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On Differential Salaries
For Nurses In N. Y City

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“The State nurses have been receiving considerably less in terms of salary than the City nurses for too long a period. This has resulted in poor recruitment and retention of present employees,” the spokesman said.

The State is creating problems for itself by not acting to avoid such situations. It also promotes dissenion and results in needless confrontations. The time has come for the Division of Classification and Compensation to leave its ivory tower and begin thinking realistically about the problems of State employees,” he said.

CSEA called for increases in the geographic differentials as follows:

Staff nurse (all positions)—Increase area geographic differential within the five boroughs of New York from $160 per year to $1.660 per year.

Head nurse (all positions)—Increase area geographic differential within the five boroughs of New York from $450 per year to $1,450 per year.

Superintendent (all positions)—Increase area geographic differential within the five boroughs of New York from $200 per year to $900 per year.

(Continued on Page 8)

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(Continued on Page 8)
(Continued from Page 1) Mayor John V. Lindsay that his administration will fire 500 provisional employees as one phase of a broad slashing of the city's payroll. Other phases of Lindsay Administration programs for balancing the city's budget and reducing the ranks of furloughing jobs vacated for one reason or another by current civil servants are expected to involve a threat of payless paydays.

The Lindsay Administration does not intend to be the first to make the civil service employee the scapegoat for rising costs and to make him the principal victim of reluctance of elected officials to face up realistically to their responsibility to increase revenues so that decent services can be provided to the people. Here is what is happening elsewhere:

3,200 In Cleveland

In Cleveland, Mayor Carl Stokes laid off 3,200 employees, closed the Police Academy and dismissed the current class of cadets. In Detroit, Mayor Roman G. Lobbies dismissed 1,200 employees when city revenues declined sharply as a result of the General Motors strike among other disasters of economic reverses. In Washington, D.C., Walter Washington laid off 1,000 employees.

And in Newark, N.J., and in Pittsburgh, Mayors Kenneth S. Gibson and Peter Flaherty, respectively, have made public the prospective closing of schools and other municipals with revenues running out and falling short of mounting costs. The prospects are equally bleak for the 13,000 employees at the State level, as well as for county employees and those working for other cities and towns. A state-wide conference the week, Gov. Nelson A. Rockefeller met with President Richard M. Nixon at a White House conference the meeting, the Governor disclosed that the State was facing possible revenues from $500 million to $1 billion in order "to hold the line at present levels of activity." Immediately upon return to Albany from Washington, Governor Rockefeller met with the State Board of Regents and discussed with them the need to water their recommendations to add $23 million to the education budget for college and university financing.

Grim Joke

It may indeed be true that the Lindsay hiring freeze, layoff of provisional employees and threats of payless paydays are plays in the bargaining strategy of the City of New York and the Patrons of the Benevolent Assn., Uniformed Firefighters and Correctional Association Workers Unions. If so, it is a grim joke to provisional employees who get a pink slip, to permanent civil service employees who must willfully assume the burdens of departed but not replaced employees, and those who are worried that the threat of payless paydays may materialize some day. If this is a joke, it should be remembered that what has been described as "a staggering" demand by police, firefighting and sanitation workers are not out of line with gains recently won by the unions, construction workers and automobile workers in recent months.

What is manifest is that civil service employees are faced with the Department facing clear signals from unfolding events that civil service employees are threatened by a reversion to extreme cutbacks, compounded by an obligation to subsidize taxpayers, because city officials find it necessary to purchase a civil service workers than to purchase the purchases or to a regulation over mounting tax burdens.

At the 1980's

While history tends to repeat itself, government officials will soon discover that repetition is no longer a significant difference. During the Depression years, when public officials balanced budgets by cutting salaries, firing public employees and increasing their work loads, public employee organizations were in their heyday. Now, the trend to cutbacks is here to stay. These organizations have now achieved a new strength and degree of militantness and a new dimension in the relationship between the public employer and the public employees. This maturity and growth will face their severest challenge in the years and months ahead.

Yule Affair Slated For SUNY Buffalo

BUFFALO—The State University of New York, Civil Service Employees Assn., will sponsor the chapter's annual Christmas dinner and dance Dec. 19 at the Knights of Columbus Kenmore Council, 1530 Kenmore Ave. Co-chairmen are chairman with Mrs. June Boyle, Mrs. Jeanne Schaeffer, Mrs. Shirley Ahrens and Robert Smith on the social committee.

Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.
Oswege Chapter Installs
Fran Miller As President

(From Leader Correspondent)

PULASKI — The Oswego County chapter of the Civil Service Employees Assn. recently held its annual "Harvest Dinner Meeting" and officer installation at the Log Cabin in Pulaski.

