CSEA's Upgrading Appeal
For Correction Officers
Now Pending Before State

ALBANY — The Civil Service Employees Assn. is awaiting action by the Div. of Classification and Compensation on a pending appeal which, if granted, would upgrade State-employe correction officers from their present salary grade 12 to salary grade 14.

The appeal, said a CSEA spokesman, is one of a series of upgrading appeals filed on behalf of the correction officers by CSEA officers.

“In 1953,” he said, “correction officers got their last reallocation, from grade 11 to grade 12, based on a CSEA appeal. At the time, CSEA had asked for a higher salary grade and strongly recognized the one grade jump as being grossly inadequate.

“Too much time has elapsed since that last reallocation, and it is time for the State to alleviate this intolerable situation by granting CSEA’s request as soon as possible. Conclusive evidence has been submitted— it is time for positive action.”

CSEA based its most recent appeal on the changes in correction officers duties and responsibilities during the last few years and on unfavorable salary comparisons with correction officers doing similar jobs in New York City.

“The increased responsibility of correction officers in rehabilitating prison inmates and preparing them to face the outside world as law-abiding, useful citizens merits an increase by itself,” the spokesman said.

However, he stressed, CSEA has presented other proof to the Div. of Classification and Compensation detailing the pay of correction officers employed by New York City, which shows that they are far in the lead salary-wise of State-employed correction officers.

“We are getting a little impatient with the waiting,” said the (Continued on Page 16)

Mediator Calls Time Clock Negotiable Benefit: Ruling
In Favor Of Niagara Chap.

Elimination of the use of time clocks, beginning with the next pay period, has been recommended to the Niagara County government by Paul T. Mullen, Public Employment Relations Board mediator.

The Niagara chapter has petitioned PERB for a mediator in the dispute between the chapter and Mt. View Hospital (a Niagara County hospital) over time clocks. It was the chapter’s stand that the director of the hospital, with no regard for the existing contract, unilaterally installed time clocks at the hospital.

Attempts by the chapter, under the direction of president William M. Doyle, to oust the time clocks as a violation of the contract were rebuffed by the hospital director and by the personnel committee of the Niagara County Legislature.

The mediator gave full recognition to the attendance and compensation rules in which it stated that “County employees do not punch a time clock.” This, the mediator ruled, was a benefit, and to remove an employee benefit in an arbitrary manner does an injustice to the basic concept of the Taylor Law: “to negotiate through collective bargaining.” Further, he stated that this action was a bargaining right rather than a right of management.

Attorney Peter B. Cook represented the chapter in the absence of Robert Nice, Civil Service Employees Assn. attorney who is convalescing from an auto accident.

A second PERB hearing was conducted the same night, also by Paul T. Mullen, mediator, in a matter of grievance concerning the Niagara County Water Inter.

(Continued on Page 16)

Don’t
RepeatThis!

Active Citizens

Community Interest Keen Among State’s Public Employees

The argument that “the taxpayers can’t afford it” has been given by negotiators many times in attempting to reduce demands by public employees in contract negotiations.

This argument is invalid for two basic reasons. First, the employees themselves make up 30

(Continued on Page 3)
FROM THE FINEST

By EDWARD J. KIERNAN
(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Just Dying To Be Noticed ANYONE WHO spends time talking to newsmen gets to know something about their problems. One problem that journalists have always faced—and today more than ever—is the way the public asks, "Why do you always print such terrible stories? Why don’t you talk about some of the good things in the world?"

THE ANSWER, when you think about it, is obvious enough. Newspapers are in business to make money; they must give enough. Newspapers are in business to make money; they are not necessarily a part of the community in which they serve. Their service goes far beyond the realm of a 40-hour week.

For example, the Statewide Civil Service Employees Assn. is not only functioning actively in the fight against drug addiction throughout the State. Such community service extends in the various towns and villages includes the donation of both time and money in this fashion.

Another example is a group of policemen in the 24th Precinct— who, last week, sponsored a physical-fitness program, including competitive sports events for which they provided prizes for all participants. Also, members of the New York City Police Officers Assn. on their off-duty time, will shepherd some 11,000 orphans and underprivileged children for an outing in an amusement park next Monday.

Members of the New York City Fire Dep’t, also sponsor ballgames, picnics and other community activities, to amusement parks and the like for children, without the generosity of the public employees, the work of the Fire Dep’t would be impossible.

