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THE PUBLIC EMPLOYEE

By JOSEPH F. FEILY
President,
Civil Service Employees Association

Emergency In The Lower Grades

I have asked for my column to appear on the front page of The Leader this week because of what I consider an emergency situation.

The emergency is this — the lower grades in State service will receive in my opinion, an insufficient increase in salary this year. Your Association is fighting this situation with every means at its disposal.

Why this concern for the lower grades? Because these are the people — our Mental Hygiene attendants, our clerical workers, that large mass of employees receiving less than \$5,000 a year, who most urgently need to be brought at least to parity with their co-workers in private industry, at once.

We want to raise salaries from the lowest to the highest grades, giving each employee a fair salary in return for the work he performs. But the lower grades cannot afford to wait for parity in two steps. It is cruel to recognize the need here and not to act on it.

The theories of being a model employer can get too high flown, in my book. The State is anxious to compete, it says, on an even level with private industry to get qualified personnel in public service. That's fine. But what does parity mean? And does it necessarily follow that private industry—because it is private—pays a just wage? There seems to be a fear that the State may end up paying its people a little more in some titles. Is this a sin?

About a half of the money recommended in the McKinsey survey for salary increases will be appropriated this year. This isn't enough to do total justice for all grades. But it is enough to raise our lower grade employees to a more decent wage.

From our own survey, we know that nearly all State workers in the lower grades must hold an outside job in order to survive financially. In many cases, the wife must work as well to make ends meet.

This is a terrible fact for a wealthy state in the world's richest country to face.

There are other things we are fighting for, too. Promotion opportunities in the state are limited and many of you faithful workers have been at an end for years through no fault of your own. Extra increments are the least the State can offer to its loyal and dedicated workers.

We are not going on strike. We are not going on parade. We don't have to. The facts support our case and the facts are known. And we intend to hammer home those facts until we get results.

Feily Again Urges Meal Allowance of \$2.50 For Thruway Overtime Work

Joseph F. Feily, president of the 87,000-member Civil Service Employees Association has again urged the State Thruway Authority to improve its meal allowance arrangement for employees who work overtime.

The Association recently won a revision in the State Rules and Regulations governing expense accounts, which provides that State employees who work overtime (not including those in regular travel status) to be paid a \$2.50 meal allowance.

In his letter to William E. Tinney, director of administrative services for the Thruway Authority, Mr. Feily wrote:

"As you may know, the State Comptroller on February 1 announced that an overtime meal allowance of \$2.50 will be allowed to employees who work overtime (not including employees in regular travel status). Our Association again recently urged the State

Comptroller and the Director of the Budget for a meal allowance for all employees who worked overtime.

"We hereby request the Authority Board to amend the Statement of Employee Relations Policy to provide overtime meal allowances in the amount of \$2.50 per meal to all personnel of the Thruway Authority who work overtime. In view of the announcement by the State Comptroller, which we assume was issued with the assurance of the Division of the Budget that money would be made available, we feel sure that the Thruway Authority Board will want to treat all its employees equally and adequately in this matter.

"We hope that action to adjust these allowances will be taken at an early date and we ask your advice in the matter."

Pass Your copy of The Leader on to a Non-member

Rumors Fly Again On Pay Raise

ALBANY, Feb. 20. — An air of uncertainty is surrounding the State Capitol over how Governor Rockefeller will propose to adjust state salaries.

One legislative figure, however, told The Leader the "form" the increase would take probably would follow along the lines of the McKinsey Company report, which advocated an approximate range of \$200 at the entrance level to about \$8,000 at the cabinet level.

A spokesman for State Budget Director T. Norman Hurd indicated that no decision would be reached on the state pay raise and how it would be distributed until several additional meetings or salary conferences had been held with the Civil Service Employees Association.

The Association met recently
(Continued on Page 16)

Feily Tells Budget Hearing:

Legislators Need State's Findings to Act on Salary

ALBANY, Feb. 20—The State was advised by the President of the 90,000-member Civil Service Employees Assn. to make its own pay study findings available to legislators, who will vote on any increase in salary for State employees.

Speaking at an open hearing on the 1961 State budget here last week, Joseph F. Feily, CSEA president, declared that "we believe that is wrong for the State of New York to maintain a policy of secret, non-publicized salary information."

The Employees Association has proposed, through a measure in the Legislature, that the recommendations and findings of the Compensation and Classification Division of the Civil Service Department, at least be made known to legislators, as a first step.

The State has released an Administration survey, the McKinsey report, to the public, but not the Civil Service study. It is this latter study that the Employees Association feels certain would support CSEA claims on needed pay boosts.

Metro Conference Meets Feb. 25

The winter meeting of the Metropolitan Conference of the Civil Service Employees Association, previously canceled because of snow conditions, has been rescheduled for Feb. 25 at Psychiatric Institute in New York City, Solomon Bendet, Conference president, announced.

The meeting will begin at 1:30 P.M. in the 8th Floor Auditorium of the Institute, Mr. Bendet said.

Top items to be discussed at the meeting will be legislation dealing with salary and pensions.

Special Leader Report

Classification Plan For Assembly Aides Set Up By Carlino

ALBANY, Feb. 20—The first salary classification plan for legislative employees in the history of New York State has been instituted by Assembly Speaker Joseph F. Carlino, Nassau County Republican.

In announcing the step, Mr. Carlino told The Leader "This is a modified career plan, similar to that used for state departments. It covers both session and annual employees."

The plan covers most of the main divisions of the State Assembly, where appointees are by the Speaker. It does not include employees of joint legislative committees or personnel named by the minority party or individual assemblyman.

No similar plan exists for the State Senate, where appointments are handled by Sen. Majority Leader Walter J. Mahoney and Minority Leader Joseph Zaretzki.

Mr. Carlino emphasized that no present Assembly employee, if above the newly adopted pay scale, would suffer a salary cut.

The plan has been put into effect for current session employees, who work for the period the Legislature is meeting and will be effective April 1 for fulltime or annual employees.

Under the two-party system, the Speaker said he did not feel it was his duty or responsibility to set salaries or job titles for employees of the Democratic minority.

Lump Sum For Democrats

The Democrats receive a lump sum appropriation in the Assembly budget, which last year totaled \$278,000. This is used for clerical and other help who are certified by Minority Leader Anthony J. Travia.

The Carlino plan is significant in that it is the first attempt to bring a civil service approach to the personnel of either house of the Legislature. Until now, legislative payrolls have been a "catch as catch can" arrangement, with many employees doing the same work but receiving different salaries. Legislative salaries frequently have been the product of political connections or recognition for long service.

Under the plan a starting salary
(Continued on Page 14)

Oswego County Votes 5-Point Plan To Aides

Oswego County Board of Supervisors recently voted the 5-Point plan, in which the County will pick up the first five points of employees' contributions to their Retirement system, and quickly received the thanks of the Oswego County chapter of the Civil Service Employees Association.

