Employees Association Charges:
Lack Of Security Personnel
Posing Direct Safety Threat
In Metro State Institutions

Employees and patients in Metropolitan New York State hospitals are sitting on a veritable time bomb due to a drastic lack of physical security. It has been learned by the Civil Service Employees State hospital workers.

Assaults, fires, personal threats directed at employees and bomb scares are but a few of the elements that have made employment in these hospitals hazardous.

DYNAMIC
James F. Kelly, president of the Lake-
land School District unit of CSEA in Westchester County, recently announced that the dis-
triet's cafeteria workers will band their independent associ-
ation and plan to become mem-
ers of CSEA. Kelly, a dynamic organizer, has tripled the mem-
bership of his unit in his first year as president and works closely with Michael Del Vec-
chio, Westchester County chap-
ter president.

Inside The Leader
Niagara Chapter Irate
Over Impasses.
See Page 14
Trooper Officers Map Strategy.
See Page 4
Nassau Chapter Signs
Dental Pact.
See Page 3
New Raswell to Address Western Conference.
See Page 3

DOT Job Dangers Cited
Job Freeze ‘talks Bring
No Result. CSEA Insists
On Meeting With Governor

ALBANY — The Civil Service Employees State hospital Asn., which represents most

employees at best, according to spokes-
men at the Brooklyn, Manhattan and Bronx State Institutions. A survey by CSEA at these and other hospitals shows that the

under box conditions were dire-

directly related to inadequate staffing

of the security division.

CSEA president Theodore C.
Wendt has asked Mental Hygiene
Committee chairman Alan D. Miller
to meet the immediate threat of

more violence by beefing up the security forces at the Metro-

politan state hospitals. The
case leader also requested that Miller

launch an immediate investiga-

tion at the eventual ruling will

jurisdiction to determine if there are

adequate security forces to guard both patients and em-

ployees.

The situation was recently

spotlighted at Brooklyn State

where riots were madeATT

from a serious physical as-

sault on an employee followed

(Critical to Page 3)

Delay Lawsuit Forcing C-O-L
Boost in Nassau

MINEOLA — Nassau’s new
County attorney, Joseph
Jaspan, requested and re-

ceived last week a two-week

adjournment in the lawsuit filed

by the Nassau chapter of the Civil Service Employees Asso-

without any immediate payment of an additional $500,000 in cost-

of-living pay boosts.

The chapter sued after the

new County executive, Ralph G.
Cass, stalled on the issue des-

pite an arbitrator’s decision up-

holding the CSEA contention that the rise had been 7.6 per-

cent, although the County had

budgeted only 7.1 percent. The

adjustment was provisioned in the

CSEA contract.

Regional attorney Richard C.
Oakes asked that the adjournment

was required because Janus did

not take office until Jan. 1, after the case had been initiated, and

because the employees might not

be retrofit.

The hearing scheduled for Jan. 8 was put

off to the 22nd.

Chapter president Irving
Flaumenbaum said he expected a favorable ruling without fur-

ther delay.

Important Health Insurance Changes For State Employees

ALBANY — The Health Insurance Section of the New York State Dept. of Civil Service has announced some major additions and changes in health insurance benefits for State employees. The announcements deal with abortion, sick leave accruals and Medicare.

ABORTION

Under the statewide plan and the GHI Option, the State health insurance program provides benefits for legal abortions. Benefits are available only to the wife in a covered family and only with respect to those pregnancies beginning on or after the effective date of family coverage. Under the HIP portion of the HIP Option, these benefits are available, as they have been in the past, to any female covered under the group contract whether or not she is enrolled under family coverage or as an individual enrollee.

CHANGE IN APPLICATION OF SICK LEAVE ACCRUALS

Chapter 407 of the Laws of 1970, effective October 1, 1970, amended Section 167 of the Civil Service Law and pro-
vides that the dollar value of a State retiree’s accumulated

but unused sick leave shall, if within dollar value is exhausted. These In-

-122- in which Rockefeller reaff-

firmed his “deep commitment to

the well-being of our civil ser-

vants who work to effectively to make out State government

function.” Rockefeller said that

he was “confident that this matter can and will be resolved to the best interest of your members and the people of this great State.” Wendt said that the Governor’s statement “clearly indicates his desire to bring this matter to a satis-

factory conclusion. Therefore, since we cannot resolve the problem through the Office of Employee Relations, CSEA feels that a meeting with the Governor is

(Continued on Page 9)

Repeat This!

For Civil Service

Governor’s Message
Indicates A Tough
Session Lies Ahead

“BTLT-tightening” was the keyword in the State of the State message delivered to a joint session of the legislature by Gov. Nelson A. Rockefeller. However, it in-
creasingly appears that a figure of speech relating to keeping troublers up may turn out to be a new approach to the necks of civil service employees.

(Continued on Page 2)
The State's fiscal position as pictured by Governor Rockefeller is indeed bleak. As graphically painted by the Governor, mandated costs will add $1.3 billion to the State Budget that amounts to $7.1 billion for the current fiscal year. Included in the mandatory items is an increase of $460 million to the existing retirement system based on an agreement hammered out last year in vigorous bargaining between the State Administration and the Civil Service Employees Association. However, it is clearly implied that if the Governor's position is maintained, an appeal will be launched ahead for State employees seeking further realistic salary adjustments. Meanwhile, the Governor unveiled his living costs or obtaining equitable job classification, improved pension, and a menu of other benefits and working conditions.

The full tale of budget woes has not yet been told. The dismal details will probably be shared some time between Jan. 21 and Feb. 1. On Jan. 21, President Richard Nixon, will deliver his State of the Union message to a joint session of Congress. The message will spell out the details of the National Administration's program for revenue sharing. Presumably, Governor Rockefeller will allocate the indicated State share in Federal revenue sharing as a balancing item in the State Budget. Until a definite state constitution, the Governor must submit his proposed budget to the Legislature not later than Feb. 1.

From what the Governor has so far disclosed, the budget will include surpluses of approximately $8.2 billion. However, the Governor and his budget aides have been light-lipped about revenue plans. It is believed by fiscal experts that the Governor will recommend a one-cent increase in the sales tax to produce $300 million in revenue, together with an increase in the estate tax. It is further suggested by fiscal experts that the Governor will throw into the revenue pot to balance the budget the amount estimated to be the State's allocation in the Federal revenue program that will be announced by the Governor. Since no one knows that Congressional reaction will be to the President's request, the Budget will be held together by chewing gum, toothpicks, a hope and a prayer. If Congress does not act, the Governor will fall back on Federal revenue sharing in amounts recommended by the President. The State Budget will become unbalanced, thereby creating another fiscal crisis for the State a year later.

