Nassau Chapter Ends Contract Talks; Charges 'Faithlessness'

(From Leader Correspondent)

MINEOLA—The Nassau chapter, Civil Service Employees Assn., on Thanksgiving Eve, was forced to break off negotiations with the County, rejecting what was termed a "faithless offer" that actually would mean a pay cut.

Chapter president Irving Flaumenbaum said that the chapter was considering whether to appeal directly to the County Board of Supervisors in view of the stand taken by County Executive Ralph G. Croc's negotiating committee.

Flaumenbaum said the County's offer was an insult to the bargaining unit and said the County had demanded a contract abolishing the 40-year old graded salary plan in return for the five percent pay boost next July.

"Cro's is playing brickmanned" he asserted. Flaumenbaum

City Chapter Sets Dec. 30 Meeting

A meeting of the executive board of the New York City chapter, Civil Service Employees Assn., has been called for Dec. 30 to "prepare for the protection of public employee interests against any anti-worker moves that might result from the special session of the State Legislature on the current budget crisis."

Solomon Bendet, chapter president, and delegates were told to consider what action the Employees Association might take and to watch the possibility of a cooperative effort with all public employee unions in the State to fight anti-worker bills in the legislature that might arise in the 1972 session of the Legislature.

The meeting will be held at 5:30 p.m. in Ganter's Restaurant.

Suffolk CSEA Goes Back To Bargaining

SMITHTOWN — Negotiations between Suffolk County and the union chapter of the Civil Service Employees Assn. resumed last week after the County mini-PERB, in an unusual action, intervened on its own initiative and named a mediator.

No impasse had been called by either side, although there had been no action for almost six weeks because of the wage-price freeze and a little local election campaign.

CSEA negotiator Frank Imbols and the CSEA negotiations were seeking a means to streamline the accretion of grievances and a permanent labor-management committee.

"We are attempting to emphasize the positive aspects of the collective bargaining process," Imbols declared.

"If we can achieve a means to quickly resolve disputes before they balloon into grievances, we will have gone a long way toward improving labor-management relations."

Job security, he asserted, was also a major issue in the talks.

The money package, he stated, remains subject to the dictates of the August 31, 1971, contract.

(Continued on Page 3)

Wenzl Declares: New Budget Must Provide Raises For State Aides

Decrying the declining purchasing power of public employees because of static pay scales and continuing inflation, Dr. Theodore C. Wenzl last week declared that "the budget crisis of the civil servant on the job is every bit as severe as that of government."

Wenzl made his statement as a coalition bargaining team, which will negotiate for most State employees through the four bargaining units CSEA represents, prepared for serious talks with Administration officials on salary and other benefits to make the State.

The CSEA leader insisted that when the State and local government bodies tackle their budgetary problems, the wages of the working man must be of prime importance. If these taxes raise "and less capital expenditure, then so be it," he declared.

What's Being Sought CSEA's delegate body, meeting in New York City in September, approved a salary resolution that not only asks for a 15 percent, across-the-board pay hike for all State workers, but also seeks an additional clause that would protect employees against a continued inflationary wage spiral.

The wage proposal also calls for an increase in the current $5,000 minimum wage and continuation of pay differentials in high-cost-of-living areas.

Several pension demands have also been proposed and these and other items in the salary resolution are reported in full in this story.

Repeats Warning

In the meantime, Wenzl reiterated his warning of last week that CSEA was not going to accept new firings as a means of

Buffalo Chap. Sets Date For Yule Gathering

BUFFALO — The Buffalo chapter of the Civil Service Employees Assn., at its monthly dinner meeting Nov. 17 at the Plaza Suite, heard Ernest Wagner, president of the Capital District Conference, address members on the subject of retirement.

Next event planned by the chapter is a Christmas dinner dance slated for Sunday, Dec. 12. It will be held at the Buffalo Trap and Field Club on Cayuga Road in Cheektowaga, and will begin with a cocktail at 6:30 p.m. The committee urges members to make their reservations early for this popular event.

Guest: Conversations took place before the Psychiatric Institute dinner as Solomon Bendet, NYC chapter president, left, talked with Salvatore Butera and Irving Flaumenbaum look on. Butera leads the Psychiatric Institute chapter, Civil Services Employees Assn., while Flaumenbaum is Nassau chapter president. The occasion marked the Institute's 75th anniversary. (Another photo on Page 9)
Elementary Grads OK
For Lab Helper Title

Laboratory helpers are being sought by the City's Addiction Services Agency. Beginning at $600 in pay, candidates can come from among elementary school graduates or those with at least six months of work history in a hospital, clinic or clinical lab setting.

The City lists a number of titles as typical of what's acceptable: lab technician, lab aide, animal caretaker, or cleaner of laboratory equipment.

Candidates, who must file before Dec. 21, will face an evaluation of training and experience. No written exam will be held. An Employment Form has to be submitted along with the application file.

A qualifying physical test is anticipated, also. Expect to lift a 30-lb. dumbbell for one subtest; to jump a distance of 31/2 feet from a standing position for the other. Medical standards will be observed in examining candidates prior to the physical, these standards outlined in Announcement No. 1395.

Duties take in feeding and watering laboratory animals as well as cleaning and sterilizing cages and doing related work. Some chores may involve assisting a bacteriologist in his functions. Herein, the announcement supplies the details.

To learn "Where to Apply," check The Leader column under that name, appearing on page 19 of this edition.

Rehab Counselor
Jobs On Increase, Labor Dept. Says

Despite the current dearth of jobs for college graduates, employment opportunities for qualified rehabilitation counselors are expected to skyrocket throughout the 1970's, according to the U.S. Department of Labor. Herbert Bienstock, regional director of the Employment and Training Administration (E&TRA), reported recently that the employment of rehabilitation counselors is expected to increase by 72 percent between 1968 and 1970, to a projected total of 21,000 by 1968. Openings in this fast-growing field are expected to reach 1,000 per year.

Bienstock cited increasing population, vocational rehabilitation, and demographic changes as reasons for the projected demand for rehabilitation personnel. At present, he noted, the number of counselors being trained is not meeting the anticipated requirements of the field.