David J. Hopkins, chapter president, following adoption of the CSEA-developed plan to increase take-home pay, wrote to William A. Hoag, County Board chairman, saying:

The Oswego chapter, Civil Service Employees' Association, Inc. wishes to congratulate you
(Continued on Page 16)

Wants Equal Pay

Our Association has constantly urged that State employees receive salaries that are equal to those paid to their counterparts in private industry. We have carefully examined all the salary facts pertaining to private industry available from reputable sources, and we have proposed a salary adjustment of three grades plus a system of providing longevity increments for employees who remain at the maximum of their salary grade mainly because of lack of promotional opportunity. Our complete salary studies which we believe fully support our salary program, have been furnished to Executive and Legislative

(Continued on Page 3)

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Pulaskis Form Grand Council, Elect Officers

The first president of the newly-chartered Grand Council of Pulaski Associations of Greater New York and New Jersey is City Police Sgt. Michael J. Labowski of the Herbert St. Precinct.

The Grand Council includes Pulaski groups from the City Police, Fire, Correction and Sanitation Departments of the City and the combined Police Departments of Passaic and Bergen Counties of New Jersey.

Other Grand Council officers elected were: Stanley Wishin, City Correction, first vice president; John Kirkaler, Passaic Police, second vice president; Walter Mieczkowski, City Fire, third vice president; Francis Maciewski, City Police, recording secretary; Stanley Katta, City Police, corresponding secretary; Stanley Adamski, City Fire, treasurer, and Stanley Prylucki, City Correction, sergeant-at-arms.

Stanley Pryor, assistant district attorney for Queens County, has been named general counsel of the organization, whose members are all civil service employees of Polish-Slovenic descent.

Officers will be installed on Friday evening, April 7, at the Queens Terrace Restaurant, Roosevelt Ave., Woodside, Queens.

Effective Writing Course Offered City Employees

A course in effective writing for City employees is being offered by the City Department of Personnel under the City College Municipal Personnel Program. It will start Monday evening, Feb. 27.

The course will be conducted by Philip Ripps, assistant director of Recruitment and Public Relations for the Personnel Department. It will concentrate on providing individual instruction for employees who serve as supervisors or in other positions requiring the writing of reports and letters.

The course will stress the organization and development of ideas and the importance of good taste and proper approach in the preparation of letters and reports. Check lists, spelling lists and sample "problem" letters and reports are distributed to each student.

Students will be required to write letters and reports in class, where the instructor will review the elements of grammar, vocabulary, punctuation, capitalization,

sentence structure and spelling.

Registration for this course, which is now under way, will be limited to permit individual critiques. Interested employees should call the Training Division (CO 7-8880, ext. 231) for information and registration forms.

Transit BMT's Holy Name Group Sets Yearly Memorial Mass

The BMT Holy Name Society of the City Transit Authority will offer its Annual Memorial Mass for living and deceased members on Wednesday, Feb. 22 at 10 a.m. in St. James Pro-Cathedral, Jay and Tillary Sts., Brooklyn.

Celebrant will be Rev. Edward B. Brady, moderator of the Society.

Families and friends of deceased members, together with all personnel of the Transit Authority, are invited to attend. After the Mass, there will be a solemn reception for new members into the society.

Upon completion of the ceremonies, William Garret, president, will conduct an important business meeting in St. James School Hall.

3 Bills in Legislature Seek Equal Pensions for Article I & II Policemen

ALBANY, Feb. 20. — Three bills were introduced in the State Legislature last week calling for revision of pension benefits to New York City policemen who were appointed after 1940.

The measures, backed by the New York City Patrolmens Benevolent Association, were introduced in the Senate by Sen. Thomas J. Mackell and in the Assembly by Assmb. William J. Brennan, both Queens Democrats.

The measures would eliminate differences in retirement pay between policemen who joined the service before 1940 and those who joined after that date.

Under the so-called Article I pension system (which applies to policemen appointed prior to 1940) a man may retire after 20 years' service on 50 per cent of his then current salary.

Under Article II (which covers those appointed after 1940) retirement allowances are graduated and many officers must serve 23 to 25 years before achieving a 50 per cent pension. Recent retirees among those appointed after 1940

have received as low a 43 per cent of their base salary in pension payments.

The two Legislators, in submitting the bills to correct this inequity, said:

Would Affect Recruiting

"With law enforcement problems on the increase, it is vital that we offer new recruits to police work the same basic advantages enjoyed by their predecessors. Retirement pay dif-

ferences within a Police Department are a source of lowered morale and must be corrected."

Working in cooperation with Senator Mackell, the PBA helped draft the corrective legislation which will affect more than 21,000 of New York City's policemen. A summary of the bills follows:

1. That all policemen be granted a minimum retirement allowance equal to 50 per cent of their final salary.

2. That all policemen be granted the right to retire on 50 per cent of their final compensation plus 1/80th of such final compensation for every year over twenty that they have served, or, to select the maximum retirement allowance as presently permitted under law, whichever is greater.

3. That the computation used (Continued on Page 16)

Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is an adjunct professor of public relations in the New York University School of Public Administration and is a vice president of the public relations firm of Tex McCrary, Inc.)

With the income tax deadline just about due, we commend the painless relations techniques practiced by individual agents of the U.S. Internal Revenue Service in performing what ordinarily would be painful surgery.

Parting people from their money is hardly conducive to a love match between tax collector and taxpayer. Yet there are some agents in the Service, whose sense of good public relations is so keen that they perform their duty efficiently, honestly and politely, while maintaining equal fairness to both taxpayer and government.

We have one particular agent in mind, who proved to us that there are civil servants who can genuinely represent both sides of a question with an even break for

two seemingly conflicting interests.

It is public relations in the civil service at its best when the government officer leaves the taxpayer feeling that he has been treated considerably and decently—even after the taxpayer has been assessed a whopper of an added tax.

This agent listened attentively, argued intelligently, examined records carefully, then announced he would like to consult further with some of the technical experts in his office on some of the moot points.

At the second meeting, there was no question but that the agent had done his research, his homework and his consultation with the experts. Some points were resolved in favor of the taxpayer, some against him. But throughout there was understanding without fawning, firmness without officiousness.

Although he did not have a degree in public relations, this agent had something just as good—common sense and an abiding respect for the taxpayer's problems.

All of which contributes significantly to the cumulative total of good public relations for his Service.