The City Is At Stake

THE ADDITIONAL monies for the Fire Dep’t in this proposed budget do not make it as a company in a realistic view. Fireboats are only useful when they are needed, of course, and some efficiency expert (or a computer) calculated that they do not make as many runs as a company in a ghetto fire;

by Lt. John E. Kelly
President, Uniformed Fire Officers Assn.
(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

The Fire Officer

The City Is At Stake

IT IS IN the power of the Board of Estimate to correct the errors of the Lindsay Administration in its submission of the 1970-71 expense budget. The appropriation for the Fire Dep’t is insufficient, and nothing less than the health, safety and welfare of the people of New York City is at stake here.

THE ADDITIONAL monies for the Fire Dep’t. in this proposed budget do nothing more than maintain existing programs at their present levels, and in some cases services are reduced. For instance, the proposal to eliminate one fireboat of the seven in the fleet is dangerous folly. Fireboats are only useful when they are needed, of course, and some efficiency expert (or a computer) calculated that they do not make as many runs as a company in a ghetto firehouse. But believe me, when they are needed at the scene of a harbor disaster, there is no other piece of fire apparatus that can do the job of life-saving that these boats can do. These boats are battle ships, every inch of them.

ON PAGES 12 through 14 of the Mayor’s Message on the 1970-71 expense budget, there are charts and graphs that show that total alarms, total fires and malicious false alarms. All have soared in recent years, with no sign that these HR indicators of the workload problem will soon begin to decrease.

(Continued on Page 15)

CIVIL SERVICE LEADER
America’s Leading Weekly
Civil Service Publication
Published Each Tuesday
600 Atlantic Street
Business and Editorial Office: 11th Floor, 600 Atlantic Street, New York, N.Y. 11217
Entered as second-class matter and second-class postage paid, October 13, 1939 at the post office at Stamford, Conn., under the Act of March 3, 1879.
Subs. $5.00 Per Year Individual, 10c

FREE Seat Call

FREE Seat Call

Don’t Repeat This!

(Continued from Page 1)
ALBANY—Civil Service Employees Assn. negotiators, representing 278 State Thruway Authority employees in the Public Employment Relations Board unit, have reached tentative settlement on terms for a new contract for those workers.

The announcement of a 7½ percent p.y.r raise for 1970 and other major benefits was satisfactory at the normal maximum of salary grade;

• A joint labor-management committee to be formed to study hazardous conditions for maintenance employees in certain areas; sick leave accumulation increased to 165 days;
• Increase in vacation for employees in more than 20 years of service, and
• A guarantee of the present work for incumbents.

Needs Ratification

The total cost of the salary and benefit package over the two-year period is estimated as approximately $1,300,000.

The contract, which must be ratified by CSEA members in the Thruway Authority Board before it becomes effective, will run till April 1, 1971.

(Continued on Page 16)

State Ed. Professionals Above Grade 20 Gain

Reallocation Thursday

ALBANY—Thursday, June 18, will be a happy day for more than 500 professional employees in the State Education Dept. That is the day that two-grade -across-the-board allocations for the education professionals who are now at grade 20 and above will go into effect.

The reallocations, subject of a long battle spearheaded by the Civil Service Employees Assn., were formally approved by the State Budget Div. last week after a previous recommendation by the Civil Service Commission in April.

CSEA officials said that during the Association's long fight to get the reallocations, which began in the fall, 1969, the process had gained support from

Education Commissioner


The Employees Association had been turned down on the reallocation request in June, 1969, by the Div. of Classification and Compensation. CSEA, working with its Education Dept. chapter, then headed by Robert Carpenter, and the chapter's special professional committee, chaired by Richard H. Fila, then appealed the rejection to the Civil Service Commission.

When the appeals followed, culminating in the Civil Service Commission's recommendation of the additional two salary grades in late April, 1970.

Some 193 professional education employees, it was estimated, a CSEA spokesmen said.

CSEA's appeals had cited the countless work load carried by the department's professionals along with the large percentage of job vacancies, particularly in the lower salary grades.

Extensive comparisons of department salaries with those of local school systems throughout the State made CSEA reach the "inescapable conclusion," the spokesmen added, that reallocations were essential if the department were to recruit and retain qualified personnel for positions.

Cost for the reallocations is expected to be about $775,000 a year, a contribution of State and Federal funds.
Albany Meeting Called

ALBANY—A luncheon meeting has been planned for June 27 by the Special Committee to Study Union Activities in Public Service, Civil Service Employees Asso, according to Irving Plau, committee chairman.

The 11-member panel will start the session at 11 a.m. at the Thruway Hyatt House, 1375 Washington Ave., Albany. Plau mensthat agenda items to be mailed to Joseph Del-

in care of OREA Headquar-

ters.