Educational requirements for these positions are expected to rise, however, with persons having graduate work in rehabilitation counseling or related fields expected to find the best new positions. Bienstock emphasized that a graduate's being trained is not meeting the anticipated requirements of the field.

Lewis Named
Chairman of Long Island Beaver Falls, has been reappointed to the board of the Hudson River Black River Regulatory District for a term ending Sept. 1, 1976. Members receive an annual salary of $5000.

TAX APPLICABLE TO ALL NASSAU TOURS

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Sailing from SAN JUAN: SS ORION Leaving Jan. 15, Feb. 19 & March 5 from $304
Sailing from GUAYAQUIL: SS DALMATIA Leaving Jan. 22 and Feb. 19 from $319
Sailing from CARACAS: SS REGINA Leaving Feb. 13, March 13 and March 25 from $318
Price includes transportation to port of embarkation, minimum rates—two persons or couple and double cabin—plus all port of call and other additional taxes for special services.

Dec. 21 Deadline

Freedom From Fear

The Transit Beat

The recent contract demands of the Transport Workers Union, drew the always-to-be-expected cries of dismay from the Transit Authority. It was always thus—even back in the days when labor unions fought to get workers the most basic decent wages and working conditions.

Of the many proposals submitted by the TWU, there is one that was completely overlooked and yet, is one that must be considered of great importance, not only for the TWU, but for the health and safety of the riding public, as well.

THIS IS ONE that reflects the feelings of the Transit Patrolmen's Benevolent Assn., which has been fighting for police protection on the City's buses and bus routes. While the need for this vital protection is agreed upon by all—employees, passengers and public officials—our pleas have fallen upon deaf ears. While crime and vandalism on the City's buses threaten the lives of the one and one-half million persons who ride the buses virtually without police protection.

At this time, the TWU—recognizing its duty and obligation to the membership—feels sufficiently alarmed to include in its bargaining demands the establishment of Transit police protection on all TA service operations, and, indeed, on all TA facilities.

It's a sad commentary that a concern that should be the proper and sole obligation of the City—adequate police protection for citizens and passengers—must be voiced and fought for by the people most affected and deprived. How many injured bus drivers and passengers must be taken to hospitals before the City and the TA realize their failure and act?

In the course of representing some 3,200 Transit policemen, the TWU has discussed the problem with drivers, supervisors and other transportation officials. Their reports of shocking vandalism, rock-throwing, unruly youths and destructive and vicious acts against property were disturbing. Last year alone, vandalism on the City's buses cost the TA and ultimately the riders and taxpayers—more than three-quarters of a million dollars, most of it for repair of broken glass windows.

NOW, IT MUST be remembered that the City is charged with providing proper and adequate police protection for all its citizens. This duty and concept was carried through to the New York City Police Department and the Public Authorities Law—created the Metropolitan Transportation Authority. Under the law, the MTA and its subsidiary, the Transit Authority, is mandated and must provide police protection—equal to that of municipal police protection—on all of its facilities.

This legal provision—clearly being neglected—can provide little comfort to the 378 persons who were reported injured last year because of vandalism involving buses. It can be of no comfort to the countless others who failed to report injuries or harassment, discomfort and fear while traveling on the surface bus lines of the city.

We commend the TWU for displaying a deep concern for the health and welfare of its members—and at the same time, expressing concern for all New Yorkers being deprived of their lawful right of freedom from fear.

Seek Out Lawyers

For Jobs In Suffolk

Departmental attorney applications will be accepted by Suffolk County until Jan. 26. These vacancies are in the Social Services Department and the Department of Probation.

For more information, call Matt Cooke at 884-2492, or write to the Human Relations Dept., County Center, Riverhead, L.I. 11901.

Trustees Named

The Governor has appointed three trustees of the Agriculture and New York State Horse Show Development Fund. With their new expiration dates, they are: Dr. Robert M. Sontag, Nassau; Dr. Richard W. Brotman, Suffolk; and George W. On, Jr., Queens. The trustees serve without salary.

Firefighters Fight Fires... NOT PEOPLE.
MH Farm Employees
At No Loss In Pay
Employees Assn. said last week.
ances filed by the CSEA chapters. CSEA represented all 11
chapters collectively at the hearing.

CSEA contended, according to collective negotiating specialist
Robert C. Guild, that the closing out of the farms was a violation of the CSEA
contract, and that there would be no loss of jobs. However, the
State's exercise of its right to

The group, formed spontaneously in the wake of the September rebellion at Attica,
and the ensuing international publicity, wants, in the words of the president, Mrs. Donald
Brown, to “work in the interest of all people employed at correctional facilities and to inform
the public of the human concerns of prison employees.”

Raymond Heckel

ATTICA—Wives of Correction Department employees at the Attica Correctional Facility
have started an organization to boost the job of prison employees.

The organization, formed at every correctional facility in the state, was to “get an organization
for the wives’ organization. The wives, dubbing themselves
Women In Support of State Correction Employees, hope to spread their organization to wives of
employees working in prisons throughout New York State.

To Erase Misconceptions
“We want to see that our men’s rights are protected,” she said.

To erase many of the misconceptions about the Department of Correction that have
been generated over the years.

“We feel that we must continue this work even after the retirement of Attica warden. We are
 circulating petitions recommending a 10-point program to the Department of Correction, the Administration and the
Legislature.

We think also that once a man is given a job as a prison guard, he is qualified to run the prison as a federal judge. Some court rulings have tied the hands of those charged with enforcing the law.

At a recent meeting with Commissioner (Russell G.) Or- wald, we discussed our program.

The Correctional Commissioner’s advice, Mrs. Brown said, was to “get an organization formed at every correctional facility.”

Alice Polland, flanked by two of the men under whom she worked during her 25 years with the
Department of Transportation—S. B. Walling, left, and James F. Egan, right, the current real property officer.

Alice Polland Honored At Retirement Luncheon

Sixty-six people gathered recently for a farewell luncheon to honor the retirement of Alice M. Polland, of the Real Property division of the New York State Department of Transportation.

Miss Polland began with the payroll unit in 1937 as a junior stenographer, and was subsequently promoted to senior stenographer with the bureau of rights of way and claims, where she has served under four regional property officers.