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CITY EMPLOYEE EVENTS CALENDAR

- HOLY NAME SOCIETY, BMT Transit Authority, Annual Memorial Mass, 10 a.m. Wednesday, Feb. 22, St. James Pro-Cathedral, Jay and Hillary Sts. Brooklyn.
- ST. GEORGE ASSOCIATION, Fire Department, Meeting, Tuesday, Feb. 21, 8 p.m., Tough Club, 243 W. 14th St., Manhattan.
- AMERICAN LEGION, Sanitation Department, Post 1110, Meeting, 8 p.m. Tuesday, Feb. 21, 128 W. 17th St., Manhattan.
- FIREMEN AND OILERS, Local 56, Meeting, 7 p.m. Tuesday, Feb. 21, Local Union Office, 1860 Broadway, Manhattan, Room 705.
- HOLY NAME SOCIETY, Fire Department, Brooklyn and Queens, scholarship examination for girls and boys, 10 a.m. Saturday, Feb. 25, St. Thomas Aquinas School, Flatbush and Flatlands Aves., Brooklyn.
- VETERANS OF FOREIGN WARS, Post 6390, Sanitation Department, Meeting, 8 p.m. Tuesday, Feb. 21, 168 W. 23d St., Manhattan.
- COLUMBIA ASSOCIATION, Sanitation Department, Meeting, 8 p.m. Thursday, Feb. 23, 175 Oxford St., Brooklyn.
- ST. GEORGE ASSOCIATION, Sanitation Department, Meeting, 8:30 p.m. Friday, Feb. 24, Room 1002, 71 W. 23d St., Manhattan.
- MUNICIPAL CRANEMEN'S ASSOCIATION, 553 Broadway, Academy Hall, at 14th St., Manhattan. Meeting at 8 p.m. Tuesday, Feb. 28.

ANNOUNCING! A Complete Travel Program For Civil Servants

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Right now, SPECIALIZED TOURS, INC., travel agents to the Civil Service, is presenting a comprehensive program of co-operative tours designed to fit the vacation purse of public workers throughout the state. Arrangements have been made to provide low-cost, high quality, fun packed tours to:

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During the past four years, SPECIALIZED TOURS, INC., has opened the world of travel to the Civil Service by operating and promoting tours at below-market prices with no sacrifice in quality or comfort. Hundreds of public employees have seen long sought dreams of traveling come true through our efforts. Right now, your travel horizon is even further expanded with the delightful tour programs we can arrange for you—and again at unbelievable prices.

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Get CSEA Group Life Insurance During Feb. Without Medical

New applicants for Civil Service Employees Assn. Group Life Insurance, under age 50, will not be required to take the usual medical examination if they apply during the month of February, according to CSEA President Joseph F. Feily. Applicants 50 years or over will have to take the usual examination at the expense of the Insurance Company.

Low Cost

A CSEA member, 29 years or

younger, under the Group Plan, gets \$1500 term life insurance protection for 13¢ bi-weekly—older employees enjoy proportionately low rates.

In addition to low cost, the plan provides double indemnity for accidental death and waiver of premiums if an insured member becomes disabled prior to age 60. Additional insurance of 30% of face amount, minimum \$500, is also provided without additional cost because of favorable loss experience. Payment of premiums is made through convenient payroll deductions. Death benefits are paid within 24 hours after notice is received at CSEA Headquarters without red tape.

Who Can Join

The plan now covers 45,000 CSEA members. Any employee of the State or of the Counties of Westchester, St. Lawrence, Chemung, or the Cities of White Plains, Ogdensburg, Plattsburgh, Newburgh, Elmira, Mt. Vernon and South Fallsburgh, who are or become CSEA members, may apply for this low cost Group Life Insurance.

Where to Apply

Applications and explanatory literature can be secured from any CSEA Chapter, or from CSEA Headquarters, 8 Elk Street, Albany, or its Branch Office at 11 Park Place, New York City.

This special opportunity applies to applications for the Group Life Insurance received at CSEA Headquarters, or Branch Offices, during the month of February, 1961.

Bill Calls for State, Subdivisions to Pay Full Retirement Costs

ALBANY, Feb. 20—Albany Democrat Harvey M. Lifset has introduced a bill in the Assembly to increase the take-home pay of many state and municipal employees.

The bill, which is co-sponsored by Senator Frank Composto, Brooklyn Democrat, would provide for the state, and any municipalities participating in the State Retirement System to pay the full amount of the contributions of its employees to the retirement fund for one year.

The plan was first proposed by State Comptroller Arthur Levitt last fall. He said at the time that the move would correspond to the retirement policies of many of the top industrial firms in the nation.

The measure, introduced by the two Democratic lawmakers, has the backing of Mr. Levitt, who said: "Under this measure, the present contributions now made by state employees to the Retirement System would be assumed by the state for a period of one year beginning on April 1st, or the first payroll period after that date."

The effect of the bill would be to have the state or any municipal employer electing to do so, pay the balance of employees' contributions to the Retirement System over and above the five percent payment provided for in legislation first enacted at the 1960 session of the Legislature.

Under terms of the bill, an employee, however, may elect to continue to make his full contribution to the system in order to build up his retirement fund.

In the event of an employee's death, these contributions by the state and local governments will not be considered in the establishing of the amount of death benefits.

A second bill proposed by the comptroller would liberalize and increase the supplemental retirement allowances of retired members of the State Employees and Teachers Retirement systems.

The increase is accomplished through raising the percentages applied to the basic retirement allowances to arrive at the supplemental amount.

The age requirements of 65 for men and 62 for women as a qualification for receiving a supplemental pension is eliminated under this bill. Benefits would be based on year of retirement, irrespective of age.

New State Trooper Chief Welcomed

Arthur Cornelius, Jr., who recently succeeded Francis M. McGarvey as superintendent of State Police, has received the welcome and congratulations of the Civil Service Employees Association.

In a letter to Mr. Cornelius, greetings came from CSEA President Joseph F. Feily, who wrote him saying:

On behalf of The Civil Service Employees Association I should like to extend to you our most sincere congratulations and warmest wishes upon your recent appointment as Superintendent of State Police.

It is our desire to work closely with you for the improvement of the working conditions and personnel practices which make for effective, productive and efficient operation in the State Police.

Sol Grossman To Be Honored; Kaplan To Speak

The Rochester chapter, Civil Service Employees Association, will honor Sol C. Grossman with a testimonial dinner-dance on Tuesday evening February 21 at the Triton Party House 1443 East Main Street, Rochester, on his retirement from State Service. Mr. Grossman is a past president of the Rochester chapter. He has been a sincere and ardent worker in behalf of all CSEA members. His retirement from the State Rent Control Board is regretted by the many friends made during his service.

H. Elliot Kaplan, Chairman State Commission, is to be the guest speaker. His topic will dwell on his 20 Point Program, which is of interest to all State Employees.

All members of the various state chapters in this area, as well as non-members, are very welcome to this affair, and, are cordially invited by Samuel Grossfield, president of Rochester chapter.

A short business meeting will follow.

Peter Andrialls, State Parole Board, is program chairman of this event.

State Asked To Show Its Pay Findings

(Continued from Page 1) legislative leaders of State government.

The McKinsey Studies

Several months ago the State retained a consulting firm to make a comparison of salaries in the State service with those outside. This study was in addition to one which is made annually by the Division of Classification and Compensation of the Civil Service Department.