Suffolk Assessor Jobs

Up through June 17, the cut- off point, potential candidates for the posts of assessor and assessor-assistant may file with the Suffolk County Civil Serv-

ice Dept. Yearly wage rates start at $8,500 and $7,000 re-
spectively and all candidates, not restricted to Suffolk resi-

dents, must be high school

grads.

Jobs In Private

Industry Are Open

Background in building construc-

tion or real estate—six years for the senior title—

Jobs for men and women from 17 to 60, ranging from

mergers, vault attendants, clerks of all kinds, typists, book-

keepers, tellers trainees, guards, secretaries, stenos, book-keepers, refrigeration engineers, are of-

ferred by Bankers Trust Com-

pany, one of the country's larg-

est and most progressive banks.

It is engaged in an extensive

recruitment program. The bank has 11,000 employees in New

York City and thus provides opportunities for advancement.

It conducts a 7-week training

course in St. Albans Naval Hos-
nery, and experience to the asso-

ciate psychology.

This supervision is necessary to

prepare the student for the new

psychologist title, paying

from $12,585 to $15,110. Job

Bulletin No. 20-198 explains the

rule that these appointments: "You

would work under the close

supervision of a highly trained

and experienced professional

psychologist. It can also result in

the many vacancies.

Map Drive For Planners

Charting a recruitment drive to

add to the roster of urban planners, the State Civil Serv-

ice Dept. asked all interested

parties to acquire Job Bulletin

No. 20-188 to learn more about

opportunities in the field. For

the post of associate urban plan-

ner, Dept. of Transportation, the

explains the bulletin, those hired

will handle "the analysis of land

use and population data re-

quired in the transportation planning process." Comparable

opportunities exist in the Div. of

Housing and Community Re-

newal.

Associate Psychologists

Needed by N.Y. State

The State is delving into the

arena of psychology to attract

professionals with relevant train-

ing and experience to the asso-

ciates level in the SLA.

SLA Salutes Pair

A dinner was held on June

15 for Jacob Conglio, who is

retiring after 35 years of service

with the State Liquor Authority

and the New York City Alcoholic

Beverage Control Board as senior

investigator and supervising in-

tigator. "We will miss his

savvy and impermeability under

varied circumstances," said a

co-worker in the SLA.

Also, on June 18, a dinner was

given for Paul Roane, at the Con
tinental Cafe. He is retiring after

25 years of service in various uni-

ties of the State Liquor Authority.

More than 250 employees and

friends will participate at the din-

ners.

To Keep Informed,

Follow The Leader.
Step In Time Stops Crime

THERE are three obvious ways to cope with crime inmates. They can be rehabilitated for a useful, law-abiding return to the outside world. Taxpayer's money can be used to keep them penned up. They can be released to repeat their crimes as américan citizens.

All three cost money. But, it seems safe to say, the cheapest way is rehabilitation. In this way, the prisoner benefits, but so do the taxpayers—either collectively or (in the crime game of chance) singly. Even here, though, if you want an improved product, you've got to be willing to pay the price. Remember, we said it was the cheapest way, not for free.

As part of the heavier job duties carried by State correction officers, their responsibilities have increased in that the prison inmates to better prepare them for the return to society. And, the simple inequity of income between that of the State correction officers and that of New York City correction officers who perform similar duties to Grade 14.

Intended, because jails are no laughing matter.

Because of the beautiful people are reported to hang out) and across the street from Union Square (where soap boxes are such well-known political figures as New York Mayor John Lindsay, among others. The Report—Leader reminds the Division of Classification and Compensation agreed to a reallocation from the New York City Police Department.

So respected is the group that among the friends were Frank E. Smith holds interviews between City officials and visiting newsmen.

FROM THE BOTH educational and the public relations viewpoints, the squawks seemed more justifiable. THE NAVY AND the American public, the Department of the Navy had to care for the past five years from one end of the City to the other.

AND WHY DID last month's election in Manhattan draw about the same percentage or less? CIVIL SERVANTS who have a big stake in the City's budget have a right to arch their eyebrows and wonder. WAS THE DEMAND for community control of the public schools genuine? OF WAS IT a power grab by small but highly organized groups, capable of turning out tiny but totally effective voting blocs?
**Saratoga Picnic**

BAYAN—The State Labor

ployees will be headed for Or-

enda Island at the Saratoga

state Park June 17 for the an-

nual office picnic. August Don-

na, chief auditor, reports that
tickets are only $3.

---

**Your Volkswagen dealer proudly presents used cars that aren’t “just like new”**

There are enough guys pushing “just like new” used cars these days.