She was given a ring and an engraved pin and a wall-mounted gavel, containing a money gift from her associates in Region No. 3. She also received a 25-year service award badge and letters of commendation from regional director Earl Towson and Transportation Commissioner Theodore Packer.

ALBANY—All employees of farms run by the Mental Hygiene Dept. at various State institutions will be retained at other jobs at their respective institutions at no loss of pay, despite the pending sale of the farms, the Civil Service Employees Assn. said, last week.

A CSEA spokesman reported that after a series of protests, picketing, and demonstrations staged by the CSEA chapters at the 31 State institutions which farm the State, the State bought a fourth stage and a hearing was conducted by the Office of the

The Experimental Research Unit, the State’s research facility, has operated with a 30 percent
vacancy factor; that is, with only 831 of the 1,100 staff it had three years ago. Except for a
short emergency hiring thaw in November, the hospital has not hired any new employees in nine months. According to
 Robert Conley, the hospital’s deputy director, he said the number of employees retired between April
1 and September 1 because of dissatisfaction with their jobs.

Instead of the attrition rate leveling off, the hospital is in a worse predicament than it had
discussions have tied the hands of

she has served under four re-

regional property officers.

Transportation — B. Walling, left, and James F. Egan, right, the current real property officer.

DeSisto Chosen

Governor Rockefeller has announced the recent appointments of Frank A. DeSisto, Yonkers, to the Board of Visitors of Lehigh Valley. He succeeds Dr. Howard W. Potter, whose term had expired.


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Transportation — B. Walling, left, and James F. Egan, right, the current real property officer.
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Federal employment opportunities overseas are found in almost every occupation, from construction worker to economist. While generally stressing hard-to-find professionals, the agencies sometimes need clerical and administrative personnel also.

In Alaska, Hawaii and U.S. territories, most jobs are filled through civil-service exams by the local agencies. The agencies sometimes need clerical and administrative personnel also. In hiring as part of an agreement with the labor market, local labor is often used and administrative posts employ U.S. nationals. Career employees are frequently assigned to overseas posts.

In this edition, an estimated 60 Nationwide and overseas tests are held to fill these various positions. Exams cover such areas as business and economics, engineering and scientific, medical and social fields. Educators and translators are also in constant demand.

Interested persons should specify the appropriate area and write to: U.S. Civil Service Commission, Washington, D.C. 20510.

Applicants should observe that their positions are accepted from civil service status; foreign service visas, departments' or federal school teachers, and most interpreters and translators, for instance. Such vacancies are filled directly through the appropriate agency.

A thumb-nail sketch of the agencies doing the hiring and their special needs has been compiled. Write directly to these agencies for details of the up-to-date hiring picture.

U.S. Information Agency

Aside from secretarial jobs, most openings are either informational or cultural. Informational employees will need solid background in media work. Occasionally, technical openings arise. Candidates for cultural posts will need teaching or academic research experience plus exposure to some form of international cultural relations.

Ability to speak and learn a foreign language is essential, as is a strong background in the social sciences and a demonstrated ability to communicate effectively.


Agriculture Dept.

Agricultural attachés and staff secretaries are customarily transferred, with Department employees usually setting the call. In initial appointments of agricultural economists and agricultural marketing specialists are made through the Federal Service Entrance Examination. Secretarial personnel are already employed in the main, but some clerk-steno jobs are filled via open-competitive tests followed by training held in Washington, D.C.


Air Force Dept.

Primarily, Department employees are assigned overseas. Needs center on engineering, accounting, and recruiting workers. Library personnel are also being hired.

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City Examinations Status

Here is the status of New York City examinations which are in the active stages prior to being established. For status on eligible lists which were promulgated as a result of earlier examinations, see List Progress which appears elsewhere in this edition.

A-Examination ordered; B-File opening; C-File closing & test pending; D-Test given; E-Test results announced; F-Filing half complete; G-Filing three-fourths complete; H-Filing complete; I-Theoretical performance being compiled; I-List being compiled; K-List to be released shortly; L-List released.


Air Force Dept.

Theoretical performance being compiled; I-List being compiled; K-List to be released shortly; L-List released.

**The Arbitration Process**

AS THE USE of arbitration for the final step in a contract grievance procedure becomes more common and accepted practice, we must know more about the arbitration process and its legal implications and limitations. (See 9/7/71 Leader article.) A recent case in Kings County Supreme Court emphasized the proposition that where a labor agreement so provides, the decision to proceed to arbitration for an employee grievance rests solely with the union. That case also illustrated the need for a union for the purpose of collective negotiations is bound by those negotiations and must accept which is in the resulting agreement.

Goldin v. Board of Education, 342 NYS 2d

**IN THAT CASE**, a New York City school teacher, who was granted a teaching license without a baccalaureate degree, made a claim after several years of teaching for a second salary differential increase. The collective bargaining agreement provided that such a teacher needed 60 completed semester hours of approved study beyond those which had been required for the initial license examination and the equivalent of a baccalaureate degree. The teacher claimed that under a different clause in the agreement, it was not necessary to have the 60 additional credits in order to obtain the next salary differential increase.

**THE LABOR agreement also contained detailed language pertaining to grievances and arbitration.** It was clear from the language that the Board of Education had agreed to treat arbitrators' decisions as binding precedents. In this case, the union refused to take the teacher's case to arbitration because in a previously decided grievance on similar facts, a decision had been rendered against the teacher on behalf of the union. The court pointed out that an employee cannot avail himself of the arbitration procedure provided for in the collective bargaining agreement where the contract granted such right only to the union and the employer. In addition, the court said that since the teacher seeks the benefits of a collective bargaining agreement, she is also bound by all its terms which may have been negotiated for the overall benefit of the employees in the bargaining unit.

**IT IS A GENERAL legal proposition that courts and judges do not decide or rule on matters before them which are not necessary in order to decide a case.** In another recent case, the Board of Education petitioned the court for a stay of an arbitration which had been requested by the Teachers' Association under its collective bargaining agreement with the Board. The arbitrator had decided that the Board had not been complying with the provisions of the Civil Practice Law and Rules, the court could stop the arbitration only on certain very limited grounds—where there was no valid agreement to arbitrate, if the agreement had been signed with, or the claim is barred by the statute of limitations.