The results of the study by McKinsey Associates, which have been publicized, indicate that State employees are behind between 60 to 65 million dollars. This amount, in our opinion, does not differ to any substantial degree from the cost of the Association's own salary program nor which the findings of the Division of Classification and Compensation.

Our State employees have been lagging every year to a significant degree and even more so this year. The State, in the Executive Budget, proposes a sum of money which would provide for somewhat more than half of the adjustment which McKinsey Associates indicates is required to bring State employees to parity.

CSEA Interpretation

Our own studies, and our interpretation of the studies made by the Civil Service Department, indicate that a greater adjustment is needed in the lower grades than is indicated by the McKinsey report. Our Association will do its utmost to secure a more substantial adjustment for our low paid employees than has been recommended.

We have no desire to detract from the salary recommendations for the employees in the higher grades, but we do strongly feel that the lower grade employees — more than 70% of whom receive less than \$5,000 per year — deserve and should receive a fairer and more equitable salary adjustment than has been indicated.

Named School Visitors

ALBANY, Feb. 20. — Clare C. Rosell of Syracuse and Mrs. William E. Westcott Jr. of Utica have been named to the Board of Visitors of Syracuse State School. Governor Rockefeller also reappointed Monsignor Daniel F. Lawler of Syracuse to the board.

R. G. Selleck Dies at Dinner

Robert G. Selleck, 43, died unexpectedly Feb. 13 while attending Syracuse chapter Civil Service Employees, dinner at Hotel Syracuse. He was attending supervisor of the Syracuse State School.

Mr. Selleck, who suffered a heart attack, had been in poor health since last August.

A native of Syracuse, he resided on Warner Road, Camillus. He was a veteran of World War II and a member of the English Lutheran Church, Esucaryss Club, and cub master of Den 58.

Employed 13 years at the State School, he was president of the Civil Service Employees Association Chapter there.

Surviving are his wife, Mrs. Naomi C. Selleck; a son, Robert G. Selleck; his mother, Mrs. Ethel Schramp and two sisters, Mrs. Ethel Mudphy, and Mrs. Olin Bookes.

'Reporter' Tells How Snow Cancelled Meet Of Central Conference

(Paul Kyer, editor of The Leader, was among those stranded by snow when the Central Conference of the Civil Service Employees Association attempted to meet in Utica. A phone call to Raymond G. Castle was made and Mr. Castle who made it to Utica, promised to act as Leader reporter on the blizzard-bound event. The following is Mr. Castle's message, given to us in the vein of a disappointed reporter.)

Dear Boss:

There was no Winter Meeting of the Central New York Conference and Workshop at Utica on February 4th so I have no story to send you. This was going to be my masterpiece. I studied all the clippings you sent me, containing the names of all the prominent people in the Conference as you suggested. But, since there was no meeting and no story, I did not get to meet many of them. (I suppose I might as well tell you how it happened).

I arrived at the Hotel Utica in Utica late Friday afternoon and the weather was beautiful. I looked up S. Samuel Borelly, President of the County Workshop and Joyce Jewell, President of the Host Chapter, Utica State Hospital and I attended the reception held Friday night at 9:00 o'clock.

About twenty early arrivals and a few from the local Chapter had a very interesting social session. Plans were discussed for the wonderful panel session to be held the next day. All of the local people concerned in planning the events

Westchester CSEA to Elect

The annual election meeting of the Westchester County Civil Service Employees Association, Inc. will be held on Monday, Feb. 27th, at 8 P.M. in the County Room of the County Center on the Bronx River Parkway in White Plains.

The month of February has been declared a Special Enrollment Period for the low-cost Group Life Insurance offered to Association members. All employees of the County of Westchester who are not members of the Association were sent life insurance and membership literature early this month.

The status of all legislative bills sponsored by the Civil Service Employees Association will be discussed at the meeting.

Members are urged to bring their suggestions for the 1961 program.

were most enthusiastic as they talked about the day and evening events which had been planned under the name "Operation Snowflake" as you can see from the attached program.

Phone Rang Steadily

On Saturday morning about 7:00 o'clock, the 'phone started to ring. The Conference President Florence A. Drew telephoned from Binghamton that the snow was so deep that she could not even get out of her back yard and, consequently, she and Bob Sullivan, President of the Binghamton Chapter and others from Binghamton would have to miss the meeting. About the same time, Field Representative Ben Roberts telephoned from Ithaca to say that 22" of snow had fallen overnight and he was stranded. At 7:15 A.M., Bob Selleck, President of the Syracuse State School Chapter said that he and his group and Conference Vice President Tom Ranger could not buck the 24" of snow on the ground to get to the meeting. A telegram was received from State First Vice President Al Killian in Buffalo, saying that he and Claude Rowell from Rochester were marooned in that section of the State.

About 8, Sam Borelly arrived at

(Continued on Page 14)

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader Office.

Hours are 9 A.M. to 4 P.M. closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing applications. This is to allow time for handling and for the Department to contact the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y. corner of Chambers St., telephone BAclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; Room 400 at 155 West Main Street, Rochester (Wednesdays only); and 141 James St., Syracuse (first and third Tuesdays of each month).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south of Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, News Building 220 East 42d Street (at 2d Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 A.M. to 5 P.M. Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, except the New York, N. Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with named requests for application forms.

U.S. Service News Items

Federal Aides Median Grade Raised to GS-6

In the last five years the median grade for Federal employees aid under the Classification Act has moved from GS-5 to GS-6. The rise in median grade is due partly to the fact that less people are hired for routine tasks than previously. As of today 23 percent less typists and 18 percent less file clerks are hired by the Federal government.

The rise in median grade can also be considered the product of new occupations and changes in old occupation brought on by technical advances. Increasing responsibility to non-professional employees and the raising of standards.

C.S.C. Reports on 1960 Management Training

The 1960 report of the Civil Service Commission reviews the Office of Career Development which was established in March 1960 in the interest of management training.

The Commission decided to sponsor the seminars for management interns begun by the Brookings Institution under a pilot program in Feb. of 1958. The program of management institutes has been expanded with respect both to the number and kinds of subjects to meet the increasing needs of Federal personnel for technical training. The 21 different courses in management techniques conducted by the Commission in the Washington area represents another activity of the Office of Career Development.

Over 8,000 Civilians are Employed by 1st Army

There are more than 8,000 civilian employees at Army installations and activities in the eight state First U. S. Army area. This include all the New England States, New York and New Jersey and the Army Air Defense Command units in Thule, Greenland.

The civilian employees comprise about 30 per cent of the First Army authorized permanent military strength. Many of these people hold professional, technical, and even critical jobs.

Civilian members of the First Army's team assure continuity of administration and operation under the constantly changing military personnel. They also provide a nucleus of trained personnel necessary for expansion in any emergency.