The other phase of the budget game plan will be a squeeze on civil service personnel at all levels—Federal, State and local. In the closing moments of 1970, President Nixon vetoed the ground that it was unconstitutionally, a bill approved by Congress to provide a four-percent wage increase for civil service workers. Both the State and City of New York have resorted to layoffs of permanent and temporary employees, to emasculation of promotion opportunities, and to freezing on hiring new employees to fill vacancies. These practices in New York City have provoked strike threats by police and sanitation workers and a limited job-action by the City's firefighters. Apparently the State and other local governments are supposed to follow the same disastrous tactics in dealing with their civil service employee demands for realistic salary adjustments and improved working conditions. In contrast to substantial wage and pension benefits gained in recent years by employees in the private sector, public service employees are expected by their bargaining agents to become more than ever second-class citizens and the scapegoats for the disaster in government budgets.

The Civil Service Employees Association, Police, Fire and other civil service employees organizations have their work cut out for them in the weeks and months ahead to avoid civil service strangulation by belt-tightening.

**Building Rehabilitation Jobs Waiting In Wings Set To Close Jan. 26**

To build your career as a building rehabilitation specialist, you will first need five years in the construction trades—architect, building superintendent; journeyman-level mason, carpenter, plasterer, iron work or general contractor: architect; engineer; house inspector; construction inspector, or in the actual analysis of construction.

Substitutes include having a college degree in civil engineering, architecture or college degree in civil engineering. Both the State and City of New York have resorted to layoffs of permanent and temporary employees, to emasculation of promotion opportunities, and to freezing on hiring new employees to fill vacancies. These practices in New York City have provoked strike threats by police and sanitation workers and a limited job-action by the City's firefighters. Apparently the State and other local governments are supposed to follow the same disastrous tactics in dealing with their civil service employee demands for realistic salary adjustments and improved working conditions. In contrast to substantial wage and pension benefits gained in recent years by employees in the private sector, public service employees are expected by their bargaining agents to become more than ever second-class citizens and the scapegoats for the disaster in government budgets.

The Civil Service Employees Association, Police, Fire and other civil service employees organizations have their work cut out for them in the weeks and months ahead to avoid civil service strangulation by belt-tightening.
New Roswell Chief Set To Be Main Speaker At Western Conf. Meeting

BUFFALO — Dr. Gerald P. Murphy, recently appointed director of Roswell Park Memorial Institute, will be the principal speaker Jan. 23 at a day-long meeting and dinner of the Western Conference of Civil Service Employees Assn.

Bernard Ryan and Robert Gould, collective bargaining specialists from CSEA Albany headquarters, will be available to guide discussions during both the morning workshop session and the afternoon conference.

The calendar of events will start with the workshop for County chapters at 10 a.m. in the Executive Motor Inn, 4343 Genesee St., Cheektowaga, opposite Greater Buffalo International Airport.

John S. Adamki, Conference president and president of the Roswell Park CSEA chapter, the Conference’s host chapter, will preside throughout the day. The Conference begins at 1:30 p.m., followed by cocktails at 6 p.m., dinner at 7 p.m. and dancing at 9:30 p.m.

Dr. Murphy will speak during the dinner portion of the program. He was appointed late in 1970 to the top job at the State cancer research center in Buffalo.

Dinner reservations for the conference can be made through the mail to Mrs. Genevieve Clark, 2240 Mohawk Ave., Buffalo, N.Y. 14214. Tickets are $8, including tax and gratuity.

(Continued from Page 1) by subsequent threats to other personnel: Way Undermanded

Acting on complaints of its membership, CSEA found that 13 security officers, under the direction of Joseph Davis, were actually responsible for the safety of 2,500 patients and 1,700 employees over a 24-hour period.

Davis and CSEA in turning this a deplorable situation, have requested of Mental Hygiene in Albany a minimum of six more officers to be appointed to his staff. Brooklyn hospital director Morton Wallace, after meeting with CSEA officials, promised his full cooperation.

CSEA further revealed that the safety of 3,500 patients and 2,000 employees at Ward’s Island State Hospital (formerly Manhattan State Hospital), lay solely in the hands of 15 guards working around the clock. A spokesman termed it totally inadequate and potentially dangerous.

Charles DeMilt, chief of security at Bronx State Hospital, also expressed concern for his institution in asking for additional staffing. He pointed out that he had only 17 men to maintain adequate security in the main building and in the Bronx Psychiatric Children’s Hospital. He said the problem will be heightened with the addition of the new rehabilitation unit in the near future.

New Technology Sought

In asking for more men, DeMilt saw some hope for the hospital’s impending request for sophisticated safety devices such as Infra-red circuit breakers in sensitive areas, and TV monitors.

Randolph V. Jacobs, president of CSEA’s Metropolitan Conference, said, “The recent State budget freeze only makes the present situation worse. I call on Governor Rockefeller and the Director of Mental Hygiene in Albany to adequately staff these hospitals for the safety of employees and patients alike.”

Irving Flaumenbaum, right, as other officials look on. New benefit gives 70% payment for dental costs. Standing in rear, from left, are: Deputy County Controller Ray Sanchez, County Attorney Morris Schneider, Policemen’s Benevolent Assn. president-elect Dan Greenwald and County dental consultant Jan Maloney.

By Far Best Ever Won

Monachino Outlines Gains In 2-Year Warren Contract

WARRENSBURG — The Warren County chapter of the Civil Service Employees Assn. has completed negotiations with Warren County and signed a new two-year contract for County employees.

Pat Monachino, CSEA collective bargaining specialist, said, “This contract is by far the best ever won by Warren County employees. Not only is it much superior to any previous contract, but it also represents quite sizeable gains.”

The major conditions of the contract are:

• Wage and salary schedule adjustments amounting to 12 percent the first year and a six percent or cost-of-living increase, whichever is greater, for the second year;
• Improved retirement to 1/60th retroactive to 1928 for the first year, and 25-year half-pay retirement program for the second year;
• A new improved vacation plan;
• All Highway and Sheriff’s Dept. employees, and employees of other departments who previously worked a 40-hour week, will be allowed after 20 years of service a six percent pay differential.

The 1972 pay boost would be 5 percent for the first year, and 18 percent for the second year. An additional 23 cents per hour would be added as of Jan. 1.