The new Oswego officials are: Francis G. Miller, president; Thomas Eiblage, first vice-president; John Squires, second vice-president; Eileen M. Batchelor, third vice-president; Harland Wilkinson, fourth vice-president; Wesley Spelling, fifth vice-president; Elisa G. Harms, secretary, and Frederick Nelson, treasurer.

The new Oswego officers are: Francis G. Miller, president; Thomas Eiblage, first vice-president; John Squires, second vice-president; Eileen M. Batchelor, third vice-president; Harland Wilkinson, fourth vice-president; Wesley Spelling, fifth vice-president; Elisa G. Harms, secretary, and Frederick Nelson, treasurer.

New members of the board of directors are Alic French, Margaret Aquaviva, Andrew Anderson, Miles Beley, James Cook, Veronica Day, Harold Den- nie, Ken Hicks, Durward Marshall, Morris Miles and Carolyn Rogers.

Raymond G. Castle of the State Department of Commerce and formerly fifth vice-president of the Statewide Association served as toastmaster and installed officers. The invocation was given by Eileen M. Batchelor.

Lee Frank, CSEA field representative, spoke on the growth of CSEA since the enactment of the Taylor Law.

CSEA COUNTY DIVISION NEWS

Dutchess Unit Installs Officers

(From Leader Correspondent)

POUGHKEEPSIE — Approximately 250 persons attended the annual installation dinner-dance of the Dutchess County unit, Civil Service Employees Assn., conducted at the Edison Motor Inn here, except Dolan, director of local government affairs for CSEA, served as master of ceremonies. Dr. Theodore Wenzl, State CSEA president, addressed the gathering on the goals and future plans of the Employees Association and installed the unit's new officers.

Those installed to office were Ron Friedman, re-elected president; Scott Daniels, executive vice-president; Mary LaPolt, treasurer; Sandi Decker, corresponding secretary; Barbara Hogan, recording secretary; Kay Christopher, vice-president, and Lawrence Heaton, second vice-president.

RE-ELECTED — Ron Friedman, newly re-elected president of the Dutchess County unit, Civil Service Employees Assn., is shown addressing installation dinner guests. To Friedman's right are Dr. Theodore Wenzl, State CSEA president, and Mrs. Wenzl. At left is Joseph Dolan, CSEA director of local government affairs.

OATH OF OFFICE — State Civil Service Employees president Theodore Wenzl at microphone, is shown installing the 1978-79 officers of the Dutchess County unit.

4,000 Monroe Aides To Receive I D Cards

(From Leader Correspondent)

MINEOLA — The Nassau County chapter of the Civil Service Employees Assn. has filed an improper practice charge with the State Public Employment Relations Board against Franklin Square Public Library in Franklin Square for alleged favoring of an employee and discrimination against CSEA members.

The charge, filed last week by CSEA Field Representative Frank Jaquinto and handled by CSEA Regional Attorney Richard Gaba, states that the library's Board of Trustees awarded Elizabeth Jansen, a clerical employee in the CSEA negotiation for a part of a security system spurred by recent dynamite bombings in Rochester and its suburbs.

Two photographers took the pictures in the County Office Building, County Manager Gordon A. Howe was the first County employee to be photographed.

The photographing will continue through next week.

Fred A. Herman, County personnel and civil service director, said it hasn't been decided yet whether County employees will be required to wear the identification cards on their clothing.

Wearing the cards would increase their value as a security measure, he said. But many County workers would prefer to keep the cards in wallets or purses, producing them only when entering a County building at times other than normal working hours or if challenged by a guard, he added.

The ID cards will bear the employee's name and department, social security number and Howe's signature. In addition to the color photograph. The County Office Building was one of five damaged here in explosions Oct. 12.

FINAl WEEK!

MEMBERSHIP DRIVE

SUPER "S" SIGN-UP

TOP GUEST — Dr. Theodore Wenzl, president of the Civil Service Employees Assn., was guest speaker at a recent "Bosses Night" dinner of the Niagara chapter, CSEA. With Wenzl, left, are: Mrs. Dorothy Hy, chapter secretary and William Doyle, chapter president.

Aldo DiFlorio, Niagara County district attorney; John V. Hogan, Niagara County judge, and William Kellick, family court judge, were among the bosses honored.

William M. Doyle, chapter president, provided at the meeting with Mrs. Dorothy M. Hy, chapter secretary, Mrs. Genevieve Kozera was chairman.
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The going's great when you travel with this brilliant little FM/AM portable. Crisp, clear styling, too, for good looks that match the good sounds.

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Public Employees Association for Cultural Enlagement.