6 to Receive Federal Woman's Award Feb. 24

On Feb. 24, six government career women will receive the first annual Federal Woman's Award. The women selected for this honor represent high achievement in the fields of astrophysics, economics, foreign policy, medical research, penology, and transportation. They were chosen for their outstanding contributions to the quality and efficiency of the career service of the Federal Government, for their influence on major Government programs, and for personal qualities of dedication, integrity, judgement and leadership.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

The recipients of the award are:

Dr. Beatrice Aitchison, director of transportation research, Bureau of Transportation, Post Office Department; Ruth Elizabeth Bacon, charge d'affaires, American Embassy, Wellington, New Zealand; Department of State; Nina Kinsella, warden, Federal Reformatory for Women, Alderson, W. Va.; Department of Justice; Dr. Charlotte Moore Sitterly, physicist, National Bureau of Standards, Department of Commerce; Mrs. Arnyess Joy Wickens, economic advisor to the secretary, Department of Labor and Dr. Rosalyn S. Yalow, principal scientists, Radioisotope Service, Bronx Veterans Administration Hospital, New York.

Postmaster Day Holds 1st Press Conference

Last week J. Edward Day, Postmaster General, held his first press conference. Among the topics covered was the large number of promotions approved by the Department's regional directors in the last part of the Eisenhower administration. These jobs, he said, should be removed from Civil Service and filled with people whose viewpoint reflected that of his administration.

Day has no plans to reduce the amount of third class advertising matter. He felt that a recession was not the time to curtail businesses that depend on this kind of mail.

State Court Officer & Attendant Exam; Minimum Pay \$4,000

New York State's court officer and court attendant examination will be open to March 13. These jobs pay from \$4,000 to \$6,510 a year to start, depending on the court to which appointment is made. Many vacancies are expected to be filled from this test.

By July 1 candidates must meet the following requirements: Three years of experience in court work in New York State or three years of experience as a law clerk or public law enforcement officer. Graduation from law school or any satisfactory equivalent in training and experience will also satisfy the requirements.

Candidates must have been legal residents of either the first or second judicial departments for at least four months preceding the date of the test, which is April 15. The first judicial department includes New York and Bronx counties. The second judicial department includes Kings, Richmond, Dutchess, Orange, Putnam, Rockland, Westchester, Nassau, Queens and Suffolk counties.

Candidates for positions in the Court of General Sessions and in Bronx, Kings, Queens, and Richmond counties must be between the ages of 21 and 41 on the date of the test. Candidates for other positions must be between 21 and 46 on April 15.

Candidates must be at least five

feet seven inches in height and must weigh at least 140 pounds. Satisfactory hearing and vision are also required.

Conviction of a felony will bar examination and appointment. Conviction of a misdemeanor or other violation of law may bar examination and appointment.

Candidates who pass the written test with a high enough score to be considered for possible appointment in the near future will also have to pass a qualifying medical examination. A strength and agility test will be given to those passing the medical test.

Notices to appear for the written test will be conditional. Applications will not be reviewed for minimum requirements unless they have already passed the written test.

Application forms may be obtained at 270 Broadway, N. Y. C., or The State Campus, Albany. The deadline for filing applications is March 13. The examination number is 6069.

Supv. Personnel Examiner

The official announcement for the upcoming New York City examination for promotion to supervising personnel examiner (classification) was approved last week by the City Civil Service Commission.

THESE MEN* ARE TRAINED TO SERVE YOU—



The Ter Bush & Powell representatives listed below will be happy to explain how you, as a member of the C.S.E.A., can benefit through enrollment in the C.S.E.A. Accident & Sickness Plan. This plan does not conflict with the State Health Plan, and enrollment in both plans is recommended to provide the broad protection you and your family would want to have in the event of accident or illness.

Contact one of the trained representatives here for full details on the C.S.E.A. ACCIDENT & SICKNESS PLAN.

- | | | |
|--|---|--|
| *
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Bill Would Forbid Use of Firefighters in Labor Disputes: IAFF Backs It

A bill has been introduced in the State Legislature to prohibit the use of uniformed firemen anywhere in the State from being ordered into action to control labor disputes.

The measure, which has the backing of the International Association of Firefighters and all New York State locals, was introduced in the Senate by Sen. Marine, Intro. 1741, Print 1799, and in the Assembly by Assemb. Rossetti, Int. 2348, Print 2378.

In a memorandum supporting the measure, James R. King, I.A.F.F. vice president for the New York district, said:

"The need for this corrective legislation was made apparent in October, 1960, in Schenectady during the strike of the Interna-

tional Union of Electrical Workers against the General Electric Company."

As Section 57 of the Second Class Cities Law now reads, a mayor may call out police and firemen in case of "riot, conflagration or other public emergency requiring it."

The Amendment

The amendment would provide that "nothing contained in this section shall empower the mayor to call out firemen for duty in cases involving labor disputes."

In the Schenectady General Electric strike, wrote Fireman King, "picket lines had been established at the gates to the plant, and the mayor of that city then took what we feel to be the most ill-advised and reprehensible of actions. The city's firefighters were deputized as police, and orders were issued that they be stationed at plant gates.

"If such deputization was to be used only for the protection of life and property — even this would have been acceptable — for firemen have taken an oath of office to afford such protection. Instead, now as police officers, firemen were to report to the gates of a plant involved in a private labor dispute. Upon arriving at these gates they were to hook up and charge their hose lines. With streams from high pressure hoses, and with clubs, firefighters were to clear the way for non-strikers so that these non-strikers could enter the struck plant.

"Such an action is Un-American as well as anti-labor."

New Nurse Title Urged at Conference

A new hospital rank for nurses, "clinical staff nurse," was proposed last week at the regional conference of the American Nurse Association, which held a four-day meeting in the Hotel New Yorker.

Frances Reiter, dean of the Graduate School of Nursing at New York Medical College, who made the proposal, said: "The clinical staff nurse would be promoted from general staff nurse when she became more competent in the care of one particular type of person. She might then be promoted to 'clinical associate.'"

The associate would make rounds with the physician, plan medical-nursing arrangements for the patients with him and follow through in the care of these patients, Mrs. Ritter said. The associate would aim to become a specialist in advanced clinical knowledge and in clinical practice.

The conference attracted 800 nurses from 31 states, Canada and Puerto Rico.

Markets Inspector Test Answers Final

The official tentative key answers to New York City's test for Inspector of markets, weights and measures, taken by 128 candidates on Jan. 7, have been adopted as the final key answers with one change — answer 47, either A or C.

A total of eight test items were protested by four candidates.