The negotiations were difficult, said Monachino, “but there was no harassment of any kind from the County. Good faith was maintained at all times.”

Members of the negotiating team included Robert Thompson, chapter president; Thomas Lapsham, Social Services Dept.; Frank Smith, Highway Dept.; Douglas Persons, Highway Dept.; and J. E. Tucker, Deputy Sheriff’s Dept.

“Any bargaining is welcome,” said Monachino.

Okay, Ogdensburg Contract, Bringing Salary Of Police To High Point For Region

ODGENSBURG — The Ogdensburg City Council has approved a new two-year work contract with the local chapter of the Civil Service Employees Assn. and the Police Benevolent Assn. which, among other things, lifts police pay to the highest level in Northern New York history.

Under the new City-PBA agreement, patrolmen will have a pay range of $6,350 to $9,000, sergeants, $8,000 to $9,900, lieutenants, $9,000 to $10,800, and police chiefs, $10,800 to $11,700.

In the 10th, 15th and 20th years of service, there will be longevity increments. Sick leave for police will be allowed after 5 years of service, up to 180 days. The pay for employees in the CSEA unit will be boosted 4.6 percent plus $300 in 1971 with hourly rates going up 23 cents.

In 1972, the pay would increase by the percentage boost in the National Consumer Price Index. Sick leave would be allowed after 5 years of service, for a maximum of 180 days. The pay for employees in the CSEA unit would be boosted 5.6 percent plus $300 in 1971 with hourly rates going up 23 cents.

Sick leave for police employees will accumulate at the rate of a day per month to 180 days. Twenty days leave will be allowed after 20 years of service. The new agreement would become effective Jan. 1.
Set State Deadline Jan. 25
For Open-Competitive Group
With Health Field Emphasis

Anticipate 25 State titles to scan over this month in the open-competitive group, destined to close filing Jan. 25. Public health positions, ranging from camp sanitary aide to senior and principal x-ray technologist, receive heavy emphasis.

Other areas being featured are construction and park engineering, housing management, and speech and occupational therapy. Extensive background is generally required.

The health posts encompassed in this latest series are: camp sanitary aide, $3.12 per hour; consultant for the blind, $11,471; consultant on eye health, $11,471; supervising consultant on eye health, $11,471; and occupational therapist, $7,685; speech therapist, $8,910; principal x-ray technologist, $9,701; senior x-ray technologist, $8,170; and chief, comprehensive health centers of Erie County, $15,869. In a related field are jobs as chief, forensic and County care systems, $15,869, and assistant director, forensic service, $14,265, both in Erie.

Engineering openings include: assistant building construction engineer, $12,103; senior building construction engineer, $14,915; canal management foreman, $12,103; construction engineer, $14,915; and senior park engineer, $12,103, and senior park engineer, $14,915. Another technical post, paying $8,659, is that of radio dispatcher.

The housing and realty arena has several vacancies, too: housing development representative, $14,915; housing management representative, $14,915; housing management representative, $14,915; housing management assistant, $14,915; and real estate appraiser, $11,471. The remaining title, Insurance Fund hearing representative, starts at $11,671 per year.

Further data is available at the Department of Civil Service, State Office Campus, Albany 12226. Exam notices describe the sort of qualifications sought and supply an over-all picture of what job duties are likely to be.

Members of the officers unit of the Division of State Police confer with officials of the Civil Service Employees Asn., their bargaining agent, to draw up demands to be presented to the Division in upcoming negotiations. Clockwise from top center are: Mrs. Mary Blair, CSEA assistant program specialist; Bernard J. Ryan, CSEA collective bargaining specialist; Thomas Coyle, CSEA assistant director of research; John photo is CSEA attorney James W. Roemer.

On February 1st Leader subscription price goes from $5.00 to $7.00 a year.
If you subscribe before February 1st, you save $2.00.

If you want to know what’s happening to you to your chances of promotion, to your job, to your next raise, and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what’s happening in your civil service work, what is happening to the job you have and the job you want, to see sure you don’t miss a single issue. Enter your subscription now.

The price is $5.00. That brings you 52 issues of the Civil Service Leader, filled with the government’s news you want to know about. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose $3.00 (check or money order for a year’s subscription to the Civil Service Leader. Please enter the name listed below:

NAME

ADDRESS

Zip Code

White Electric Appliance Co., Inc.
1694 SECOND AVENUE
New York City
SA 2-0771

Compact FM/AM Clock Radio

Wake up Value!

Step out with the finest!

Model P575
Light Brown with Silver Grille

Built-in cord in two-way power

Solid State design

Battery-saver circuit

Big 9" dynamic speaker

Switchable AFC on FM

Compact Flair® design

Model CS505

Gives a big FM/AM performance and radio wake-up convenience, yet it’s so compact it buckles on any handy table or shelf space.

Solid State circuitry

Big 4" dynamic speaker

Lighted Clock Dial

Clock system features Wake to Music

Built-in AFC for drift-free FM

Value leader in a great sounding radio that gives you round-the-clock convenience. Great way to wake up in the morning:

- Lighted Clock dial
- Wake to music
- Solid state circuit design
- Front-loaded 3½" speaker
- Automatic Volume Control
- Drift compensation keeps station locked in
- Thin compact styling only 3⅛" thick

High School
If you are not a high school graduate check below for free brochure get your diploma

High School Courses You Have Not Started At College Or Have Less Than 40 Semester Hours Credit. Can Now Begin Study At HOME. WRITE FOR FREE COLLEGE BROCHURE.

See Sample Lessons

AMERICAN SCHOOL
New York, N.Y.

Phone R-9269

HIGH SCHOOL

If you are not a high school graduate check below for free brochure get your diploma

WANTED - Original Plays

New York City SA 2-0771

No need to leave fine music with the

- Built-in cord
- Two-way power
- Built-in AFC for drift-free FM
- Built-in clock
- Automatic Volume Control
- Drift compensation keeps station locked in
- Thin compact styling only 3⅛" thick

Model P575
Light Brown with Silver Grille

Built-in cord in two-way power

Solid State design

Battery-saver circuit

Big 9" dynamic speaker

Switchable AFC on FM

Compact Flair® design

Model CS505

Gives a big FM/AM performance and radio wake-up convenience, yet it’s so compact it buckles on any handy table or shelf space.