For further information contact Mike Roth, 6 Birchwood Ct., Mineola, N.Y. (516) 594-0335.

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**ALBANY**-The Tax chapter of the Civil Service Employe Assn. in cooperation with the Tax Dept., recently sponsored a flu shot program which affected approximately 1,500 employees. The program will go far toward keeping the employees on the job and avoiding loss of man-hours through illness.

The program was co-sponsored by Anne Buchenbaum and Josephine Prusinski, aided by their committee, Lillian Meyers, Marie Owens, Alice Kimmartin, Louise Pemberton, Flora Cushing, Ralph Spomale and Ellen Green.

The chapter solicited the employe and provided all supplies. The Employees Health Service supplied the services of doctors and nurse as well as the use of nursing stations.

The chapter, as a service, extended the flu shot program to include workers of the Division of the Treasury, Department of Agriculture and Markets, Court of Claims and Environmental Facilities Corp.

**Diverse Routes To Take Described To Aspirants For J r. Fed. Asst. Title**

Different steps have been noted to become a junior federal assistant, an open-continuous title with the U.S. Government. One alternate you allows to qualify if you attained an associate's degree from a community or junior college.

The second choice emphasizes experience. This means, says the bulletin, "two years of progressively responsible experience in the administrative, technical, clerical, or other fields" which pertain to the typical job duties. And what sort of selection do you have?

Some of the requirements include doing accounting, statistics, supply operations, automatic data processing or general administration. The large range of fields also includes areas such as: economics, personnel administration, social work, writing and legal affairs.

Appointment is from among applicants who pass a written test. It is described as "a broad general aptitude test designed to measure ability to learn and adapt to duties of the position" and will take in questions on vocabulary, abstract reasoning, name and number comprehension and simple arithmetic.

Testing is scheduled frequently, usually during November, January, March and May. Applications need to be received one month in advance of the exam date, as specified in the appropriate bulletin, No. 411. You should also make sure to get the application form, 4000-AB, at the local Federal Job Information Center at 23 Federal St., Manhattan. Offices remain open until 6 p.m. every weekday.

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Tues. & Thurs., 5:45 or 7:45 P.M.

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RETURNING VETS GET CHANCE TO ADAPT TO LABOR MARKET

Returning servicemen will be getting a chance to participate in on-the-job and apprenticeship training programs administered locally by the State Division of Employment as they seek to re-integrate themselves to the work world.

Alfred L. Green, the Department's director, called attention to the role of the State Employment Service as an important tool in assisting returning veterans to find jobs that will utilize their best skills.

A veterans employment representative is located in every local Employment Service office to advise veterans about their rights and benefits. Included in the State Employment Service staff, equipped to assist the returning veterans with his job-finding program, are outstations in various State and Federal facilities in New York City and Buffalo.

Recently separated service personnel are also informed of available benefits through a "welcome home" letter which urges them to contact an Employment Service office, should they need help in finding a job. A brochure containing useful information for veterans is included. In addition, Employment Service personnel visit municipal, post offices and educational institutions.

Municipal Mgmt. Post Pays $18M

Starting salary for the successful applicant as chief management assistant is $18,612 currently; as of April, however, another 6 percent will be tagged to that pay check. Top salary now stands at $22,027. Both schooling and extensive experience are demanded for the job.

Your academic credentials should include a bachelor's in one of these: urban management, political science, public or business administration, civil engineering or an allied field. The job involves providing advice to public corporations and districts.

As far as experience, six years is required, to be manager of "a large or medium-sized city or a large city, county or town" or as assistant manager of these subdivisions. Alternate backgrounds accepted: being chief administrator or budget officer of a large municipality. Substitution of college education for three years as a municipal consultant to a large institution, firm or similar organization that concerns itself with municipal planning.

Exam Notice No. 27-080 tells you about the forthcoming oral exam, and may be obtained at any Department of Civil Service office in New York State. It is expected that the exam will be held in June. A brochure containing useful information for veterans is included. In addition, Employment Service personnel visit municipal, post offices and educational institutions.

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Examination expected in Spring 1971

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$178 TO $197.30 PER WEEK $1 YEAR

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Eligible Veterans

Class Rates: $178 $197.30

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Class MEETS: Mondays 5:30 p.m. 7:30 p.m.

Examination has been ordered for

FREXAN

(N.Y.P.D.)