**IN THIS CASE, there was no claim that the agreement to arbitrate was invalid.** It was contained in the contract between the association and the Board, and there is ample statutory authority for such an agreement. Sec. 329 CSI and Sec. 1709 Education Law. The association had complied fully with all the terms of the agreement before requesting arbitration and the claim was very recent.

The court concluded with that often-stated rule of law that where a party moves to stay arbitration, the court does not pass upon the merits of the case, but merely on those matters necessary to determine whether the matter is properly the subject of arbitration. Board of Education v. Grand Island Teachers' Association, 354 NYS 2d 717.

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**Social Security Questions & Answers**

Q. My regular employer deducted social security contributions from my pay until my earnings reached $7,800. Since then, I have worked part time for another company and they withheld social security tax on the $2,000 I earned with them. Since I paid the maximum contributions in my regular job, was my part-time earnings subject to social security contributions?

A. Yes. Each of your employers must withhold social security contributions on the first $3,000 you earn during the year. You can claim the excess social security contributions paid as a credit against your income tax or as a refund at the time you file your Federal income tax return.

Q. Even though I am 66 years old, I am still working full time. My friends told me that I should find out if there are any special considerations in taking social security contributions out of my pay at age 66.

A. If you are still working, you might be eligible for some special considerations. However, it all depends on your earnings. And, you could be missing out on valuable protection under the Medicare program.

Q. I just started working and paying into social security. Can you tell me how long a person must work under social security to be eligible for benefits at retirement age?

A. Anyone starting his or her working career now will be fully insured for retirement benefits after 40 quarters (10 years) of work under social security. But social security benefits are also protected by social security disability and survivors insurance so they have worked that long.

Q. A woman who helps me with my cleaning every week also works in several other homes. She says that since one of her employers is reporting her wages for social security purposes, she does not need to report what I pay her. Is this true?

A. Not necessarily. If you pay her $150 or more in a calendar quarter of the year, you are required by law to report her wages and to send in social security contributions on those wages. Social security contributions are also protected by social security disability and survivors insurance so they have worked that long.

Q. My wife and I receive a combined family allowance in Social Security retirement check. She plans to visit our daughter for several months and we have arranged for a nurse to stay with her. Can my wife get the benefit in a separate check?

A. Yes, she can. Your wife should call or visit her social security office to arrange to receive her check separately at her daughter's address. However, she should be sure to notify the social security office when she returns home.

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Don't Repeat This!

(Continued from Page 3)
Here are a few questions that should be answered in comparing programs:

1. Are dental costs controlled? Yes, GHDI Participating Dentists limit their fees to GHDI’s Maximum Permitted Charge Schedule regardless of your member’s income and regardless of the GHDI Program provided.

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

3. Are certain “pre-existing” conditions excluded from coverage completely? GHDI covers pre-existing conditions.

4. Are there annual and/or lifetime dollar maximums? GHDI plans have no yearly or lifetime dollar maximums.

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

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!

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(Phone)
Salary Hike, Better Pensions Are Among CSEA Demands

(Continued from Page 1)

balancing the State's troubled fiscal situation. He pointed out that the firings that did take place have put State working at an absolute operable minimum and that "the danger level has now been reached in terms of working personnel." Wenzl said that the State is fully aware that it cannot and will not fire personnel to keep the payroll. At the same time, he declared that it would be "immoral" for the State to ask presently employed workers to go without a pay raise in order to begin the process of laying off employees.

"When the United States government recognizes that the impact of inflation is so strong that it must intervene, imagine the impact of the last round of negotiations. Section 130 and any other appropriate statutes should be amended to permit the granting of all increases contained in the salary schedule to each eligible employee in addition to any negotiated pay increases.

OVERTIME PAY

OVERTIME PAY DEMAND NO. 1—Provide that all work in excess of the negotiated work week and in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

OVERTIME PAY DEMAND NO. 2—Provide cash payment for overtime for all employees, except managerial policy making employees, and repeal the statutory provisions which authorize the Director of Finance to exclude certain titles from the provisions requiring such cash payment for overtime work.

OVERTIME PAY DEMAND NO. 3—Provide that all work in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

Explanatory Note: This demand would adjust the rate of compensation for employees who entered State service during the fiscal year commencing April 1, 1971, to the rate of compensation that such employees would be entitled to receive on April 1, 1972, had such an entrance occurred on March 31, 1968.

OVERTIME PAY DEMAND NO. 5—Provide that all work in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

Explanatory Note: This demand would adjust the rate of compensation for employees who entered State service during the fiscal year commencing April 1, 1971, to the rate of compensation that such employees would be entitled to receive on April 1, 1972, had such an entrance occurred on March 31, 1968.

OVERTIME PAY DEMAND NO. 6—Provide that all work in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

Explanatory Note: This demand would adjust the rate of compensation for employees who entered State service during the fiscal year commencing April 1, 1971, to the rate of compensation that such employees would be entitled to receive on April 1, 1972, had such an entrance occurred on March 31, 1968.

OVERTIME PAY DEMAND NO. 7—Provide that all work in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

Explanatory Note: This demand would adjust the rate of compensation for employees who entered State service during the fiscal year commencing April 1, 1971, to the rate of compensation that such employees would be entitled to receive on April 1, 1972, had such an entrance occurred on March 31, 1968.

OVERTIME PAY DEMAND NO. 8—Provide that all work in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

Explanatory Note: This demand would adjust the rate of compensation for employees who entered State service during the fiscal year commencing April 1, 1971, to the rate of compensation that such employees would be entitled to receive on April 1, 1972, had such an entrance occurred on March 31, 1968.

OVERTIME PAY DEMAND NO. 9—Provide that all work in excess of the negotiated work week shall be considered overtime work and shall be compensated for at the rate of double the employee's normal rate of pay, except for holiday premium pay as presently provided.