So it should be refreshing to learn that we’re pushing something a little different. Used cars without the fast talk. Used cars with nothing but a written guarantee to speak for them.

And it says a lot. Because all the major working parts are covered 100%. We guarantee to repair or replace the engine, transmission, rear axle, front axle assemblies, brake system, electrical system, for 30 days or 1000 miles, whichever comes first, for absolutely nothing.

We’ve already fixed what needed fixing during the inspection our trade-ins have to pass to get the guarantee in the first place.

So we can afford to be sure of our used cars. They’re more like new than one of those “just like new” jobs.
City To Call Candidates For 336 Various Titles During The Coming Year

<table>
<thead>
<tr>
<th>Title of Position</th>
<th>No. Sought</th>
<th>Filing Date</th>
<th>Exam Title</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>P Air pollution lab. maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Air pollution lab. maint.</td>
<td></td>
</tr>
<tr>
<td>P Asst signal circuit engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal circuit engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal circuit maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal circuit maint.</td>
<td></td>
</tr>
<tr>
<td>P Auto signal engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Auto signal engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Bus signal engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Bus signal engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
<tr>
<td>P Civil engineer</td>
<td>30</td>
<td>01-23-71</td>
<td>P Civil engineer</td>
<td></td>
</tr>
<tr>
<td>P Asst signal maint.</td>
<td>30</td>
<td>01-23-71</td>
<td>P Asst signal maint.</td>
<td></td>
</tr>
</tbody>
</table>
Continuous Flow of Applications Permitted For 50 State Titles — Jobs In Health Field Predominate

A special list compiled by The Leader of those State titles where entries are accepted continuously—subject to a deadline—points out a vast need for personnel in the medical and health-related fields.

Most require some amount of pertinent work experience, but academic and practical training are important considerations also. A few indicate that candidates are to possess professional licenses or, in some cases, be deemed eligible to acquire such a license.

Adding sweetening to incentives are the new pay boosts hammered out between the State and the Civil Service Employees Union, spokesman for State employees in four of the five bargaining units. Terms of the contract will go into effect in the last of April and will be in effect for six percent, to be further hiked in July by another seven percent.

Many fringe accrue to State aides, and these are described together with duties, qualifications, examination requirements, exam content and potential job locations in a bulletin that is available from New York State Employment Service or State Civil Service Department.

Staff Needs Increase

A trio of titles in an office setting is scheduled to continue in the category of "applications continuously," reports the recruiting unit of the State Dept. of Civil Service.

While a wide selection of jobs exists for typing and stenographic personnel, plenty of positions are likewise available to be filled by tab machine operators. Diversity of duties is notable, and the scope of these positions usually correlates to the choice of State agency and its particular field of endeavor.

A preview of responsibilities for the steno title, for instance, include transcribing dictated notes as well as undertaking related secretarial chores. Successful aspirants for this type title may be expected to employ themselves in a small executive office or participating in a secretarial pool setup. The job entails typing of correspondence reports, and mimeographed material used to communicate the status of progress of the agency or subdivision.

Current Spelling Counts

Those who vie for these positions will be tested periodically. Emphasis will be placed on proper spelling and typing speed of 35 words per minute for typists and stenos; additionally, a steno must score 85 words per minute in transcription to pass the exam. Should you be tested in New York City and fail just below the standard for qualifying, you may have the chance to enroll in further training courses at the expense of the State.

Tab operator candidates can qualify by having three months of experience or having completed a tab operator's course. It is required that you are eligible to take a four-part written test, consisting of questions on operations of IBM tabulating machines, clerical arithmetic, and office practices.

About salary levels, they are all set to soar as a result of the new contract for State employees. What this will mean is an old wage scale, but one that will increase by about 14 percent as of April 1971. The first step of this pay increase was retroactive to last April 1.

Stenos and typists currently reap $4,615 to $5,760 per annum, while typists earn the pay of $4,200 to $5,235. Additionally, a special $200 geographically differential is supplied to all appointees working within the New York City metropolitan area.

Information on any of these titles can be ascertained by visiting the State Employment Service at 575 Lexington Avenue, Manhattan, or the State Dept. of Civil Service at 5350 Van Wyck Expressway, Jamaica, Long Beach, NY. They are also available in many large and smaller-size cities. Senior urban planners are continuously hired in this connection, their responsibilities directed toward producing housing schemes to save and refurbish deteriorating neighborhoods.

Or as an associate urban planner, you'll partake in reviewing components of the Work Program for Community Improvement, and making economic and social surveys as a background for urban renewal programs. Required of all applicants is a bachelor's degree. Specialties include:

- Urban or regional planning or political science;
- Public administration or municipal government;
- Sociology, economics or geography.