Solid State circuitry

Big 4" dynamic speaker

Lighted Clock Dial

Clock system features Wake to Music

Built-in AFC for drift-free FM

Value leader in a great sounding radio that gives you round-the-clock convenience. Great way to wake up in the morning:

- Lighted Clock dial
- Wake to music
- Solid state circuit design
- Front-loaded 3½" speaker
- Automatic Volume Control
- Drift compensation keeps station locked in
- Thin compact styling only 3⅛" thick

White Electric Appliance Co., Inc.
1694 SECOND AVENUE
New York City
SA 2-0771

CIVIL SERVICE LEADER, Tuesday, January 12, 1971
CIVIL SERVICE LEADER
America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations
Published every Tuesday by LEADER PUBLICATIONS, INC.
Publishing Office: 649 Atlantic Street, Stamford, Conn. 06902
Business & Editorial Offices: 400 East 49th Street, New York, N.Y. 10017
212-Brecknock 3-6101
Bronx Office: 404 East 49th Street, Bronx, N.Y. 10455
Jerry Finkelstein, Publisher
Paul Kyer, Editor
Marvin Bailey, Associate Editor
Lester Smith, Publisher
Barry Lee Coyne, Assistant Editor
N. H. Mager, Business Manager
Advertising Representatives:
ALBANY — Joseph T. Bellows — 302 So. Manning Bldg, IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8250
15c per copy. Subscription Price $.30 to members of the Civil Service Employees Association. $.50 to non-members.

TUESDAY, JANUARY 12, 1971

Skirting The Spirit

WHILE the letter of the State's Civil Service Law is usually obeyed, its spirit is sometimes violated and we give here the details on just how that can happen.

The Civil Service Employees Assn. has agreed to pay $500 toward the legal expenses of Mario A. Procopio, a labor mediator employed by the State Mediation Board, whom they appealing a decision from the State Supreme Court.

Procopio had placed first on the promotion list in a State competitive examination for supervising labor mediator, followed by eight others. Four names were certified for promotion by the Civil Service Dept. Numbers three and four declined the appointment since they did not want to take their position at the State Supreme Court.

The Civil Service Commission then certified number five as the third person, to comply with the statutory rule of one out of three. Number five was the executive secretary of the State Mediation Board (a non-competitive title) on leave from his competitive civil service title of labor mediator. The Board therefore appointed number five to the position of supervising labor mediator and then gave him a leave of absence from that competitive title, which brought up number six on the promotion list. Number six had been a supervising labor mediator for some time before the examination.

Procopio commenced an Article 78 proceeding in the State Supreme Court, contending that the appointment of number five and the immediate leave of absence granted him was an evasion of the law.

The Supreme Court dismissed Procopio's petition on the ground that it appeared that there were rules of the Civil Service Commission which have the effect of law which sanctioned the procedure followed by the Board.

Procopio's lawyer contends that the Supreme Court found a seemingly valid compliance with the law by what was actually a substitution of the spirit and purpose of the Civil Service Law by the Labor Dept.

A spokesman for CSEA said that the Association would contribute toward Procopio's expenses because "these manipulations by an arm of State government offend our sense of the spirit of the merit system."

Nursery Rhyme Tactics

OLD Mother Hubbard, says the nursery rhyme, went to her cupboard, to get her poor dog a bone. When she got there, the cupboard was bare, etc.

It appears that for the next few months, Mayor John Lindsay and Gov. Nelson Rockefeller are going to be wearing Mother Hubbard costumes and showing anyone who wants to look just how bare in terms of revenues that City and State cupboards are for 1971.

We just want to remind both of them that public employees stopped being lulled to sleep by nursery rhymes years ago and remember very well how an extra bone can always be found when it has to be found.

Civil Service Television

Television programs of interest to civil service employees are broadcast every Tuesday on WNYC, Channel 31. This week's programs are listed below.

Tuesday, Jan. 12
9:25 p.m. (color) — Around the Clock — "Professional Safety." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.
3:00 p.m. — Return to Nursing No. 7, "The Nursing Care Plan." Refresher course for nurses.
7:00 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

Wednesday, Jan. 13
9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.
3:00 p.m. — Return to Nursing — No. 6, "Medications." Refresher course for nurses.
7:00 p.m. (color) — On the Job — NYC Fire Dept. training program.

Thursday, Jan. 14
9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.
3:00 p.m. — Return to Nursing — No. 6, "Medications." Refresher course for nurses.
7:00 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

Friday, Jan. 15
9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.
11:00 p.m. (color) — Frontline Series — Social Services Dept. series.
1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.
6:30 p.m. — Continuing Education Series — "Theories of the Future."
10:00 p.m. — Urban Challenge — Bronx Borough Pres. Robert Abrams — "If Albany Will It Be Rockey?"

Saturday, Jan. 16
7:00 p.m. (color) — On the Job — NYC Fire Dept. training series.

Sunday, Jan. 17
10:30 p.m. (color) — With Mayor — "Weekend Inter-view with the Mayor and guests."

January, Jan. 18
9:30 a.m. (color) — Around the Clock — Personal Safety. NYC Police Dept. training series.
3:00 p.m. — Return to Nursing — Refresher course for nurses.
7:00 p.m. (color) — On the Job — NYC Fire Dept. training series.
9:00 p.m. — New York Report — Lester Smith hosts interviews with City officials.

Scenic Outlook

The City Personnel Dept. says that of its senior landscape architect candidates, "Among the recent exam, four will be obtaining interview notices."

Civil Service Law & You

By Richard Gabe

Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Taylor Law Rulings

IN TIMES when public employers are seeking ways to minimize budgets by eliminating jobs, it is important to keep in mind that the sole motivation is not always that of economy. In a PERB improper practice case (Stafford-Board of Education, Case Nos. U-0009 and U-0032), it was held that although the Board of Education was within its power to create or abolish positions, such right is subject to the limitation imposed by the Taylor Act, "that the motivation for taking such action must not include consideration of the incumbents' political activities.

IN THIS CASE, the charging party held the position of vice-principal which paid $400 per year more than a regular teacher's salary. He was also the chief negotiator for the teachers' association. The PERB hearing officer found that a major reason for eliminating the extra compensation position was the so-called conflict of interest that was alleged to exist in between Stafford's role as chief negotiator for the association on the one hand and his management position on the other hand.

THE HEARING OFFICER was not convinced that the projected annual saving of $400 was the motivating force behind the reduction, where the evidence showed that members of the Board had discussed the conflict of interest question on several occasions—including the same meeting at which the reduction was scheduled to be adopted. Furthermore, the incumbent had filled such position satisfactorily for seven years, and at no time during contract negotiations was this question discussed with him by the Board.