Explanatory Note: This demand would adjust the rate of compensation for employees who entered State service during the fiscal year commencing April 1, 1971, to the rate of compensation that such employees would be entitled to receive on April 1, 1972, had such an entrance occurred on March 31, 1968.
Fellow Employee Defends Mrs. Duffy's Fight For Mental Hygiene Standards

An attack upon the president of the Pilgrim State Hospital chapter of the Civil Service Employees Assn. has been vigorously rebutted by a fellow CSEA member at the Hospital. Both the attack and the response appeared in the Hospital's monthly publication, Pilgrim Press.

"The attack on Mrs. Julia Duffy's actions was made by the Catholic chaplain at Pilgrim State, the Reverend Thomas F. Forker, who accused her of seeking the dismissal of Dr. Henry Brill, director of Pilgrim State. This attack, he alleged, was the result of Mrs. Duffy's efforts to increase the number of mental hygiene standards.

Dr. Brill, director of Pilgrim State, has been called to point out to the staff the need for more changes. Established rules and procedures will have to be completely reworked. The pilot "new-look" order will have to be discovered.

"You also state in your article, "What will we produce?" Should the question be, "How shall we, together, remove the inequities?" For example, some workers are compelled to receive supplemental welfare in addition to their State salary in order to live. What about the "out-of-state" work employees are forced to do? I could go on and on citing many other inequities; space does not permit to name them, but I am positive you know about them.

"Have you ever taken the time to analyze the modal operant that moves president Julia Duffy of the Pilgrim Press entitled "From the Hospital to the Inmate," new hands wield the instrument of power. I don't quite see it your way. It appears to me you know about many inequities...""

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Yonkers Recruiting
Secretary Staff

Until Dec. 6, applications for
secretary are now being accep-
ted by the Municipal Civil Service
Commission in Yonkers.

Qualifications include having
the following: one year of
versatility including
public contact work and
coordination.

Data on "Where to Apply," check
Employment Bulletin, Yonkers.

Both written and performance
tests must be passed. The
written exam will be at
7:00 p.m.—On the Job—"Ex-
ternal Cardiac Massage," Fire
Department training series.

Tuesday, Dec. 1
11:00 a.m.—The Police Com-
misioner reports on ongoing
Police Dept. activities.

11:30 a.m.—Around the Clock—
"Auto Theft," Police Dept.
training series.

11:30 a.m.—Around the Clock—
"Reorganization of the De-
tective Bureau," Police Dept.
training series.

10:00 a.m.—On the Job—Dir-
ector of Education.

10:30 a.m.—On the Job—"Ex-
ternal Cardiac Massage," Fire
Department training series.

Wednesday, Dec. 2
12:30 p.m.—The Police Com-
misioner reports on ongoing
Police Dept. activities.

12:30 p.m.—Around the Clock—
"Auto Theft," Police Dept.
training series.

12:30 p.m.—Around the Clock—
"Reorganization of the De-
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"Auto Theft," Police Dept.
training series.
Trainees Sought For Office Work In Federal Service—Jobs Based On Entry Only

You can take on a traineeship to become an office worker for the Federal Government without having had previous work experience or high school graduation. The openings—covering lots of different categories—come under the U.S. Worker Trainee Program.

Schedule Thurs.
Applications For Asst. Architects

Assiduous architect jobs exist for applicants with the City Health & Hospitals Corp. as well as other agencies. Pay starts at $12,100.

CANDIDATES will be required to have a bachelor's plus two years of full-time experience in architecture. However, State registration will also prove satisfactory. Follow the Leader.

Exam Notice No. 110 indicates the duties. There is no written test but training and experience will weigh 100 in the rating.

To Keep Informed, Follow The Leader.

FEDERAL EMPLOYEES:
DURING THE WEEKS FROM
NOVEMBER 15 to DECEMBER 31

THE FEDERAL HEALTH PLAN REOPENING PERIOD, YOU WILL BE FACED WITH MAKING AN IMPORTANT DECISION CONCERNING THE HEALTH PROTECTION OF YOURSELF AND YOUR FAMILY.

Here are five major reasons why H.I.P. is your outstanding choice for all around health protection:

1. H.I.P. is the ONLY plan that provides unlimited medical, surgical, specialist, maternity, laboratory and X-ray care. These basic benefits require NO complicated claim forms. NO deductibles. NO co-insurance. NO out-of-pocket expenses. NO lengthy wait to receive back money that you have already paid out.

2. H.I.P. provides fully prepaid doctor benefits for maternity. NO other health plan in New York fully insures you for all of the medical care that you require from a qualified Obstetrician in and out of the hospital during your pregnancy, delivery and following delivery.

3. H.I.P. provides you with complete specialist services both in your doctor's office and in the hospital for as long as the specialist services are medically needed.

4. H.I.P.'s Special Service program arranges for fully prepaid medical care if a rare and costly illness should strike. Coverage under this outstanding benefit pays for brain surgery, open-heart surgery and other complex operations and procedures that often overwhelm a family with catastrophic medical bills, even when there is some kind of added coverage.

5. H.I.P.'s Automated Multiphasic Health Testing Center for the early detection of disease provides an extensive health test for all new adult members of H.I.P. Each of the many tests is processed by modern laboratory equipment, advanced computers and skilled health personnel. The tests provide your doctor with valuable medical information about you which he needs to help keep you in good health.

This is the level of modern medical care available to you as a Federal employee. ISN'T IT TIME FOR YOU TO JOIN H.I.P.
Overseas Posts To Be Filled
Army Dept.

Reassignment comes prior to new hernias. Unusual or scarce skills are the targets of outside recruitment: engineers, equipment specialists, librarians, cartographers, recreation specialists.

Details may be obtained by writing: Employee Management Division, OCP, DESER, Dept. of the Army, Washington, D. C. 20310.

Navy Dept.

Vacancies are usually filled through internal promotion or reassignment, but general recruitment is sometimes done for engineering, science, accounting and auditing staffs. Skilled trades people are wanted, too.

Benefits include free travel for families and transport or storage of household goods. Contact the personnel office at any naval installation in your area, or write: Naval Overseas Employment Office, Atlantic HQ, Potomac Naval Command, Washington, D. C. 20390.