Correction Officer & Trainee

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Examination has been ordered for

SUPERVISING CLERK-STENO

CLASSES MEET IN JAMAICA AND MANHATTAN

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License classes enrollment now open for

Stationary Engineer * Master Electrician

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OFFICE HOURS: Monday to Friday, 9 a.m. to 8 p.m.
Nurses' Differential Pay

SOMETIMES the fair thing to do seems so obvious that it is easy to overlook. We are looking for nurses to come on the job to staff hospitals and nursing homes. We have a better chance of filling the vacancies if we can give nurses some incentive to come to work.

A good incentive is a differential pay for nurses. When one begins to consider the large number of nurses who are needed to care for patients in these facilities, it becomes clear that a differential of $2.50 per hour would be more than offset by the savings in the form of lower insurance costs due to fewer missed workdays.

Yet, although the Civil Service Employees Assn. has been seeking this goal for more than a few months, the State Division of Classification and Compensation was charged this week by CSEA officials with "once again dragging its feet on a most important and justified request."

The justification seems so obvious that it is almost patronizing to even mention any reasons. But just for the record—it costs more to survive in New York City than to live at a reasonable standard in other parts of the State.

In its appeal to the State director of classification and compensation, CSEA cited the competitive salaries of similar titles employed by New York City itself. As such, CSEA has stated, "The increase in hiring rates covering nurses employed by the City of New York is such that the State has been removed from the competitive market in this area."

It is about time that the powers-be realized that in this richest City in the richest Nation on the earth, the wage level is not distributed equally.

We think that the quality of nursing care should not be a political football in the hope that dedicated nurses will have a higher regard for their professional standards than for their personal well-being. It takes a healthy, happy nurse to do her best to make healthy, happy patients.

Civil Service Television Programs

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 21. This week's programs are listed below.

Tuesday, Dec. 1

10:30 a.m. (color)—Around the Clock—"Ethics and Professional Attitudes." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

2:00 p.m.—Return to Nursing—No. 20. "The Nursing Team." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—"Stops and Their Implications." NYC Police Dept. training series.

Wednesday, Dec. 2

6:30 p.m. (color)—Around the Clock—"Professional Police Attitudes." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

7:00 p.m. (color)—Around the Clock—"Professional Police Attitudes." NYC Police Dept. training series.

7:30 p.m. (color)—Return to Nursing—Refresher course for nurses.

9:30 p.m. (color)—Return to Nursing—Refresher course for nurses.

Friday, Dec. 4

9:30 a.m. (color)—Around the Clock—"Professional Police Attitudes." NYC Police Dept. training series.

9:30 p.m. (color)—On the Job—NYC Fire Dept. training series.

OTHER LAW CHANGES

ANOTHER CHANGE in the Civil Service Law made by the 1969 Legislature concerned giving notice to an employee of the results of a disciplinary hearing. Prior to the amendment, section 67.1 provided that an employee of the Civil Service Commission to be filed within 21 days of the date of receipt of written notice of the determination to be reviewed. The amendment now goes on to say, "... such written notice to be delivered personally or by registered mail to the last known address of the employee, and when notice is given by registered mail, such person shall have an additional 14 days in which to file such appeal."
You And The Draft
By H. R. KOCH

The Selective Service System has announced the availability of its new Guide to the Draft, a 100-page document newly prepared for use in 11th and 12th grade classes. Over 49,000 letters offering the curriculum are being mailed to all high school principals, school superintendents and school board chairmen in the country.

"The young man who may be asked to perform a vital service for the nation at a considerable cost to himself deserves a careful description of his rights and responsibilities," said Curtis W. Tarr, director of the draft. "Too often in the past," Tarr added, "a young man has been required to make critical decisions about his future without knowing all the pertinent facts. We are greatly concerned about this and as one step toward correcting this deficiency, we are providing the curriculum and recommending its use wherever educators find it helpful.

The curriculum has three objectives: to help young men understand the Selective Service System as it affects them and their draft status; to help young men understand other rational options for military service; and to help young men understand the Selective Service System in historical and current perspective.

In the past, schools wanting to provide pertinent course material on the draft have had to develop their own curricula. This was done by the South San Francisco Unified School System and many other schools nationwide. This is the first time, however, that a professionally prepared curriculum has been offered to all schools. The curriculum is expandable from 5 to 35 hours of instruction and should meet the needs of individual schools desiring to incorporate it into existing courses.

State U. Fills Executive Jobs

ALBANY—Five leading educators have been picked to fill executive positions on the central staff of the State University. They are: Dr. Peter B. Regan, 3rd as vice-chancellor for academic programs at $39,500. He has been serving as acting president of the State University at Buffalo last year.

Dr. Oscar E. Landor becomes vice-chancellor for campus developments at $33,600. He has been president of the College at Fredonia, since July 1961.

Dr. Murray H. Block has been named deputy to the chancellor for campus relations at $33,325 a year. He has been president of the Manhattan Community College.