THE HEARING OFFICER stated that if the employer wanted to eliminate the additional $400, it would then at an appropriate time in a representation case before PERB, it could seek to redefine the negotiating unit so as to exclude the position of vice-principal.

IN ANOTHER RECENT PERB decision on an improper practice charge filed by an employer, the issue was whether a duly recognized or certified employee organization violates its duty to negotiate in good faith when it refuses to execute an agreement negotiated with a public employer. (Somers Library Association — C.S.D. No. 1, Town of Somers, Case No. U-0053.)

SINCE THIS was a case of first impression under the newly amended Taylor Law, the hearing officer explored the issue in depth. She pointed out that the Taylor Act does not define or establish the details or parameters of the collective bargaining process, whereas the National Labor Relations Act does. Sections 209-a.1(d) and 209-a.2(b) C.S.L. require public employers and duly recognized or certified employee organizations to negotiate in good faith. Section 204.2 C.S.L. mandates a public employer to negotiate and enter into written agreements with recognized or certified employee organizations, but there is no section requiring an employer organization to do the same. Moreover, the overall purpose of the Taylor Law, which is to create harmonious and cooperative relationships between government and its employees.

THE HEARING OFFICER relied upon experience in the private sector and under the NLRA to reach a determination that it was a violation of Section 209-a.2(b) C.S.L. for an employee organization to refuse to execute an agreement which it had negotiated with the public employer.

THIS IS A CORRECT conclusion legally, morally and logically. Certainly, if the act imposes a duty upon the employer to enter into written agreements with duly recognized or certified employee organization which represents its employees, there is a mutual obligation on the part of the employer to negotiate and enter into such agreements. It would indeed present a ridiculous situation for an employee organization to refuse to execute an agreement as it is the overall purpose of the Taylor Law, which is to create harmonious and cooperative relationships between government and its employees.

THE HEARING OFFICER relied upon experience in the private sector and under the NLRA to reach a determination that it was a violation of Section 209-a.2(b) C.S.L. for an employee organization to refuse to execute an agreement which it had negotiated with the public employer.

IT IS OF INTEREST to note that the hearing officers, in reading their conclusions above, relied to some extent upon doctrine developed in the National Labor Relations Board and the Federal courts. Perhaps there will be more in the way of a more definitive approach to such questions if the courts are asked to settle questions of improper practices than there is on questions of negotiating unit and representation issues, which are based on different criteria than those used by the NLRB.
HUNDREDS of telephone calls were received by the New York City Civil Service Retired Employees Assn. last week. The callers were complaining that their pension checks were smaller than the previous month’s pension check.

Checks were accompanied by a printed notice that said, “Persons over 65 are not affected by this rate change.” The pensioners affected were all over 65 and could not see why they were affected by a rate change, in view of the foregoing statement.

Upon investigation of the facts, the following was learned, explained sources at CSREA headquarters:

Four health plans feed computer information to the Comptroller’s Office: Blue Cross, Blue Shield, HIP and GHI. This computer information is fed into the check-writing computers. All checks were accompanied by a printed notice that said, “Persons over 65 are not affected by this rate change.” The callers were remarking that their pension checks were smaller than the previous month’s pension check. The callers were complaining that their pension checks were smaller than the previous month’s pension check.

If you and/or your spouse are over 65, and there was an extra deduction for the increase in the Blue Cross 130-day rider on your December pension check, write to: Health Insurance Section, Department of Personnel, 229 Church St., New York 10013. Include your name, address, medical insurance plan and identification number and the birthdate and Medicare number of yourself and spouse.

It is possible, also, to include your pension number as it appears on your check. The insurance carriers will then adjust the error after several more pension checks and you will receive a refund for all over-dedications.

Association members were urged to follow the above steps before contacting the CSREA for help at its headquarters in 325 Broadway, Manhattan.

Use Zip-Code

To Speed Your Mail

325 W. 39 St., N.Y.C. 10001

FLORIDA’S MACKLE BROS. INVITE YOU TO JOIN

THE GREAT ESCAPE.

Haven’t you had your fill of the problems of the City and ever-growing suburbs? Problems like air pollution, violence, crime, off-and-on again commuting, inflation and high prices, ever rising taxes, taxes and more taxes. Not to forget the cold, wet, snowy, depressing winters! In short, we think life really doesn’t have to be filled with unhappiness.

There is a way to The Good Life. Florida’s famous Mackle Bros. can show you the way to fresh clean air, clear spring-fed water for every home and homesite; warm and wonderful year-round weather; friends and fun and sociability 365 days a year; plus a home you will be proud to own at a fraction of the price you’d expect to pay: quality-built homes, from only $12,600 at Mackle Bros. Spring Hill (with 15 models to choose from); homesites from $2,295 also at Spring Hill, with a number of payment plans to select from.

Call us now or fill in this handy Great Escape Coupon and we’ll send you all the information you need on all of these communities:

Mackle Bros. Florida...what a great state to be in.
25 years in the making.

We'd like to thank the makers of the other new economy cars for giving us such a nice head start. It gave us time to develop an inspection system so ridiculously scrupulous that it expects every VW to pass 16,000 examinations.

It allowed us to find out at a reasonably scientific pace how we could double our horsepower without doubling the cost of your horsepower. (The VW still gets about 26 miles to the gallon and requests only a smidgen of oil.)

It permitted us to work on things that didn't even have to do with the actual making of the car. Medi-car, for example. Electronic equipment that can spot trouble in a car before it gets to be trouble. When you buy a new VW, you get 4 free Medi-car checkups.

Of course, it took great fortitude to resist squandering our time on phony styling improvements. The beetle looks just as good (or bad) as it did 25 years ago.
CSEA Renews Its Demand For Rockefeller Meeting

Growing Urge

Wendt noted that there was "growing unrest among the rank-and-file; and morale is extremely low, since most of the employees affected fall within the $5,240 to $6,500 salary range and have depended on the overtime they had received during the Winter months and second jobs; their families have suddenly been deprived of their presence at home, and they are demoralized— with good cause.

Administration apparently believes that suffering employees' work skills will help solve the State's fiscal burden. It is obvious that it will not solve, but create more problems in the areas of safety for both employees and the motorists wanted— work-time and morale.

"If the Administration truly wants to trim costs, it should look to the top where the fat is."