Dep't Of Defense

Elementary and secondary school teachers are in constant demand. Their assignments will be with the Department's Dependent Schools Overseas, serving all three services.

DeLUX Buffet Skillet

Model C127 Art Reg. $29.00

Special $19.99

- Stated in new exciting Harvest & Avocado colors to complement today's kitchens.
- Non-stick cooking makes cleaning easy, cooking a pleasure.
- Large 12" capacity — lets you cook for entire family and guests too.
- Completely removable — with probe removed.
- Temperature control guide conveniently listed on lid handle.

DeLUX All-Purpose Mixer

Model M35 Reg. $39.00

Special $24.99

- Use as a portable or a stand mixer, depending on your time.
- Features 12 ketchup tested mixing speeds covering all types of preparation.
- Available in Avocado, Harvest or White, with 1½ and 3 quart bowls.
- Comes with 3 position bowl lift for cleaning, or off-center mixing.

We carry a complete line of General Electric Products.

114 Fulton St., New York City 227-1422

City Set To Hire Mech. Engineers

Mechanical engineer positions, both on open-competitive and personnelRetention boards, have been opened by the City of New York. A Thursday-only filing period is in effect, beginning Dec. 2.

Candidates will generally need a bachelor's in this field and four years of full-time construction or design experience. However, those with a high school diploma or equivalency will have time to enhance their qualifications through college-level study. In all cases, a professional engineer's license is prerequisite to the title.

Promotion to the title is limited to personnel who have graduated from accredited courses of study in mechanical engineering. The position also calls for a minimum of two years of professional service.

Applicants must be U.S. citizens, physically able to perform the duties of the position, and able to pass a physical examination and drug test.

For more information, call (212) 639-3333.

City Of New York

CIVIL SERVICE LEADER Tuesday, November 30, 1971
NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 40 Thomas St., New York, N.Y. 10013. Telephone 566-8700.

Applications blanks are obtainable free either by the applicant in person or by request in writing at the Application Section of the Department of Personnel at 40 Thomas St., New York, N.Y. 10013. Telephone 566-8700.

Applications will be taken Monday through Friday from 9 a.m. to 5 p.m., and from 10 a.m. to 1 p.m. on Saturdays between 8:30 a.m. and 1 p.m. The telephone number for the Application Section is 566-8700.

In Queens, an experienced Planner is wanted. Must be able to set up and operate blueprint equipment and read blueprints. The pay is $3.90 an hour—fully experienced. Apply at 370 Jay St., New York, N.Y. 10007. Take the IRT Lexington Avenue Line and then the 5:30 Thomas stop. Ask for Mr. Soto.

There are jobs for experienced duplicating machine operators to set up and operate Mimeograph, Kluge, Kelly, and C & P presses. The pay range is $100 a week plus improvements. Apply at the Professional Placement Center, 44 Madison Ave., Manhattan.

In Manhattan, employers need Cylinder Press Operators able to set up and operate multi-line presses. The pay is $2.76 to $3.90 an hour. Apply at the Application Section of the Department of Personnel at 40 Thomas St., New York, N.Y. 10013. Telephone 566-8700.

For the filing of applications, the Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IND 7th Avenue Line and the IND 8th Avenue Line. The IND Lexington Avenue Line stop to use is the Chambers Bridge stop and the BMT’s Q, R stops is City Hall. Both lines have extra near Chamber Street, near the Department.

Completed application forms which are sent by mail must be sent to the Personnel Department and postmarked by the deadline. Transit Authority applicants must file at 370 Jay St., New York, N.Y. 10007. Take the IRT Lexington Avenue Line and then the 5:30 Thomas stop. Ask for Mr. Soto.

We don’t just cover stories. We uncover them.
HAND-RAISING OCCASION —
The recent installation of officers for the Housing & Community Renewal chapter, Civil Service Employees Assn., was conducted by Field Representative Anna Chandler. Left: New state includes, from left: Frederick Maltz, third vice-president; Lester M. Chance, second vice-president; Phyllis L. Ferguson, secretary; Thomas A. Dinatale, first vice-president; Martin E. Gemzby, president, and Phyllis Runco, treasurer.

PENSION BOOST AMONG CSEA CONTRACT DEMANDS

(Continued from Page 8)

OVERTIME PAY DEMAND NO. 4 — Increase the overtime meal allowance to $2.20, thereby equating it to the dinner allowance as specified in the Comptroller’s Rules and Regulations on Travel.

Explanatory Note: A dinner allowance should be the same for all employees irrespective of the location of eating his meal.

PENSIONS

PENSION DEMAND NO. 1 — Provide a 20-year, half-pay pension plan which would provide 7/10th of the highest annual salary for each year of service, up to 40 years, without minimum retirement age or minimum service requirements.

PENSION DEMAND NO. 2 — Provide the option, at time of retirement, for withdrawal of annuity contributions.

PENSION DEMAND NO. 3 — Provide full loan privileges from the annuity savings reserve.

PENSION DEMAND NO. 4 — Base the pension reserve which is payable under the death gamble on the formula for service retirement.

PENSION DEMAND NO. 5 — Provide cost free retirement credit for all employees who served in World War II, the Korean War, the Berlin Crisis, and the Viet Nam Crisis.

PENSION DEMAND NO. 6 — Provide retirement credit for members of the Retirement System who have at least 10 years of member service with such system for prior periods of service with the Federal Government, but such prior service credit shall not exceed the amount of member service with the NYS Employees’ Retirement System. The cost of such prior service shall be based on the salary received while actually employed in public service outside the State.

PENSION DEMAND NO. 8 — Provide cash payment for unused sick leave at time of retirement.

PENSION DEMAND NO. 9 — Eliminate the provision under the Retirement Law which requires an employee who elects to enter service on or after the effective date of either the Career Retirement Plan or the Improved Career Retirement Plan must work five years in order to become eligible for the benefits of these plans.

PENSION DEMAND NO. 10 — Provide that the guaranteed death benefit of three times annual salary described in section 8.14 of the negotiated agreements between CSEA and the State be payable upon the employee’s death without imposing a maximum amount.