LEGAL NOTICE

CITATION — File No. P3796, 1960 — The People of the State of New York, By the Grace of God Free and Independent, To Alva Tweedale, Midland Bank Executor and Trustee Company, Ltd., Henry Johnson, Evelyn Maria Allan, Richard Filion, Mildred Martland, Kathleen Mole, Robert Webster Filion, Frank William Filion, Jean Vernon, John Filion, Peter Filion, Edith Brough, Edith Ester Yorath, Phyllis Gertrude Ross, Iris Yvonne Bradbury, Maurice Cutler Tweedale, Charles Fielding, Maurice Distarte, National Canine Prevention League, Royal Society for the Prevention of Cruelty to Animals, The People's Dispensary for Sick Animals, Inc., The Rev. George Eustace Carter, The Rev. Laurence Williams, Thomas I. Fitzgerald, Public Administrator, New York County.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 304 in the Hall of Records in the County of New York, New York, on April 3, 1961, at 10:30 A.M., why a certain writing dated March 29, 1959 and a certain writing dated November 11, 1959, which have been offered for probate by Auguste R. Pottier, residing at 91 East 66th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Edith Bartlett Smith, Deceased, who was at the time of her death a resident of the Waldorf Astoria Hotel, Park Avenue and 60th Street, New York, in the County of New York, New York, Dated, Attested and Sealed, January 24, 1961.

HON. S. SAMUEL DIFALCO, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)
WOLFSON, CATON & MOGUEL, Attorneys for Petitioner, Office & P. O. Address, 193 Broadway, Borough of Manhattan, New York 6, New York.

Unemployment Claims Clerk Test In State

Unemployment claims clerks are wanted by New York State for jobs which pay from \$3,500 to \$4,350. Vacancies for this position exist throughout the State. Applications for this test will be accepted up to March 16.

Candidates for this exam must have been employed in the competitive class in the Division of Employment for one year prior to April 15 in positions allocated to grade 3 or higher.

An unemployment claims clerk processes claims for unemployment insurance benefits. He conducts brief counter interviews with large numbers of claimants to ascertain the presence or absence of disqualifying conditions and to secure relevant information.

The written test is scheduled for April 15 and will consist of questions on arithmetical computations, paragraph interpretation, problems based on the application of given laws, rules and other data. Vocabulary and English usage will also be tested.

Application forms may be obtained from The State Campus, Albany, or from Room 2301, 270 Broadway, New York City. The examination is No. 5909.

Deckhand Promotion

A scheduled New York City examination for promotion to deckhand (tugboat), for the Sanitation Department, was cancelled last week by the Civil Service Commission.

Official Key Answers to City Bus Driver, District Foreman Written Tests

The New York City Department of Personnel has released the official tentative key answers to the big written test for surface line operator (bus driver), taken Feb. 11 by 7,456 candidates from among the 9,430 summoned to the test.

Candidates who wish to protest any of these answers have until March 8 to do so. Protests must be in writing and include evidence upon which they are based. Send to the City Civil Service Commission, 299 Broadway, New York 7, N. Y.

The answers:

1. C; 2. B; 3. D; 4. B; 5. C; 6. D; 7. A; 8. A; 9. D; 10. D; 11. B; 12. C; 13. C; 14. C; 15. D; 16. D; 17. B; 18. C; 19. A; 20. B; 21. B; 22. A; 23. C; 24. B; 25. B; 26. D; 27. C; 28. A; 29. C; 30. B; 31. D; 32. A; 33. B; 34. A; 35. D; 36. D; 37. D; 38. A; 39. B; 40. C; 41. D; 42. A; 43. C; 44. C; 45. A; 46. D; 47. C; 48. A or C; 49. B; 50. C; 51. B; 52. A; 53. B; 54. C; 55. A; 56. C; 57. D; 58. C; 59. A; 60. D;

61. C; 62. C; 63. B; 64. D; 65. D; 66. A; 67. B; 68. C; 69. D; 70. A; 71. A; 72. B; 73. B; 74. B; 75. C; 76. B; 77. D; 78. D; 79. C; 80. A; 81. A; 82. C; 83. A; 84. A; 85. D; 86. D; 87. A; 88. C; 89. D; 90. D; 91. A; 92. D; 93. C; 94. B; 95. D; 96. D; 97. C; 98. D; 99. C; 100. A.

DISTRICT FOREMAN

(Highway & Sewer Maintenance)
Below are the official tentative answers to the New York City examination for promotion to district foreman (highway and sewer maintenance) held Feb. 16. Protests of these answers must be filed, in writing, together with the evidence upon which the protests are based, to the New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., by Wednesday, March 8.

1. F; 2. F; 3. F; 4. T; 5. F; 6. T; 7. T; 8. F; 9. T; 10. F; 11. T; 12. F; 13. F; 14. T; 15. T; 16. F; 17. T; 18. F; 19. F; 20. T; 21. F; 22. T; 23. F; 24. T; 25. F; 26. F; 27. T; 28. T; 29. T; 30. F; 31. F; 32. T; 33. F; 34. T; 35. F; 36. T; 37. F; 38. F; 39. F; 40. T; 41. F; 42. F; 43. T; 44. F; 45. T; 46. F; 47. T; 48. F; 49. T; 50. T; 51. T; 52. T; 53. F; 54. T; 55. F; 56. F; 57. T; 58. T; 59. T; 60. F.

Correction

The New York City promotion examination (No. 9133) to supervising photostat operator is not open to all City departments, as was previously printed. It is open only to employees of the Tax and City Register departments.

City Fire Officers Gain Bipartisan Support for 13 Point Legislative Program

The New York City Uniformed Fire Officers Association last week launched what it calls the "most progressive and ambitious legislative program in its history."

Spokesmen for the Association, which represents virtually all the uniformed officers in the City Fire Department, said: "the need for corrective legislation regarding pensions, impartial arbitration, collective bargaining and working conditions is so urgent that members of the State Legislature have enthusiastically submitted a number of bills we proposed."

The U.F.O.A.'s legislative representatives, Lt. Vincent A. McCarthy, Capt. Harold I. Gold and Batt. Chief Elmer A. Ryan are working to secure the unanimous support of the Legislature for their program. They said they have received "most encouraging response."

The 13 bills the fire officers have had sponsored are:

1. General Municipal Law, Sec. 207-b. Clarification of language regarding the 1/60th extra service pension increment.

2. Amend the Administrative Code to provide extra service pension increments of 1/60th of final salary, for Article I men. Amend the Code in Article I-B pension systems. Sen. Marine (D), Assemblyman Eckstein (R).

3. Admin. Code, Article I pension system. Fix widow's pension upon highest salary of rank held by officer at time of death where killed in line of duty. Admin. Code, Article I-B pension system. Fix widow's pension upon highest salary of rank held by officer at time of death, where death occurs in line of duty; Sen. Mitchell (R), Assemblywoman A. Ryan (D).

4. Payment for 11 legal holidays a year at the rate of time and (Continued on Page 12)

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TUESDAY, FEBRUARY 21, 1961 31

Obligation to Patrolmen

THE New York City Patrolmen Benevolent Association has set as its major legislative goal this year the equalization of pension benefits between men who joined the City Police Department after 1940 and those who joined before 1940. The Association has had three bills introduced in the State Legislature to accomplish this.

At the present time, men who joined the Force after 1940 only receive some 40-odd percent of their final salaries as pensions if they retire after the minimum 20 years. They must work as much as 25 years to receive the full 50 percent benefit.