Or a related field of study

Other qualifications stated are four years of "responsible planning experience for the associate and two years for the senior planner title. Graduate study is deemed an acceptable substitute.

Detailed data on the test content and full job descriptions appear in Exam Notice No. 209. Obtain same at the State Civil Service Center.

Secretary Needed

A licensed school secretary is needed at New Community School 26, in Manhattan, for the term beginning in September. For further information, contact the school at 144-78 E. 128th St., or telephone 427-2122.

To Keep Informed, Follow The Leader.
Here are a few questions that should be answered in comparing programs:

- Are paid-in-full service benefits provided? GHdl provides paid-in-full service benefits regardless of your member's income through over 5,000 Participating dentists.

- Are there waiting periods before benefits apply? GHdl has no waiting periods for any condition at any time.

- Are certain "pre-existing" conditions excluded from coverage completely? GHdl covers pre-existing conditions.

- Are there annual and/or lifetime dollar maximums? GHdl plans have no yearly or lifetime dollar maximums.

- Are commissions payable to salesmen or brokers? GHdl pays no sales or brokerage commissions to anyone at any time.

- Are the premium rates guaranteed for more than one year? GHdl can guarantee rates for up to three years without additional charge.

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!
In an attempt to haul in more applicants as hydraulic engineers, the State Civil Service Dept. pointed out that the current salaries, $13,505 and $11,047 for senior and assistant titles, face a further 14 percent hike. Both posts involve "the preparation of master plans for senior and assistant engineers with the State of New York. Those appointed now earn $8,115 to $7,540 but can count on realizing a 14 percent pay boost effective April 1971. Those hired for hydraulic posts, moreover, "make oral examinations; do oral prophylactic work, and assist a dentist in a dental office or clinic." Only licensure is required, disclosed Job Bulletin No. 20-107, which can be obtained through the various offices of the State Civil Service Dept.

Fertvent Campaign On For Clinic Physicians
The chance to "provide medical services for physically ill patients at a State Institution."

FOR SALE
1968 Mobile Home Detrictor.
12x60, 2 Bedrooms, Complete.
Furnished, A-1 Condition.
516-325-0157.

Fervent Campaign On For Clinic Physicians
The chance to "provide medical services for physically ill patients at a State Institution."

FOR SALE
1968 Mobile Home Detrictor.
12x60, 2 Bedrooms, Complete.
Furnished, A-1 Condition.
516-325-0157.

High Pay In The Works
Dept. pointed out that the current hike. Both posts involve "the preparation of master plans for senior and assistant engineers with the State of New York. Those appointed now earn $8,115 to $7,540 but can count on realizing a 14 percent pay boost effective April 1971. Those hired for hydraulic posts, moreover, "make oral examinations; do oral prophylactic work, and assist a dentist in a dental office or clinic." Only licensure is required, disclosed Job Bulletin No. 20-107, which can be obtained through the various offices of the State Civil Service Dept.

Fertvent Campaign On For Clinic Physicians
The chance to "provide medical services for physically ill patients at a State Institution."

FOR SALE
1968 Mobile Home Detrictor.
12x60, 2 Bedrooms, Complete.
Furnished, A-1 Condition.
516-325-0157.

Fervent Campaign On For Clinic Physicians
The chance to "provide medical services for physically ill patients at a State Institution."

FOR SALE
1968 Mobile Home Detrictor.
12x60, 2 Bedrooms, Complete.
Furnished, A-1 Condition.
516-325-0157.

High Pay In The Works
Dept. pointed out that the current hike. Both posts involve "the preparation of master plans for senior and assistant engineers with the State of New York. Those appointed now earn $8,115 to $7,540 but can count on realizing a 14 percent pay boost effective April 1971. Those hired for hydraulic posts, moreover, "make oral examinations; do oral prophylactic work, and assist a dentist in a dental office or clinic." Only licensure is required, disclosed Job Bulletin No. 20-107, which can be obtained through the various offices of the State Civil Service Dept.

Fertvent Campaign On For Clinic Physicians
The chance to "provide medical services for physically ill patients at a State Institution."

FOR SALE
1968 Mobile Home Detrictor.
12x60, 2 Bedrooms, Complete.
Furnished, A-1 Condition.
516-325-0157.

Fervent Campaign On For Clinic Physicians
The chance to "provide medical services for physically ill patients at a State Institution."