PENSION DEMAND NO. 11 — Provide State employees who commenced employment with the Federal War Manpower Commission, or who were transferred from the Division of Employment to the War Manpower Commission and returned to State service with opportunity to purchase retirement credit for time spent with the War Manpower Commission through the payment of the required annuity contributions.

PENSION DEMAND NO. 12 — Provide State employees who have retired from State service with the right to obtain employment in local government without loss of State-attained retirement benefits.

PENSION DEMAND NO. 13 — Make permanent the cost-of-living increase provision for retirees or recalculate the retirement allowance based on future increases in the salary grade held at time of retirement, whichever is greater.

PENSION DEMAND NO. 14 — Reduce service requirements for eligibility for ordinary disability retirement benefits to five years of service and further provide half-pay ordinary disability retirement benefits after 15 years of service.

PENSION DEMAND NO. 15 — Improve the benefits under Section 78 of the Retirement and Social Security Law dealing with discontinued service retirement benefits, by providing the vested benefit, paid immediately.

Alessi Warns Against Firings

(Continued from Page 1)

part of the contract, and I’m sure they will have to live up to it.”

Alessi also hit hard at those firing people. “Firings create, not solve problems,” he said.

Howe pointed out that there are 4,112 authorized jobs in the proposed County budget, but only 836 of them actually are funded.

He has been told by Republican legislators to present a revised budget that would restore all health programs without raising taxes. His original proposed budget called for an average property tax rate increase of 23 cents per $1,000 assessed valuation, which would jump to 28 cents if the health programs were calculated without trimming the budget elsewhere.

More than $6 million in money raised by County property taxes — as opposed to money earned by the Federal government — would have to be trimmed from Howe’s original

PENSION DEMAND NO. 16 — Provide that employees who were employed by the New York City Parole Commission at the time its functions were transferred to the State Division of Taxation and Finance shall be deemed to have entered State service as of the date of their employment with the New York City Parole Commission for the purpose of determining the required payments for retirement credit for certain World War II service.

PENSION DEMAND NO. 17 — Provide that employees who were employed by the New York City Excise Tax Bureau at the time its functions were transferred to the State Department of Taxation and Finance shall be deemed to have entered State service as of the date of their employment with the New York City Excise Tax Bureau for the purpose of determining the required payments for retirement credit for certain World War II service.

PENSION DEMAND NO. 18 — Provide that the normal contribution rate for employees who transfer from special retirement plans to the Career Retirement Plan shall be the same rate charged to all other members covered under Sections 76-f and 75-h.

PENSION DEMAND NO. 19 — Provide retirement credit for the years of service of University of Buffalo employees prior to the 1962 State merger with the University of Buffalo to form the State University of New York at Buffalo.

PENSION DEMAND NO. 20 — Provide that employees who elect “O” option will be given one month from the date of retirement to change his option election.

PENSION DEMAND NO. 21 — Extend all temporary retirement benefits for another year.

PENSION DEMAND NO. 22 — Update eligibility for all temporary retirement benefits requiring employment and/or application to elect certain benefits as specified by law.

(Continued on Page 14)
EXAM NO. 1143
METHODS ANALYST
Written Test Held Nov. 6, 1971

Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. NO PROTESTS OR APPEALS WILL BE ACCEPTED AT THIS TIME.

1. A; 2, D; 3, C; 4, C; 5, A; 6, C; 7, A; 8, D; 9, A; 10, B; 11, B; 12, C; 13, D; 14, B; 15, C; 16, A; 17, B; 18, D; 19, C; 20, D; 21, A; 22, A; 23, D; 24, D; 25, A; 26, B; 27, C; 28, B; 29, D; 30, C; 31, B; 32, D; 33, B; 34, D; 35, C; 36, D; 37, A; 38, B; 39, B; 40, A; 41, B; 42, C; 43, C; 44, A; 45, B; 46, D; 47, A; 48, C; 49, A; 50, B.

51, C; 52, C; 53, D; 54, A;
55, D; 56, C; 57, B; 58, A; 59, C; 60, D; 61, B; 62, C; 63, A; 64, B; 65, C; 66, D; 67, B; 68, A; 69, D.
70, C; 71, D; 72, D; 73, B; 74, D; 75, C; 76, D; 77, B; 78, C; 79, C; 80, A.

SABRBATH OBSERVER TEST
EXAM NO. 1144
ASSISTANT MANAGEMENT
Written Test Held Nov. 6, 1971

Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. NO PROTESTS OR APPEALS WILL BE ACCEPTED AT THIS TIME.

1, D; 2, C; 3, B; 4, B; 5, D; 6, D; 7, C; 8, B; 9, D; 10, C; 11, C; 12, C; 13, D; 14, C; 15, C; 16, B; 17, B; 18, D; 19, C; 20, D; 21, C; 22, D; 23, B; 24, D; 25, B; 26, C; 27, A; 28, D; 29, C; 30, D; 31, B; 32, D; 33, B; 34, D; 35, C; 36, D; 37, B; 38, C; 39, B; 40, A; 41, B; 42, D; 43, A; 44, D; 45, B; 46, D; 47, C; 48, C; 49, A; 50, D.

51, D; 52, D; 53, B; 54, D; 55, D; 56, D; 57, B; 58, D; 59, B; 60, D; 61, C; 62, C; 63, A; 64, B; 65, C; 66, D; 67, A; 68, B; 69, D; 70, C; 71, D; 72, B; 73, C; 74, A; 75, C; 76, A; 77, D; 78, C; 79, D; 80, A.

SABRBATH OBSERVER TEST
EXAM NO. 1145
METHODS ANALYST
Written Test Held Nov. 6, 1971

Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. NO PROTESTS OR APPEALS WILL BE ACCEPTED AT THIS TIME.

1, A; 2, A; 3, A; 4, A; 5, A; 6, C; 7, A; 8, A; 9, D; 10, B; 11, B; 12, C; 13, D; 14, B; 15, B; 16, A; 17, B; 18, D; 19, C; 20, D; 21, A; 22, A; 23, D; 24, D; 25, A; 26, B; 27, C; 28, B; 29, D; 30, C; 31, B; 32, D; 33, B; 34, D; 35, C; 36, D; 37, B; 38, D; 39, B; 40, A; 41, B; 42, C; 43, C; 44, A; 45, B; 46, A; 47, C; 48, A; 49, B.