P.B.A. President John Cassese said recently: "Our members joined the Force under inducements which held out to them a pension of one-half their salaries after completion of their minimum service requirements, and recruiting advertisements to this date seek to enroll applicants to the Force under promise of a one-half salary pension after a minimum 20 years' service."

The obligation has been stated. It should be fulfilled.

Increments Important To Public Service

BENEFITS for public employees are largely focused on salary and pension gains—as well as fringe benefits and working conditions—and there is often considerable success in these areas.

One aspect of public employment more difficult to better is the area of promotional opportunities. In many titles, promotions are severely limited and it is for this reason that some greater award for long and loyal service than is now afforded is sought so ardently by the 90,000-member Civil Service Employees Association for public employees.

Their can only be so many chiefs in proportion to a given number of Indians. But the number of leaders and followers is not in itself the formula for recognition and award for service. Ability to lead is meritorious. Ability to serve well equally so.

We feel it advisable for government to make a major project of studying promotion opportunities in the field of public employment. There is little doubt they need expanding.

At the same time, recognition of long and valued service should be rendered in the form of extra increments, which actually is not an expensive way of giving recognition.

Good morale induces increased efficiency and stronger loyalties. Extra increments are a good investment on this score. Public employees do not need to be bought. But they do need, as do all humans, to know that their efforts are being appreciated and that the future holds something for them when promotion in their field is blocked.

Questions Answered On Social Security

How much work is required to be insured for social security payments?

The amount of work required to be "insured" depends on when you reach retirement age. A person who reached retirement age in 1956 or earlier needs about 1½ years of work. One who reaches retirement age in 1961 needs about 3¼ years of work, and one who reaches retirement age in 1966 needs about 5 years of work.

I am four years older than my husband. I am fully insured under social security on my own record. Can I apply for benefits at age 62 even though my husband will only be 58 and still working?

Certainly! At age 62 you can apply for reduced benefits based on your own work under social security. The fact that your husband is still working will have no effect on the receipt of your benefits.

My husband and I have been drawing benefits at the minimum rate. He has now died. Will my widow's benefit be only three-fourths of his \$38.00 monthly rate?

No. You will receive \$38.00 a month. Although the widow's benefit is usually three-fourths of her husband's monthly rate, a widow alone will not be paid less than \$32.00.

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

No City Filing Fee Urged by Candidate

Editor, The Leader:

I filed for the New York State big test for beginning office worker, and I find out I don't have to pay a filing fee of any kind. This is very encouraging, and I was going to file also for the New York City clerk examination, but if the State can get along without a filing fee for tests, why can't the City?

So I decided not to file for the City clerk examination, because I would have to pay a filing fee. If you were assured of a job when you take one of these tests, a filing fee wouldn't be so bad, but a great many of the people who take these tests have their money go down the drain. They sweat for several hours over the examination and still don't pass it, and they never see their filing fee again.

Employment agencies charge money to get people jobs, but if you don't get the job you don't pay. I think New York City should work it the same way — no filing fee unless you get the job, or else no filing fee at all.

JOHN LIPSCOMB
QUEENS, NEW YORK

17 "Donated" Hours In Magistrates Court Irks Clerical Aides

Editor, The Leader:

I think it is a dirty shame that the clerical employees in Magistrate Court are requested (forced) to donate their time, 17 hours of it each, to doing the extra work resulting from the big dose of extra parking tickets the policemen gave Commissioner Kennedy.

You'd think the money was coming out of Magistrate Vetrano's pocket. Well maybe the City would pay for it and maybe it wouldn't, but it is not up to us to work for nothing. We owe the City a day's work for a day's pay, and there is no provision in the law for two extra day's work for no pay.

I would think Mayor Wagner or the Budget Director or someone, now this thing has been made public through The Leader, would go in there and arrange for us to get overtime pay, either in money or extra time off.

It is time the Chief Magistrate and Magistrate Vetrano realize we are not coolie labor. We are human beings with rights and our time is valuable, as you said in your Feb. 14 edition of The Leader.

WITHHELD
NEW YORK CITY

Governor Chided for Ignoring Costly Facts

Editor, The Leader

Quiz for Today:
What is the name of the man who spent several thousand dollars, other peoples' money of course, for facts, disregards same, and thinks he can get away with it?

Answer:
Our future ex-Governor.
TAX PAYER
NEW YORK CITY



Civil Service LAW & YOU

by HAROLD L. HERZSTEIN
Mr. Herzstein is a member of the New York bar

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

CS Law in the Raw

NEARLY ALL THE COURT contests in regard to civil service relate to questions of law. There is usually no dispute about the facts; and the questions usually are whether a commission applied the Civil Service law and its rules properly. The attorneys submit pleadings which usually raise only questions of law. Then, they submit briefs, which are invariably on questions of law. Frequently, the Court will hear argument, again on questions of law. The Court's opinion, disposing of the questions of law concludes the proceeding. It is all very refined.

OCCASIONALLY, WE ARE TREATED to a court battle in a civil service case, which is just like any other court contest that you usually think about. Most of the refinements mentioned above are out, and you get your law in the raw. Last week such a case was tried before Supreme Court Justice Irving H. Saypol in the State Supreme Court in New York County, and I enjoyed reading about it in the "Times."

ABOUT FOUR YEARS ago, a captains' examination was given to lieutenants in the New York City Police Department. Twenty-two candidates were in the same range—60 to 60.9. Twenty of them had their papers reviewed and were given passing marks and were promoted. Two of them, the two men who started the lawsuit, were denied a review of their papers.

IT IS DIFFICULT for me to understand how out of 22 men in the same range, a commission will review the papers of 20 and not the other two. No reason is given in the account of the case. In any event, the two men did not like what happened, and went to Court where they presented the facts and claimed that the action of the commission in denying them the right to review was arbitrary and that the commission should be ordered to review their papers.

THE ATTORNEY FOR THE TWO men employed a technique which is rarely used in civil service cases. Under Section 1295 of the Civil Practice Act, a litigant in a proceeding to review the act of a commission may demand a trial by jury. Their attorney asked for a trial by jury, and when the trial started, there sat the jury ready to decide whether the commission or the lieutenants were right, just as in any other jury case.

THE JURY HEARD EVIDENCE to the effect that in raising the marks of the other 20 men, "generosity" was applied. Obviously, that is no legal standard. However, more than that, there was no attempt to apply it as a standard because it went for some men but not for all. Actually, it is not good to apply generosity in the civil service, unless it is applied for all and equally.

JUDGE SAYPOL WAS A FEARLESS and forceful United States Attorney in the Southern District of New York. He is a man who detects wrongs quickly and corrects wrongs quickly. In this case, as a result of his personal direction, the Commission produced its books and records, and as a result of his personal examination, irregularities were found in the grading procedures, prescribed by the Commission's Rule 5.