FOR SALE
1968 Mobile Home Detrictor.
12x60, 2 Bedrooms, Complete.
Furnished, A-1 Condition.
516-325-0157.
Questions and Answers on Drugs for Teenagers

The serious problem of narcotics addiction by youth has reached such serious proportions that the Committee of the Civil Service Employees Assn., meeting in convention in Sartoga recently voted to strengthen its education program for both parents and teenagers.

Frank Talomie of Cattaraugus County was appointed to chair a committee to develop the program in the community interest. Paul Kyer, editor of The Leader, has been working with Talomie and, this week, though the cooperation of John Bellinger of The Leader's Narcotic Control Unit of the Department of Health and executive director of the International Narcotic Control Board, a fact sheet for parents and a series of questions and answers for their children on drug abuse.

Future editions of The Leader will carry similar material written by experts in the field—including doctors, pharmacists, sociologists and members of the judiciary.

Drug abuse by young people is reaching epidemic proportions in all parts of our nation, at all social and economic levels.

In some colleges and high schools, more than 50 percent of the students have at least experimented with a drug, often with many different kinds. The problem is fast spreading to junior high schools, and chronic drug use is now being reported even among elementary-school pupils.

In their frantic search for "highs," teenagers and others are trying virtually any chemical substance that can be injected, swallowed, smoked, or sniffed—often with tragic consequences.

As an individual who has long studied drug addiction, I would like to point out that what these youngsters and millions of others who have not yet tried drugs—need most is information. Too often what they hear is distorted, exaggerated, or so plainly a whole story, is nothing more than a street-corner myth and misinformation. It is not only false but also very destructive.

Here I have listed the questions about drug use that I hear most often from young people. The answers are the latest findings of the National Institute of Mental Health and other research agencies.

Is it safe to try drugs once just to see how it feels?

This depends entirely upon the drug and the person—both of which vary in important unknown ways. About 10 percent of students who experiment with drugs become chronic, compulsive users, often to their surprise. Some drugs, such as LSD and methamphetamine, are too powerful to cause harm even with one experimental dosage. The risks of using drugs are too great to be dismissed lightly.

Can I become addicted to "pot"?

Unlike some other drugs, marijuana does not cause addiction—the disruption of your body's chemistry is too subtle to allow the marijuana molecule to become a part of your body. Some users do experience memory difficulties. Growing youngsters need meaningful activities. With the right approach, parents often can help drug users cease their drug use without a feeling responsibility or self-blame. A person present where drugs are being used can be arrested along with the users.

Is amphetamines the same as speed?

We have much yet to learn about the long-range effects of marijuana, but there is no firm evidence now that it may be harmful physically, psychologically, or socially. In fact, research is that, can be used consistently.

Some addicts can impair your physical or emotional health, but it is not a surefire way to improve. LSD does make a person more creative.

Can I get to know myself better through LSD?

With the right approach, parents often can help drug users cease their drug use without a feeling responsibility or self-blame. No expert is saying today that pot should be a medical drug, which is why you hear stories of extreme reactions, and stories of no reactions.

Some medical authorities estimate that once a person has had the LSD experience, the chances are good that he will have valid insights occur with any regularity. The psychedelic world is one of fantasy, and to the average layman it yields no more "truth" about himself than his dreams while sleeping.

What Can Parents Do?

With the right approach, parents often can help drug users cease their drug use without a feeling responsibility or self-blame. Horrible delusions such as "flashbacks" are most common during physical or psychological stress but can also be brought on, unexpectedly, by some common medicines.

Is it true that "speed kills"?

Some authoritative estimates that one you become hooked on "speed" your life expectancy is about five years. Besides the risk of brain damage, amphetamines can cause severe heart problems or even death from a high window.

Can a user "trip" on LSD even without taking it in? (To be continued)

A Parent's Pot Primer

Know enough basic facts about marijuana to talk to your child about it.

As a parent, you're concerned. You read that college, high school, even junior high students smoke marijuana. What about your own son or daughter? Have they tried it? Would they tell you if they were using it? Do you just keep quiet and hope—do you talk?

Your youngsters may joke about grass, tea, joint, roach, heds—words that mean something different to you. They seem to know more about drugs than you—often that's their side of the generation gap. But not all their "facts" may be facts.

Can you talk frankly to your child about pot?

As frankly as about other important matters, with honesty, and without judgment. Communication may be easier to start by discussing marijuana experiences he's heard of from his friends. You won't come across as accusing or angry—It's as risky to assume he doesn't smoke as it is to assume he does. Keep it simple, direct. And make sure your concern for him, and what happens to him, shows.

Who uses pot and why?