Dr. Gordon A. Christenson is the new university dean for experimental and extension programs at $35,600 a year. He was assistant to the president of the University of Oklahoma.

Dr. Edgar J. Thomas becomes university dean for international education at $28,500 a year. He has been a professor at the University of Missouri.

25 years of hard labor for $1780*

This year, everybody's introducing a new "Volkswagen-sized" economy car. So not to be outdone, we've done the same. Except, of course, we didn't have to start from scratch.

For years, while everybody else has been jumping from model to model and worrying about looks, we've stuck with our original and improved the way it works. And so today, while ours may not look like the newest economy car, it's the most developed.

It's the only one with a sealed steel bottom. To protect its insides against just about everything outside.

The only one with an air-cooled magnesium-alloy engine. To eliminate boiling over and freezing up.

And the only one with a free electronic diagnostic system. To spot problems early and actually help extend its life.

Best of all, even with all this, our new economy car costs only $1780.

So compared to all the others, even if it doesn't look the newest, maybe now it looks the best.
Tips For Super Signer-Uppers

1. Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't sign twice.

2. To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.

3. When you approach a non-member, the first two reasons to give him are for a chance in the $10,000 Super Jackpot.

4. Remind the non-member that by signing up now he automatically enters his name for a chance in the $10,000 Super Jackpot.

5. Be prepared to explain what kind of prizes and how many are included in the jackpot.

6. When you sign up a new member, be sure to fill in each part of the form completely: (A) payroll deduction authorization card, (B) jackpot ticket, (C) jackpot ticket for the new member, (D) temporary membership card for the new member.

7. Be sure to tear off the temporary membership card and give it to the new member.

8. Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.

9. Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.

10. Award certificates may be redeemed at any one 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.

11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season.

State Dragging Its Feet On Nurses' Differential

(Continued from Page 1)

CSEA's application, submitted after extensive research, also said: "His application takes into consideration the fact that State salaries for all of these titles will be increased by $250 on Oct. 1, 1970. It also considers the fact that nurses hired by the State to work in New York City are hired at the second-year rate of the grade to which their title is allocated, and receive the annual pay differential of one per cent as provided by our Association. If these factors were not considered, each of our requested area geographic differentials, as indicated above, would have to be significantly increased in order to keep State hiring rates for these nursing titles within the City of New York on a comparable basis as paid by the City of New York for the same or similar positions."

The new salaries effective for City nurses, said CSEA, were retroactively effective on July 1, 1970. "This means that State nurses working in State-operated facilities within the confines of the City of New York have already worked for more than two months at salary levels considerably below equity with their City counterparts," said CSEA. Health and Hospital Corporation nurses in New York City in the above titles currently receive: staff nurse, $9,500 at date of hiring; head nurses, $10,300; and supervisor and nurse-midwife, $11,600.
Paul Kyer Describes Birth Of Newspaper At Buffalo Chap. Meet

BUFFALO—Paul Kyer, editor of The Leader, was principal speaker at the Nov. 18 meeting of the Buffalo chapter, Civil Service Employees Assn.

The meeting, held at the Park Lane Restaurant, was chaired by Frederick Huber, chapter president, and Celeste Rosenkranz, chairman of the education committee.

In his "behind the scenes" description of the building of a newspaper from the birth of an idea to the final delivered copy, Kyer described the steps necessary and the number of professional people required, working beyond a reader's view.

"Readers generally see only the reporter or photographer," he said. "But there are also editors, typesetters, engravers, printers, proofreader, typesetters and a host of other people who are responsible for bringing each end of the paper together," he added.

Huber announced that the chapter will hold a Christmas Dinner-Dance on Sunday, Dec. 20, at the Hearthstone Manor.

Plans for the January meeting were also revealed. Huber will moderate a panel discussion on grievances and legal assistance programs of the Employees Assn. Panelists will include Abe Kranker, Charles Sandler and Maurice Rosen.

Hudson River S.H. Annual Dinner Held

POUGHKEEPSIE — Some 55 persons attended the annual membership dinner of the Hudson River State Hospital chapter, Civil Service Employees Assn., at the Villa Coppola recently.

Among those in attendance were Senator Jay P. Rollison, Assemblyman Enos Betten, Warren Briggs, hospital senior business officer, Thomas Murphy, personnel director, Marlon C. Croty, director of nursing services and education, and Dr. Herman B. Snow, hospital director, who presided as master of ceremonies.

Officers of the chapter include Mrs. Nellie Davis, president; Tharsille Schwartz, first vice-president; Robert Minard, second vice-president; Mrs. Margaret Kalarchy, secretary, and Mrs. Helen Brattahad, secretary.