Tax Examiners Map Dinner-Dance

A gala dinner-dance, featuring entertainment, will set the pace as the State Tax Examiners Assn. embarks on its 1971 calendar of activities on Thursday, Feb. 11. Hosting the dinner will be Riccardo's Restaurant, 2101 - 24th Ave., Long Island City. Cost of tickets will come to $10 for paid-up members and their spouses, and $13 for others. For further information, contact dinner-chairman Marvin Abraham at 488-6076, or your local Association coordinator.

Governor Rockefeller is out of line imposing these directives solely as so-called economy moves," he said. "There are other places where he could save more money, starting with the Albany Mall, places where he could economize without doing it at the expense of human beings."

The people who will be most affected by the freeze are those who work for institutions serving the poor, the State hospitals, correctional institutions and so- called social services departments, Grossfield said.

He said each Rochester area chapter stands wholeheartedly behind CSEA president Theodore C. Wendt in his efforts to persuade the governor to rescind his order.
Suggest Grad Degree Among Background For Prin. Chem. Posts

Plans to hire sanitary specialists in the post of principal chemist have been kicked off with a City Personnel Dept. announcement to the effect that filling has started. The $17,250 jobs, situated with the Environmental Protection Administration, will accept applicants through Jan. 26.

Basic standards specify graduate training: a master’s with a major in sanitary engineering, chemistry or an allied field plus seven years of relevant lab experience, or a doctorate in one of these disciplines plus five years of pertinent lab experience — including “the analysis of natural and polluted water and waste water.” Educationally, at least 12 credit hours should have been concerned with analysis and treatment of water in its different states, senior project done, no equivalent, if some were listed as ineligible.

A closer look at the job specifications can be gotten by consulting Exam Notice No. 0181, available at 49 Thomas St., Manhattan, offices of the Department of Personnel. While an experience list will be evaluated in place of a formal test, applicants must still pass the physical exam in order to achieve eligibility for appointment.

Coordination Off

The City Personnel Dept. discloses that of contestants seeking to enter in the post of principal chemist for the City Personnel Dept. three eligible applicants with at least 12 credit hours have been concerned with analysis and treatment of water in its different states, senior project done, no equivalent, if some were listed as ineligible.

Trackman Eligible List

(Cont’d. from Previous Editions)


To Be Continued)

To Keep Informed, Follow The Leader.

Wanted - Home Typist

For City employees, it is announced that the typist pool of the City Personnel Dept. is open for the coming Jan. 26 exam. Applicants will be interviewed in several areas: performance, weight 35; seniority, weight 15, and practical, weight 60. On the basis of the performance, the City Personnel Dept. candidates are asked to show “knowledge and ability in both office and field work in the production of a work sample.”

HIGH SCHOOL Equivalency DIPLOMA

You have 30 days to complete the 20-week course for free.

For civil service personal satisfaction 8 weeks Course Approved by N.Y. State Board of Education

Write or Phone for Information

Eastern School 1421 Broadway, N.Y., N.Y. 10015 (at 8 St.)

Class Conducted by the City Conductor & Bus Driver Class.

Name Address

Do You Need A

High School Equivalency Diploma

For civil service personal satisfaction 8 Weeks Course Approved by N.Y. State Board of Education

Write or Phone for Information

Eastern School 1421 Broadway, N.Y., N.Y. 10015 (at 8 St.)

Class Conducted by the City Conductor & Bus Driver Class.

Name Address

High School Equivalency Diploma

WANTED - HOME TYPIST

Do You Need A High School Equivalency Diploma

For civil service personal satisfaction 8 Weeks Course Approved by N.Y. State Board of Education

Write or Phone for Information

Eastern School 1421 Broadway, N.Y., N.Y. 10015 (at 8 St.)

Class Conducted by the City Conductor & Bus Driver Class.

Name Address
# State And County Eligibles

<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worley</td>
<td>Rochester</td>
<td>14614</td>
</tr>
<tr>
<td>McPherson</td>
<td>Buffalo</td>
<td>14225</td>
</tr>
<tr>
<td>Nestor</td>
<td>Mechanicville</td>
<td>14512</td>
</tr>
<tr>
<td>Matthews</td>
<td>Rochester</td>
<td>14620</td>
</tr>
<tr>
<td>Milliken</td>
<td>Buffalo</td>
<td>14201</td>
</tr>
<tr>
<td>Cochran</td>
<td>Utica</td>
<td>13501</td>
</tr>
<tr>
<td>Carter</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Strappler</td>
<td>Rochester</td>
<td>14620</td>
</tr>
<tr>
<td>Thompson</td>
<td>Rochester</td>
<td>14620</td>
</tr>
<tr>
<td>Dupont</td>
<td>Rochester</td>
<td>14620</td>
</tr>
<tr>
<td>Mattox</td>
<td>Rochester</td>
<td>14620</td>
</tr>
<tr>
<td>Conover</td>
<td>Buffalo</td>
<td>14214</td>
</tr>
<tr>
<td>sunrise</td>
<td>Buffalo</td>
<td>14216</td>
</tr>
<tr>
<td>Mimura</td>
<td>Schenectady</td>
<td>12306</td>
</tr>
<tr>
<td>Seiden</td>
<td>Schenectady</td>
<td>12306</td>
</tr>
<tr>
<td>Benson</td>
<td>Schenectady</td>
<td>12306</td>
</tr>
<tr>
<td>Conover</td>
<td>Buffalo</td>
<td>14210</td>
</tr>
<tr>
<td>Cornelia</td>
<td>Buffalo</td>
<td>14209</td>
</tr>
<tr>
<td>Johnson</td>
<td>Buffalo</td>
<td>14209</td>
</tr>
<tr>
<td>Simon</td>
<td>Buffalo</td>
<td>14209</td>
</tr>
<tr>
<td>Rose</td>
<td>Buffalo</td>
<td>14209</td>
</tr>
<tr>
<td>Weinhardt</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shalle</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shadley</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Sharratt</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shute</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shires</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shirey</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Shriver</td>
<td>Rochester</td>
<td>14618</td>
</tr>
<tr>
<td>Position</td>
<td>Pay Range</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>-----------</td>
<td></td>
</tr>
<tr>
<td>Accountant Auditor</td>
<td>5.00</td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant Officer</td>
<td>5.00</td>
<td></td>
</tr>
<tr>
<td>Examiner</td>
<td>5.00</td>
<td></td>
</tr>
<tr>
<td>Accountant (Real Estate)</td>
<td>5.00</td>
<td></td>
</tr>
<tr>
<td>Attorney</td>
<td>5.00</td>
<td></td>
</tr>
<tr>
<td>Auto Mechanic</td>
<td>5.00</td>
<td></td>
</tr>
<tr>
<td>Brewing Office Worker</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Beverage Control Inspector</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Bus Operator</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Foreman</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Captain Fire Dept</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Civil Engineer</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>City Planner</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>City Treasurer</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>City Treasurer</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Court Clerk</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Court Clerk</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Dietitian</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Electrician</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Engineer Abroad</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Federal Service Exam Inspector</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Federal Service Exam Inspector</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Fireman</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Foreman</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>General Test Prac. for 42 U.S. Jobs</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>High School Educ. &amp; Scholarship Test</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>High School Educ. &amp; Scholarship Test</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Homestudy Counselor</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>How to get a job Oversees</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Hospital Attendant</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Housing Assistant</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Investigator-Inspector</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Labor Secretary</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Laboratory Aide</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Lt. Police Dept.</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Librarian</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Machinists Helper</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Maintenance Man</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Maintenance Helper A &amp; C</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Maintenance Helper Group B</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Maintenance Helper Group D</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Management &amp; Administration Officer</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Mechanic</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Motor Vehicle License Examiner</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Mechanic</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Post Office Clerk Carrier</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Post Office Clerk Carrier</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Post Office Motor Vehicle Operator</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Post Office Clerk Carrier</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Probationary Prepr. for the H.S. Equiv. Diploma Test</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Probationary Prepr. for the H.S. Equiv. Diploma Test</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Principal Clerk-Steno</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Probation &amp; Parole Office</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Professional Career Tests N.Y.S.</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Professional Trainee Admin. Aide</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Public Health St Sanitar</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Railroad Clerk</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Real Estate Manager</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Sanitation Man</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>School Secretary</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Sergeant P.D.</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Senior Clerical Series</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Social Case Workers</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Staff Attendant &amp; Sr. Attendant</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Street Light Engineer</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Streetcar Attendant</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Surveyor Stockman</td>
<td>4.00</td>
<td></td>
</tr>
</tbody>
</table>

