. Flight only, just $212. Leaves July 13, July 27, or Aug. 17. Write Mr. Emmett.

Grand European Tours, 22 days leaving July 6, July 20 and August 10, visiting Holland, Germany, Switzerland, Italy, France and Belgium. Only $638. Air fare only, to and from Holland, only $217. For July dates write Miss Gulli Theen, P.O. Box 772, New York, N.Y., 10036. For August tour write Mr. Jacobs. (See above.)

CSEA Wins Fight To Upgrade Education Professional Aides

(Continued from Page 1) a letter to Mrs. Erna Poston, commission president, protesting the unnecessary delay. The matter was brought to the attention of Governor Rockefeller. The commission promptly responded with the appointment just two weeks later.

CSEA's appeals had cited the enormous work load carried by education professionals in the Department and the large percentage of vacancies, particularly in the associate and assistant ranks, which make up a large percentage of Department professional employees.

Extensive comparisons of Department salaries with those of local school systems throughout the State made CSEA reach the "inescapable conclusion," a spokesman said, that the two grade reallocations were essential if the Department were to recruit and retain qualified personnel for these positions.

Maloney's Reaction

CSEA Education chapter president Daniel J. Maloney hailed the decision by the Civil Service Commission as "a long-needed dedicated professional education people in the Education Department."

Maloney also praised Richard H. Pilla, head of the chapter's professional committee, for his efforts, and Robert Carruthers, member of CSEA's Board of Directors and former chapter president, who helped initiate the appeal.

A full list of the 193 titles affected by the reallocations will be printed in The Leader as soon as it is available.

Scandinavian Tour

Now Open—Only $896

A 17-day tour to Scandinavia is now available for bookings by members of Civil Service Education Professionals Association. Dates are July 23 to August 7 and the tour will visit Denmark, Sweden and Norway.

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Safety Chairman

ALBANY—State Senator Ed- ward J. Speno has been appoint- ed chairman of the National Motor Vehicle Safety Advisory Council. The announcement came from U.S Secretary of Transpor- tation John A. Volpe.

Welfare Fund

Annuity Fund

Death

Elimination of Provisional, Sea-

tions, while local governments

would be able to continue to

certify employee organizations representing court employees.

Under the conference's pro-

posals, a bargaining unit of State-employed court employees would continue to be represent-

ed by CSEA only in fiscal mat-

ters, and represented by one em-

ployee organization, which

would negotiate directly with the Legislative Board of the Conference on non-fiscal mat-

ters exclusively.

"We are anxious to see these new rules implemented, espe-

cially those covering non-fiscal matters, so that we can peti-

tion for recognition and begin negotiating a new grievance pro-

cedure, conditions affecting the health and safety of the em-

ployees, work assignments and schedules, time and leave rules and other improvements," the CSEA spokesman said.

The review board proposed by the Conference would consist of five members, three public members who have no ties with the Conference, one member representing the Administrative Board and another representing the court employees. Its func-

tion would be similar to that of the State PBRB, except in such areas as representation disputes and arbitration in im-

passe.

The Conference also pro-

posed repealing certain sections of the Administrative Board's rules concerning grievances, sub-

stituting a new grievance procedure which would make the employment relations re-

view board the final step in the grievance. The Board's de-

termination would also be final, while the conference board, on which CSEA will present its recom-

mendations for additions and changes to the Conference's pro-

posals, will be held at 10 a.m., May 11, in the Civil Court of the City of New York, 111 Cen-

tre St., New York, Room 928.

New York Hawaii Trip Now Open

Bookings are now open for a two-week tour to the Golden West, leaving New York City July 18 and returning there on August 1. The tour price of $459 includes round trip jet transportation, visits to Hawaii, San Francisco and Las Vegas, hotel rooms and sightseeing.

Immediate application may be made by writing immediately to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, N.Y., telephone (315) 279-8633. Update, write to John J. Hennessey, 276 Moore Ave., Kenmore, N.Y., telephone (716) 272-8966.