50, A; 51, A; 52, B; 53, C; 54, B; 55, B; 56, B; 57, D; 58, C; 59, C; 60, A; 61, C; 62, B; 63, C; 64, A; 65, C; 66, B; 67, A; 68, C; 69, B.

SABRBATH OBSERVER TEST
EXAM NO. 1146
METHODS ANALYST
Written Test Held Nov. 6, 1971

Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. NO PROTESTS OR APPEALS WILL BE ACCEPTED AT THIS TIME.

1, A; 2, A; 3, A; 4, A; 5, A; 6, C; 7, A; 8, A; 9, D; 10, B; 11, B; 12, C; 13, D; 14, B; 15, B; 16, A; 17, B; 18, D; 19, C; 20, D; 21, A; 22, A; 23, D; 24, D; 25, A; 26, B; 27, C; 28, B; 29, D; 30, C; 31, B; 32, D; 33, B; 34, D; 35, C; 36, D; 37, B; 38, D; 39, B; 40, A; 41, B; 42, C; 43, C; 44, A; 45, B; 46, A; 47, C; 48, A; 49, B.

50, A; 51, A; 52, B; 53, C; 54, B; 55, B; 56, B; 57, D; 58, C; 59, C; 60, A; 61, C; 62, B; 63, C; 64, A; 65, C; 66, B; 67, A; 68, C; 69, B.

SABRBATH OBSERVER TEST
EXAM NO. 1147
SUPPORT PROMOTION TO SENIOR METHODS ANALYST
Written Test Held Nov. 6, 1971

Candidates who wish to file protests against these proposed key answers have until Dec. 16, 1971 to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted if postmarked after midnight, Dec. 16, 1971.

1, A; 2, B; 3, A; 4, B; 5, A; 6, D; 7, A; 8, D; 9, A; 10, B; 11, A; 12, A; 13, C; 14, A; 15, C; 16, D; 17, A; 18, B; 19, A; 20, B; 21, B; 22, B; 23, B; 24, A; 25, C.

SPECIAL RATES FOR EXTENDED STAYS

SPECIAL WEEKLY RATES

Kullman Named
ALBANY, N.Y. The New York State Teachers' Retirement System has appointed Nathan E. Kullman, Jr. to the office of assistant director. Kullman is a prominent educator and associate executive secretary of the New York State Teachers' Assn.

302 SOUTH MANNING BLVD.

Kullman Named

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JACKSON LAKE, WYOMING: Deborah's Dining and Entertainment - Mailing Address: PO Box 204, Jackson, WY, 83001
**Long Service** — Five employees of the State Health Department’s Rehabilitation Hospital in West Haven were awarded the Civil Service Employees Annuity and Health Safety Plan by Governor Paul A. Gioia for their 25 years of service. They presented them with 25-year service pins at a luncheon at the Wayne Inn recently. Dr. Ingraham, left, appears with the recipients who are, left to right, Mary Bassemer, physical therapist; Elizabeth McGovern, physical therapist aide; Anna Lepahan, head audiometrist; Kathryn RePince, senior stenographer; Viola Swanion, director of occupational therapy, and Helen Hayes (Mrs. Charles McKarthur), who was awarded a plaque for her distinguished service on the board of visitors since 1941.

**Wenzl Hits Job Cutback Via Departmental Merger**

Theodore C. Wenzl, president of the Civil Service Employees Annuity, last week attacked a proposal that would eliminate 354 State jobs through consolidation within the Commerce Department of the Office of Planning Services and the Office of Local Government.

Wenzl warned that any consolidation of the State departments and agencies "must allow for full protection of job rights and benefits of employees displaced by such action."

State Senator Warren Anderson, Senate Finance Chairman, had recommended to Governor Rockefeller that consolidation within the above departments would save the State $8 million annually by eliminating 356 filled positions and abolishing 149 vacant ones.

In his announcement Senator Anderson said: "A thorough evaluation by the staff of the Senate Finance Committee has convinced me that the merger and consolidation of these three agencies into a new department would bring improved efficiency, lower administrative control and considerable savings at state expenditures."

He noted that the only section not to be affected would be the Senate Board of Reapportionment and Assessment, now under OLC. The Board would become an independent body and would not be included in the plan.

**Wage Increase Among CSEA Contract Demands**

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**OTHER DEMANDS**

**DEMAND NO. 1—Provide for dental insurance for retirees and their dependents.**

**DEMAND NO. 2—Provide for the use of the $150 per family contract deductible under the dental plan at the same family level as that presently provided for under the major medical portion of the Statewide Health insurance option. Continue the $50 deductible for a single coverage.**

**DEMAND NO. 3—Increase the present 70 percent-30 percent co-insurance feature under the dental plan to 80 percent-20 percent.**

**DEMAND NO. 4—Provide for a usual and customary fee schedule under the dental plan.**

**DEMAND NO. 5—Provide for dental insurance for retirees and their dependents.**

**DEMAND NO. 6—Under Blue Cross, provide for an increase in maternity coverage from $200 to $250; provide for medical emergency on an outpatient basis at a hospital; provide for psychiatric treatment as an outpatient at a hospital.**

**DEMAND NO. 7—Under Blue Shield, provide for an increase in maternity coverage from $150 to $200; provide for coverage for the sterilization of both male and female; provide for coverage for professional consultation while a patient is in a hospital; provide for psychiatric shock therapy as an outpatient-in a hospital; provide for immunization shots.**

**DEMAND NO. 8—Under Major Medical, increase the present major medical coverage from $10,000 one year, $50,000 lifetime to $25,000 one year, $100,000 lifetime.**

**DEMAND NO. 9—Provide that the spouse or dependent of a deceased retiree shall be entitled to continue coverage under the State Health Insurance Plan at the same group rate.**

**DEMAND NO. 10—Change the present regulations concerning transfers between plans under the State Health Insurance Program by permitting quarterly transfer periods each year.**

**DEMAND NO. 11—Provide a welfare fund of $600 per employee to be administered by CSEA.”**