CSEA Feature — Trainer Jim Mohr, left, holds reins of winning horse in the feature race at Batavia Downs recently, sponsored by the Troop A State Police chapter of the Civil Service Employees Assn. Also standing with winning driver Levi Harner are Zone Sgt. Al Whaley, CSEA chapter president; Troopers David Shuck and Donald Blumman, T/Sgt. Gary Law and Sgt. Bill Mulryan.

ATTENDING OFFICE — With hands held high, the new officers of the Fulton County chapter, Civil Service Employees Assn., are sworn in by CSEA's fourth vice-president, Richard Tarmey, on far left. Taking the oath are, left to right: Ralph Shackle, third vice-president; Mrs. Gerry Simons, treasurer; William Sohl, president; Mrs. Kay Miller, secretary; James Green, first vice-president, and Leonard Henderson, second vice-president. Approximately 200 people witnessed the ceremony, held at the Circle Inn in Mayfield.

ETIREES FETED — Retiring members of the Chautauqua County chapter, Civil Service Employees Assn., were honored recently at a dinner party in a Dunkirk restaurant. Retirees and/or chapter officers shown here are: seated, from left, Doris Becker second vice-president; Wanda Gustafson, secretary; Alta Fox; Fern Lindblom; Beatrice Linde; Grace Nowell, and Romaine Carlson. Standing are, Donald Saweljka, first vice-president; Donald Maloney, president; Malcolm Chambers; Harold Schults; Clarence Maloney; Lyle K. Warner; Nell Barr, and Herbert Cran dall. Other retirees honored but not pictured were: Natalie Schmidt, Helen Sadler, Robert J. Scott, Mary Whitney, Henry Warner, Carolyn Wolfe, Almeda Rubenstein, Edward Jones, Clara Peterson, L. Clare Guilek, Paul F. Jenkel, Frederick Thompson and Mary Klop.

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The NEW PSYCHIATRY

Why do we at H.I.P. call our psychiatry program the Mental Health Service?

Because service, rather than sickness, is the issue.

We treat children who are having problems at school. Problems in reading.

We treat housewives who feel unwanted. Disturbed. Who need to talk. Who want to talk to somebody who can help.

We talk to parents about the problems they’re having with their teenagers. Parents who feel their children have become a book.

We see employed people who don’t feel right at the work they’re doing. Who don’t feel they’re functioning properly on their job.

We talk to adults who can’t seem to fall asleep at night. Who toss and turn. Who can’t unscramble their problems. Whose problems stay with them during their waking hours.

We offer three different kinds of psychiatric therapy — individual, group or family.

We have Mental Health Service Centers in Manhattan, Bronx, Queens, staffed by psychiatrists, psychologists, psychiatric social workers, who know how to work with families that have problems.

Our emphasis is on prevention. On therapy that keeps a person on their job. That keeps a family together. That keeps a child progressing in school. Therapy that is not for tomorrow’s medical care today.

Metropolitan Life Insurance Company, 625 Madison Avenue, New York, N. Y. 10022

COURT ASSISTANT
FAMILY COURT, N. Y. C.

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<td>3. Dowley M. Black</td>
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COURT ASSISTANT
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COURT CLERK, BRONX COUNTY COURT

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COURT CLERK, FIRST JUDICIAL DISTRICT

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COURT CLERK, BAXTER, COUNTY COURT

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COURT CLERK, KINGS COUNTY CLERK

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COURT ASSISTANT, NEW YORK COUNTY COURT

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N.Y. STATE
PUBLIC EMPLOYEE
HEALTH INSURANCE
SCOREBOARD

Coverage A  296,000 participants*
Coverage B  65,933 participants*
Coverage C  6,755 participants*

Guess who provides Coverage A?

Mail your answer to: Bill Parry
1215 Western Avenue
Albany, N.Y. 12203

* Does not include covered dependents.
Eight titles await entrants in the City's General Entrance Series that opens for filing Dec. 2 and, because formal qualifications are nil, a vast multitude of applicants is considered more than likely. As in the past, neither experience nor a high school diploma will be necessary.

The bulk of titles are tagged at $5,200 to $5,500, enabling candidates to apply by mail. Instructions for applying are available at all post offices and at 140 locations citywide. Applications are due by Dec. 25, inclusive.

For Sale - Mdse


For Sale - Mdse

ORIGINAL STAINS - Small 2 Room, Globe Oil Lamps, Etc., located at 12th & Grand Sts. Butcher Block, ROY 4-1596.