More boys than girls. Girls are likelier to try their boyfriends smoke it. A majority of young people have not tried it, and have enough self-assurance to resist trying it. A number have tried once or twice out of boredom or curiosity. Some take a smaller number "turn on" just on weekends. A small percentage become "heads"—their lives centered around marijuana or other drugs, with very little interest in anything else.

What proven facts about marijuana can you tell him?

1. Individuals react very differently to this drug, which is why you hear stories of extreme reactions.

2. Reactions vary according to setting, expectation, pattern of use, and the strength of the marijuana (which varies greatly).

3. Parents should set a good example. The parent who reaches for a tranquilizer to meet every crisis or who drinks heavily to relax is teaching a child to turn to drugs as a way of existence.

4. It is a good idea to inform yourself about marijuana or other drugs, write for free booklets to the National Institute of Mental Health.

Does LSD cause chromosome damage?

Research that may answer this question is still under way. Studies with laboratory animals have shown that chromosome damage may occur three or four times more often in LSD users. In any case, the taking of drugs by young women, especially experimental drugs, is inherently risky.

What can happen during a "bad trip" on LSD?

Almost nothing. The sense of losing control or being "out of this world" is a part of the LSD experience. The LSD experience can recur spontaneously with almost any drug, even with one experimental dosage.

Can marijuana affect my personality?

Yes, and with use it apparently can also contribute to bizarre acts and can cause you to panic and individuals. You may become very passive and apathetic, lose your motivation and interest in activity. People under the influence of marijuana are less important to you, experience memory difficulties.

What should I do at a party where everyone is on drugs and they're trying to get me to take them?

Leave immediately. Most people start on drugs the first time in just such circumstances. Even if you are a teen, you are not in a legal position to give or take drugs. A person present where drugs are being used can be arrested along with the users.

Is marijuana harmful to the body?

We have much yet to learn about the long-range effects of marijuana, but there is no firm evidence now that it may be harmful physically, psychologically, or socially. In fact, research is that, can be used consistently.

Some medical authorities estimate that once a person has had the LSD experience, the chances are good that he will have valid insights occur with any regularity. The psychedelic world is one of fantasy, and to the average layman it yields no more "truth" about himself than his dreams while sleeping.

Why do adults say marijuana leads to stronger drugs?

Almost anything. The sense of losing control or being "out of this world" is a part of the LSD experience. The LSD experience can recur spontaneously with almost any drug, even with one experimental dosage.
have become more aware of the importance of this story, and they are finding ways in which to tell it. An example of this trend, which the Patrolmen's Benevolent Assn. is making every effort to encourage, is the following editorial. It was broadcast over Channel 4 on June 2, and we reprint it in its entirety with the permission of WNBC-TV.

PROBLEMS OF A MINORITY

"CITY HALL has issued a report on one of New York City's most maligned minorities. The group suffers many of the disadvantages of other minorities. They're often required to perform ugly tasks, occasionally assaulted, frequently insulted, constantly denounced. As with other minorities, when one member conducts himself outstandingly, he's hailed as a credit to his group. But people condemn the whole group when one missteps."

"YET, WHEN you have trouble, you're quick to call for help from this minority—policemen. They're the ones who do so much of society's dirty work, jobs we wouldn't think of doing, jobs we wouldn't dare do. And we expect them to do a superhuman job, defying risks and temptations; but they're merely human, hampered by frailties that handicap us all.

"WITHIN THE past week alone, two policemen have been killed, one of them shot to death, the other, stabbed. By a gang. So far this year, the number of policemen killed on duty has reached four. Last year, two lost their lives; the year before, 10."

"THE CITY'S recent report tells us a little about the hazards policemen face daily; 670 policemen were assaulted last year; 23 were shot, 32 were stabbed or cut, 67 were bitten by so-called humans, 317 were punched or kicked, and so on. Altogether, 3,000 policemen were injured. The City's report also notes that of the $2,000 men on the force, 4,200 received recognition for acts described as "beyond the call of duty performed at considerable risk.""

"POLICEMEN don't need to be reminded, but the statistics and report should remind us how dangerous and difficult their job is. It's time that we acknowledge our gratitude to all honest, hardworking policemen, those who do make their shield a badge of pride."

---

**BAVARIAN MANOR**

"Famous for German American Food"

Get Away—Rest & Play NEAR 7 GOLF COURSES Olympic Style Pool—All Athletics and Planned Activities

Sent To North Syracuse
ALBANY—Ronald Donovan of Ithaca has been named the best-finder in the Impasse between the North Syracuse Central School District and the Civil Service Employees Assn. He is an associate professor at the State School of Industrial and Labor Relations at Cornell University.