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

ORDER DIRECT — MAIL COUPON

65c for 24 hours special delivery

C.O.D. 0¢ extra

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007.

Please send me _____ copies of books checked above.

Total cost $_____

Name

Address

City

State

Be sure to include 4¢ Sales Tax

KELLARD Co., INC.

108 Fulton Street
NEW YORK CITY

Telephone: DIP-3640

FIRE FLIES

By Paul Theyer

From where I'm sitting, it would seem that Father Knick, getting to be a very, very old man. This trusting been telegraphing the punch but it seems obvious that he you, that bodes trouble! Soooow how reading the message ... as the man from Dial Soap says . . . you'll be glad you did!

The above was not written yesterday although it well might have been. Father Knick, it was written on April 21, 1970, in this column. As of this writing, all parties involved in the labor negotiations had agreed to cease the name calling, stop the job action and get down to serious negotiation.

This writer wonders why, in view of the many warnings that appeared in the daily press as far back as April of last year, Father Knick didn't elect to see that real trouble was on its way. The message was loud and clear. Every labor writer, every editor worth his salt . . . right down to the man from Dial Soap . . . could see it coming — everyone except Father Knick who went and hid under the bed with the dough stained somewhere in the mattress.

With delicate behind-the-scenes negotiations now taking place, far be it from me to throw a monkey wrench into the works, but when this mess is finished, I'm going to indulge in a bit of evaluation which, among other things, will cause a few faces to redder and a few heads to hang in justifiable shame.

Good luck to both Jack Kelly and Mike Maye and remember ... with a present budget consisting of over 60,000 more people than Bob Wagner had in his last budget, maybe if the dough isn't in the mattress, it's on the top shelf in the cookie jar. Strong!

FIREFIGHTERS STILL FIGHT FIRES, NOT PEOPLE. BUT THEY ALSO REMEMBER IN NOVEMBER.

International Camper & Trailer Show

JANUARY 23-31, 1971

BUTLER MUSEUM 10 P.M.-8 P.M. SATURDAY 1 P.M.-7 P.M.

10001 Madison Square Garden Center Exhibition Roulades

Our understanding...

We understand...

Lower Funeral Prices

Have Always Been Traditional At Walter B. Cooke, Inc.

Futural Homes

Call 625-8700 to reach any of our 65 funeral directors in 8 counties.

BUY U.S. BONDS

4 Honorable Mentions

P. D. Awards Going to 916

Police Commissioner Patrick V. Murphy, in general orders issued for 1970, awarded citations to members of the force for meritorious service as follows: Honorable Mention, 4; Exceptional Merit, 6; Commendation, 30; Meritorious Police Duty, 174, and Excellent Police Duty, 712. The total comes to 916.

The following Honorable Mention awards were made: Detective James M. Zloze, Special Services Division, on April 24, 1970, apprehended and arrested a would-be assassin, disarming him of a loaded gun. The police officer made an abrasive arrest to attempt to assassinate a foreign dignitary.


Park Patrol Posts Close In 2 Weeks

Jan. 25 will see the conclusion of the filming period for park patrolman, a State title that starts with wages $3.91 per hour. These positions, incidentally, posts permitting entrants to qualify as high school graduates, experience being unnecessary. Park Enforcers are supplied, says the L.I. State Park Commission, your potential employer.

Examination day will come Feb. 27, subject matter to include provisions of the: State Penal Law, Code of Criminal Procedure, Vehicle and Traffic Law, judgment in the police field and preparing written reports. Those who lack a diploma are to substitute office, business, industrial or military experience on a ypes-for-years basis. Maximum age for the position is 34.

Height, Weight Standards

Usual physical and medical standards will apply, with height minimum standing as 5 feet, 9 inches; weight at 150 lbs. With character also evaluated, conviction of a felony will bar your entry while conviction of other offenses will be weighed individually. An appropriate State driver's license is necessary prior to appointment.

Job duties include: enforcing laws and park ordinances giving assistance and information to the public, patrolling on foot, horseback, motorcycle or radio car, and maintaining station house and radio police log, plus other allied responsibilities.

Inquiring to the Department, care of the State Office Campus, Albany 12228, requires Exam Bulletin No. 32-395 along with an application for filling.
Complete Ontario Talks
Hammered Out Two-Yr. Pact
Giving Aides 17% Pay Boost

(Special To The Leader)
CANANDAIGUA — The Civil Service Employees Assn. has hammered out a two-year contract on behalf of blue-collar, white-collar and Sheriff's Dept. employees of Ontario County for a two-year contract that is effective Jan. 1, 1971, through Dec. 31, 1972.