Help Wanted M/F

STOCK ROOM ATTENDANT, GUARD, Well qualified security guard. Work 5 days, 10 hr. $2.32 per hour, benefits. Work for a leading Eastern firm. 425 Park Ave., New York, New York 10017.

WAKE-UP SERVICE

We wake you up when you get to work on time going parking places. $1 per month. Call IN 7-6831.

DROP-OUTS! HOME STUDY DIPLOMA COURSE, 5 WEEKS

Earn an Associate Degree through a special State approved course. Complete at home in 5 weeks or less. Class sessions also available. Course can Be among the more than 100,000 High School Drop-Outs who earn diplomas each year. Equivalency Diplomas each year. Labeled by New York State. Approved for Vets, FIRE BOOKLET: ROBERTS SCHOOL, Box 330, N. Y. 10017. Teachers and Parents Open Daily. LUNCHEON.

GOURMET'S GUIDE

• MANHATTAN • AMERICAN •

JACK DEMPESEY'S

1615 BROADWAY (at 45th St.), FAMOUS THREEDINNER — AFTER THEATRE — GA. 3-6262.

MANERO'S STEAK HOUSE


TEHERAN

54 W. 42nd St. NEW YORK'S No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEUVRES. DINNER — 44 IN DOORS. 12.4-6145.

PERIAN • ITALIAN • AMERICAN

THREE STEAK HOUSE


JAMAICA QUEENS AMERICAN

11TH - 167-11 HILLSIDE AVE. JAMAICA — STEAK BURRITOS & SODA WATER. STEAK WITH BAKED POTATO $3.58. FOR IMMEDIATE OCCUPANCY.

• STATEN ISLAND • AMERICAN •

DEMYAN'S


NASSAU

BROWNS LOBSTER HOUSE —...UNEXCELLED SEAFOOD... BEEF & FOWL — BAYSIDE DRIVE POINT LOOKOUT, L. I., Tel. 316 GE. 1-919

QUEENSBORO • CENTENNIAL

112-15 ROOSEVELT AVE. LAST CHANCE HOME FOR FREE HORS D'OEUVRES. 50¢ AHEAD. 4-4956.

LOWEST OF REQUIREMENTS

Lack Of Requirements Likely To Induce Many To Gen. Entrance Test

Lack of qualifications will be one of the reasons why the City Personnel Dept. has announced that the entrance test for 2,000 titles will be held Dec. 25.

Lack of requirements means lack of experience or education. The City Personnel Dept. has announced that the entrance test for 2,000 titles will be held Dec. 25.

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PRIDE OF WASAIA — Arthur Kamrad, left, business office of the Harlem Valley State Hospital, is shown presenting a Certificate of Achievement to Howard Halsted, roofer-tinsmith, for completing a training course in roof maintenance.

Christmas Dinner-Dance

L I Conf. To Yodel In Yule

It may not be Christmas in the Alps, but it promises to be the next best thing when the Long Island Conference gathers together for its first annual Christmas dinner-dance on Thursday, Dec. 17.

The Yuletide celebration will be one of Nassau County’s more popular niteries, Sunrise Village, which is famous for its Bavarian Village atmosphere. Location of Sunrise Village is on Sunrise Highway in Bellmore.

The ticket price of $5 per person includes courses for all the ladies, beer and gratuities, as well as the pleasure of continuous music, holiday decorations, entertainment, floor show and a personal appearance by Santa Claus. Dancing will begin at 8:30 p.m. and continue till 1 a.m.

Dinner, which will be served at 9 p.m. sharp, includes a hot roast beef or a turkey sandwich, fruit cup, french fries, apple strudel and coffee.

Co-chairmen for the affair are Steve Crandall of Central Islip chapter, and James Hallman of the Long Island Parkway Police chapter. Other committee members are Marian Parker, State University at Old Westbury; Eloise Bell and Beverly DeMals, Pilgrim State Hospital; Eleanor Koch, Nassau; Eileen Gorski and Virginia Beal, Central Islip; Anthony Giannetti, Town of Hempstead, and Jack Gehrig, Long Island Intercounty Parks.

Tickets are available from any chapter president or Long Island Conference office. Further information may be gotten from William Kempey at the Long Island Armory, IV 3-6400, or Conference president George Koch at Bethpage, WE 5-9417.

Governors’ Bodyguard

Major Galvin To Retire After 34 Years In DSP

ALBANY — Major Edward M. Galvin of the New York State Police, who for 25 years a bodyguard to three New York Governors, will retire next month after a total of 34 years of State service.

During his career as a bodyguard, the Albany native has often been mistaken for the man he was protecting because of his tall and distinguished manner. No harm has ever come to any of the State officials he has protected.