PERB Presses Reinstatement
ALBANY—The State Public Employment Relations Board has ordered the Otsego County School District to reinstate Herbert K. Stafford as vice principal and to compensate him for loss of wages as a result of the board's action in abolishing his job because of his activities on behalf of an employee organization.

**BEAR MOUNTAIN INCOME TO THE MOUNTAIN**

The $15.00 vacation special for Civil Service Vacationers from now till September 1st.

Spend 3 days in beautiful Bear Mountain Park in the Hessian Lodge located directly behind the main inn.

The cost is $5.00 per day per person—double occupancy -- 3 day minimum stay -- single occupancy is $7.50 per person -- 3 day minimum stay.

These rates are European Plan—meals are extra.

LOOK AT ALL YOU GET FREE: boat, fishing, swimming, zoo, museum, picnic grounds, bikes and trails

Just call (212) LO 2-6600 or (914) 786-2731 and ask for the Reservation Desk.

---

**THE FIRE OFFICER**

(Continued from Page 2)

"We are now seeing the beginnings of a movement to have city officials consider the problems of the Fire Department and the Fireman's Bureau. It is hoped that this will be the beginning of a broader approach to the problem of fire and fire protection in this city."

"THE MAYOR responded by naming a high-level committee, consisting of the Fire Commissioner, his top three lieutenants, and the Mayor's own special assistant, Barry Gottesman.

"WITH ALL due respect to this excellent committee, we think it is in the Board's power right now to order improvements in these vital areas of concern. Recently, the Community Relations Office of the Fire Dept. has been substantially reduced in manpower and effectiveness, and nothing in this 1970-71 budget indicates that the condition will be corrected. This is a vital function of the Fire Dept. and it should be fully funded and fully staffed."

**THE STATLER HILTON**

Buffalo, N.Y.

The largest, most luxurious hotel in the downtown area.

State Employees on State Sponsored Business the convenience of a centrally located downtown hotel only $15.00 plus tax per person per day.

• Free garage parking for registered guests
• Excellent dining rooms and service

---

**BRING THE KIDS!**

Family run fully equipped luxurious camp in the Pocono Mountains, one hour from Gen. Washington Bridge, near the cross camp, recreation hall, tennis. Reataurant.

**CULVER HTS. FAMILY COLONY**

Old Colver Lake Rd., Branchville, N.J. Call (201) 830-3321 or write for brochure.

**MYFLOWER - ROYAL COURT APARTMENTS**

Furnished and unfurnished, and Rooms. Phone HE 4-1994. (Albany).

---

**THE JERRY CLIFF USE**

EAST DURHAM, N.Y. (518) 634-7424

A CHAMPIONSHIP VACATION ON A BUDGET! Pick any fishing, boating, hunting, golf. No membership or initiation fees. No hidden extras.

• HOLLYWOOD STYLE POOL • MOVIES • TENNIS • BASKETBALL • SHUFFLEBOARD • ALL OTHER OUTDOOR ATHLETIC ACTIVITIES.

Our rates INCLUDES 3 HEARTY MEALS A DAY START AT $63 WKLY INCLUDES ALL TAXES AND OTHER DEDUCTIONS. WRITE FOR WEEKLY RATES. Write to Jerry cliff use, East Durham, N.Y.
Correction Officers

(Continued from Page 1)

speakers. “We have a much bigger chance to get the reallocation now than ever have in the past. Most people would agree that the job merits the extra money and CSEA knows that correction officers are counting on us for this much-needed upgrading.”

Thuway Pact

(Continued from Page 1)

contract originally would have expired June 30, 1971, but under the terms of this settlement, the term of the contract is extended until 1972.

Thomas Currie, chairman of the negotiating team for CSEA, praised the fellow members of the team for their long and hard work in reaching an equitable settlement. He also noted that the existing contract was entirely renegotiated.


Negotiators for the Thuway Authority were William E. Tinney, assistant executive director; G. J. Wiley, director; John P. MacArthur, special counsel, and Brendan P. O’Carroll, regional counsel.

Thuway Pact

(Continued from Page 1)

contract originally would have expired June 30, 1971, but under the terms of this settlement, the term of the contract is extended until 1972.

Thomas Currie, chairman of the negotiating team for CSEA, praised the fellow members of the team for their long and hard work in reaching an equitable settlement. He also noted that the existing contract was entirely renegotiated.


Negotiators for the Thuway Authority were William E. Tinney, assistant executive director; G. J. Wiley, director; John P. MacArthur, special counsel, and Brendan P. O’Carroll, regional counsel.