Highlights of the pact include reasonable step increases in the County’s salary schedule, which bring the employees an average 17 percent increase across the board over the first year and approximately 6 percent for the second year. Other features are:

- Retirement benefits comparable to those won by CSEA for State employees, including a $20,000 maximum death benefit, sick leave, eligibility for Medicare, and credit for military service during World War II;
- Sick leave accumulation to 185 days;
- Night shift differential of 10 cents an hour for those who work between 6 p.m. and 6 a.m.

Boost Of 7 1/2% Included In New Castle Pact

NEW CASTLE — A two-year contract with an 7 1/2 percent pay increase has been signed by the employees of the Town of New Castle.

The contract has an extension of recognition and unchallenged representative status for the maximum period allowed by law. The contract, which opened Jan. 1, 1971, will have a 7 1/2 percent increase across the board, in addition to increments; a Town hall closing on Saturday provision; a day after Thanksgiving as an added holiday for all full-time employees; a guaranteed three hours at any time for those who work between 6 p.m. and 6 a.m.; and, when and if answered, two months late and unsatisfactory. A solution must be sought to this problem, especially in dealing with grievances that can be settled between the chapter and the County salary committee, Doyle declared.

CSEA Representation Issue
Cattaraugus Solons Block Hike To Test Potential PERB Action

(Little Valley) — The Cattaraugus County Legislature has decided to block a two-year-the blue-collar workers employment contract report, which would have brought $262 to $50 less than the blue-collar employees, "Doyle declared.

The chapter's personnel committee composed of chapter president William M. Doyle, said that the fact-finder's recommendations were: 1. Parity or Most-Favored National Agreement and the request for an agency shop were denied.

2. Sick leave pay will be time-and-half plus a day off.

3. Sheriff's department was denied when called out to work on a day other than the normal work day.

5. Paid CSEA employees who lose pay were rejected although the CSEA is convinced that in the course of time the County will agree to CSEA's proposals. The chapter has received 20 paid days for its officers collectively.

Recommendation by the chapter to develop the mediation step in the grievance procedure, Doyle had pointed out the futility of mediation due to the facts that the County would appeal all unfavorable decisions.

Doyle noted further that Nielsen is having difficulty in communicating with the personnel committee of the Niagara County Legislature. Letters to the committee went unanswered, he said, and when and if answered were not allowed two months late and unsatisfactory. A solution must be sought to this problem, especially in dealing with grievances that can be settled between the chapter and the CSEA, Doyle declared.

CSEA Representation Issue
Cattaraugus Solons Block Hike To Test Potential PERB Action

(Little Valley) — The Cattaraugus County Legislature has decided to block a two-year contract on behalf of blue-collar, white-collar and Sheriff's Dept. employees of Ontario County for a two-year contract that is effective Jan. 1, 1971, through Dec. 31, 1972.

Highlights of the pact include reasonable step increases in the County’s salary schedule, which bring the employees an average 17 percent increase across the board over the first year and approximately 6 percent for the second year. Other features are:

- Retirement benefits comparable to those won by CSEA for State employees, including a $20,000 maximum death benefit, sick leave, eligibility for Medicare, and credit for military service during World War II;
- Sick leave accumulation to 185 days;
- Night shift differential of 10 cents an hour for those who work between 6 p.m. and 6 a.m.

The contract has an extension of recognition and unchallenged representative status for the maximum period allowed by law. The contract, which opened Jan. 1, 1971, will have a 7 1/2 percent increase across the board, in addition to increments; a Town hall closing on Saturday provision; a day after Thanksgiving as an added holiday for all full-time employees; a guaranteed three hours at any time for those who work between 6 p.m. and 6 a.m.; and, when and if answered, two months late and unsatisfactory. A solution must be sought to this problem, especially in dealing with grievances that can be settled between the chapter and the County salary committee, Doyle declared.
From the Finest
(Continued from Page 3)
bbers of the Patrolmen’s Benevolent Assn., but in one sense
makes ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
and in one sense it created new uncertainties to replace those that it
would alleviate the enormous burden
of security, and would
reduce the
great degree of security, and would
incurred by police-
forcement officers work today. This bill was also passed
last year was the Heart Bill, introduced by Senators
the line of duty. I need not dwell upon the justification
make ends meet. Can he count on receiving it next year,
Hiring a Draft Lawyer—Possibly the most important gift you’ll ever present to your son...

The Great Odometer Gyp—How rent-a-car companies take the American public for a $100-mil-

Preparing for Your Christmas-Written by Ex-Critics—Controversial feature of Moneys-

How to Buy Art Without Getting Framed

The Safest Car of 19…—A new series of annual awards by the editors of Moneysworth.

How to Break a Lease

Land Investment in Australia—At $120 an acre, and down under rates high speculators.

How to Sue Without a Lawyer

Summer Camp Chitchat—A list of hush cash grants that are available to enterprising college students.

The Impending Ban on Leaded Gasol-

The oversized fraud and deception, an intrepid, adventurous publication has been launched. Its name is Moneysworth.

Moneysworth, as its name implies, aims to see that you get full value for your money. The editors, the competitive products to as best buys (as among cameras, hi-fi, automobiles, and the like); it offers ingenious tips on how to save money (they will astound you with their inventiveness); and it counsels you on the management of your personal savings and investments (telling you not only how to gain maximum return, but also how to introduce, product ratings and other such abuses by management.

As you can see, a subscription to Moneysworth is your personal consumer crusader, trusted stockbroker, and chancellor of the exchequer—all in one.

Perhaps the best way to describe Moneysworth for you is to list the kinds of articles it prints:

Earn 12% on Your Savings (Yours for a New Car at $125 Over Dealer’s Cost

Accurate Billing by the Phone Company

The Advantages of a Swiss Banking Account—Over $1 billion a month American business can’t be wrong.

The New U.S.-Made Minicar: An Evaluation

Bizarre Comparison-Shopping Techniques—A collection of the most outrageous ads introduced. Product ratings and other such abuses by management.

Bank Robbing—How to exploit the new account opening laws.

Blaire Comparison-Shopping Techniques—A collection, including the use by a husband-wife team of a walkie-talkie in neighboring supermarket.

How Metrecal Hurts Your Diet

Legalities in Sales—A list of safe, imaginative, durable products that contrast sharply with the execrations advertised on TV.

The Economy of Black Rock