Galvin will take with him to retirement the memories of crossing the state countless times and traversing the country during the presidential bids of Governors Thomas E. Dewey, W. Averell Harriman and Nelson A. Rockefeller.

Galvin joined the State Police in 1926 and moved up to technical sergeant in 1943. In 1945, he was assigned to Governor Dewey’s detail. In 1946 he became a lieutenant and moved to captain in 1966. Galvin became a major in 1965.

Galvin, 59, must retire because of State Police mandatory age requirements, but will continue to be active by serving on the Hudson River and Black River Regulatory Commissions.

To Keep Informed, Follow The Leader.

Ask Insurance Firms To Submit Proposals On State Dental Plan

ALBANY — The State Civil Service Dental Plan is asking for new proposals from insurance carriers in connection with the Dental Plan negotiated for State employees by the Civil Service Employees Assn.

The plan is to become effective April 1, 1971.

As a result of recent negotiations between CSEA committee and the State, details of plans were decided upon and the contract tentatively awarded to Group Health Dental Insurance, Inc. (GHDII).

However, a misinterpretation of the application of the family deductible portion was made by the parties involved and it was decided to have the interpretative insurance carrier resubmit proposals.

Rensselaer DOT Residency Chapter Installs New Slate

TROY — The Rensselaer County Department of Transportation unit of the Civil Service Employees Assn., installed officers recently at a dinner meeting at Dave Victory’s Restaurant here.

Thomas McShane is the new unit president. Other officers include Frank Haftey, vice president; Leonard Brotan, secretary, and Warren Bonstedt, treasurer.

William McLaughlin, treasurer of the Rensselaer County CSEA chapter, installed the new officers.

Elects Officers

BROCKPORT — The Civil Service Employees Assn. chapter for Faculty Student Assn. employees at the State University at Brockport has elected a new slate of chapter officers.

Victor Baleno is the new president. Other officers are Harold Pratt, vice-president; Veronica Hofstra, secretary, and Lewis Bulkley, treasurer.

The Brockport chapter is currently involved in negotiations with FSA, and is being assisted by Harry Johnston, CSEA field representative.

for the Authority. Bill Bennett, representative, Armando Calabrese, representative, Bill Hape- man, representative, John MacMullen, representa- tive, and Felice L. Amadio, CSEA field repre- sentative. Seated are James J. Lennon, East Hud- son chapter president, Dr. Theodore C. Wenzl, State CSEA president, Raymond Ruttimi, ex- ecutive director of the Parkway Authority, and John L. Beers, deputy director.

Warnings — What To Do When You Go Off Payroll

ALBANY — The Civil Service Employees Assn., has cautioned CSEA members who pay dues and of CSEA insurance of any type by payroll deduction that if they if they go off the payroll for any length of time, they must send payments for dues and insurance premiums during the time that they are off the payroll directly to CSEA Headquarters.

“In order to maintain their membership and to make sure their insurance is in effect while they are off the payroll,” said CSEA spokesman, “members should continue to send their dues and insurance premiums to 33 Eik St., Al- bany, N.Y. along with this information: their name, where they are employed, social security number, and payroll identification number.”

Employees should also address CSEA the exact payroll period or periods they have been off the payroll.

Payments for group life insurance should likewise be sent to CSEA Headquarters with the same identifying information, the spokesman said.

Payments for supplemental life insurance or for accident and sickness insurance should be sent to Ter Bush & Powell, Inc. In care of Anita Hill, 148 Clinton St., Bellingenstady, N.Y. with the same identification information.

If an employee is uncertain as to the exact deductions for any kind of insurance, he should send the total amount of each deduction to CSEA dues and insurance to CSEA Headquarters and indicate the kind of insurance he has. CSEA will then arrange for forwarding the proper premium payments to Ter Bush & Powell for any part of the deductions that cover accident-health insurance and supplemental life insurance that the employee is covered by.

BUY U.S. SAVINGS BONDS
MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S&H redemption center—Plus a chance in the $10,000 Super Prize Jackpot.

$10,000
SUPER-PRIZE JACKPOT

1st Prize
1971 Camaro

2nd-11th Prizes
RCA Color T.V. Sets

12th-16th Prizes
Panasonic Stereo Receivers

17th-40th Prizes
Ladies' or Men's Helbros Wristwatches

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

(1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
(2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value $3.00-$3.50) which may be redeemed at any S&H redemption center in the United States.
(3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing ten times.)
(4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
(5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.

(6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
(7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
(8) No one person is eligible to win more than one jackpot prize.
(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
(10) The jackpot, with a total value of $10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies’ or men’s Helbros wristwatches for prizes 17-40.
(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.
(12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.