ACCORDING TO THE TIMES, the Commission agreed to grant the two lieutenants a review of their papers and they were permitted to have the proceeding withdrawn. Some persons in the Commission contend that no such promise was made. I know that the Times sub-headline: "Civil Service Unit to Review Lieutenants' Examinations—Trial is Ended" is correct.

Rocky's Pay Raise Plan Scored; Urges CSEA to Battle

Editor, The Leader:

You will be interested in knowing that you were instrumental in my joining the Civil Service Employees Association. Your headlines and editorial comment of Feb. 7th, on the proposed State salary adjustment, convinced me; I joined in self-defense.

I found it difficult to believe that the Association and The Leader are in fact accepting the half-ration adjustments without protesting their inadequacy. You expressed editorial reservation only as to "who gets what." Further, I read in your columns, The Association will seek to participate in the apportionment of the half-rations, not with standing that participation gives tacit Association approval of the proposal, and nullifies the Association's fight for its own 3-grade plan.

Mr. Feily will no doubt be discouraged and dismayed when he discovers that any apportionment plan possible under this proposal will be unsatisfactory to many very unhappy State employees, and the CSEA leadership, not the State administrators, will bear the brunt of their anger. This can only hurt the Association, and reduce its effectiveness.

Need we explore the question of why 37½ million is inadequate? We've been salary-surveyed to distraction; we've been told comparability in salaries will cost \$60 to \$65 million. Why has the CSEA leadership abandoned our objective of comparable salaries? Now is the moment to press this point, to use the administration's fact to win our point. Think.

Some persons reason, lets take this adjustment now and hope we get the rest next year, which is an election year. Others speak of out-manuevering the union by accepting the administration plans.

(Continued on Page 7)

LETTERS TO THE EDITOR

(Continued from Page 6)

These reasons are dishonest and without merit.

There is just one simple thing to remember. Comparability is RIGHT, this proposal is WRONG. It's that simple. Being right is of great advantage. I suggest Mr. Feily and his associates reconsider the situation and get back to the main objective, COMPARABLE COMPENSATION — THIS YEAR.

JOHN MESCHINO
CSEA MEMBER
GLEN COVE, N. Y.

Management Group Hears Mangum on Public Service

Deputy New York City Hospitals Commissioner Robert J. Mangum addressed the Municipal Association of Management Analysts in the Conference Room on the 14th Floor of 250 Church St., Manhattan, last Thursday.

Commissioner Mangum, a member of the Academy of Police Scientists and Administrators, rose from the rank of patrolman in the City Police Department to the title of Deputy Police Commissioner before getting his present post with the Hospitals Department. He addressed the Management Analysts on the subject: "Administrative Problems in the Public Service."

The subject matter was considered timely because of the establishment recently in the Association of a study group on such problems.

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Information on Association programs may be obtained by contacting Sidney Antopol, director of study groups, in Room 324, City Transit Authority, 370 Jay St., Brooklyn 1.

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Police Pensions

(Continued from Page 2)

In determining the final compensation of Article II men shall be based on an average of their highest salary in a one, rather than five year period.

Senator Mackell, a former police officer himself, has been an ardent champion of the men in blue for many years, as has Assemblyman Brennan, co-sponsor of the legislation.

Asst. Supervisor

A public hearing is set for 10:30 a.m. Tuesday, Feb. 28, before the New York City Civil Service Commission on a resolution to delete assistant supervisor (special inspection) from the Competitive Class, Rule X, under the heading "The Rapid Transit Railroad Service, Group II, Per Annum Positions."

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Table with columns: Title, Latest Progress, Last No. Certified. Continuation of the certification list from the previous page.

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(Continued on Page 15)

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LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK — By the Grace of God Free and Independent
To: **MAX MICHEL**, absentee, **SOPHIE MICHEL**, nee **MEYDEL**, his wife, PUBLIC ADMINISTRATOR OF NEW YORK COUNTY, STATE TAX COMMISSION OF NEW YORK.

Send Greeting: Upon the petition of **SIMON J. NUSBAUM**, who resides at 295 Madison Avenue, New York City, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, hold at the Hall of Records in the County of New York on the 28th day of March, 1961, at half-past ten o'clock in the forenoon of that day, why the Surrogate should not inquire into the facts and circumstances concerning the alleged death of **MAX MICHEL** and **SOPHIE MICHEL**, nee **MEYDEL**, his wife, and make a decree determining the fact of death of said alleged decedents, and why auxiliary letters of administration on the estate of **MAX MICHEL** should not be issued to **SIMON J. NUSBAUM** of New York, New York.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Best) WITNESS, HONORABLE **JOSIEPH A. COX**, a Surrogate of our said county, at the County of New York, the 8th day of February, in the year of our Lord one thousand nine hundred and sixty-one.
PHILIP A. DONAHUE,
Clerk of the Surrogate's Court

City Fire Officers Gain Bipartisan Support For Legislative Program

(Continued from Page 5)
one half. Sen. Van Lare (R), Assemblyman Lerner (R).
5. Amend Public Officers Law to allow fire officers to reside outside municipality. Sen. Speno (R), Assemblyman Robert Kelly (R).
6. Amend General Municipal Law to provide payment of funeral and burial expenses to firefighters killed in line of duty. Sen. W. E. Cooke (D), Assemblywoman Lawrence (R).

U.F.O.A. & U.F.A. Sponsor

The Fire Officers Association, working in the closest harmony and cooperation with the Uniformed Firemen's Association, is jointly sponsoring the following bills:

7. Provide that beneficiary of firefighter who dies while in service may withdraw all his pension contributions in lieu of accepting pension benefits. Sen. Mosberg (D), Assemblyman Brennan (D).

LEGAL NOTICE

WIGHAM, REGINALD E.—In pursuance of an Order of Hon. Joseph A. Cox, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Reginald E. Wigham, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscriber at his place of transacting business at the office of Harry Krieger and Philip Krieger, Esqs. his attorneys, at 29 East First Street, Mount Vernon, New York, on or before the 12th day of July 1961.
Dated, Mount Vernon, N. Y. the 27th day of December 1960.
Reginald Eastman Wigham, Executor.

HARRY KRIEGER and PHILIP KRIEGER, Attorneys for Executor, No. 29 East First Street, Mount Vernon, N. Y.

HORST, PAUL R. G.—CITATION—File No. P 1129-1960—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: **EVA ADAM HORST**, **ROBERT F. K. HORST**, individually and as executor of the Last Will and Testament of Paul R. G. Horst, deceased, **CLEMENS L. HORST, JR.**, **JOAN HORST ROUTH**, **PEGGY HORST COX**, **PAUL G. HORST, 2nd**, **JULIE HORST**, **ELSE B. HORST**, **CLEMENS L. HORST, 3rd**, **NANCY HORST**, **KATHRYN HORST**, **RICHARD ROUTH**, **KIM ROUTH**, **MARK ROUTH**, **DEBORAH ANN ROUTH**, **DAVID E. COX, JR.**, **ROBERT P. COX**, **TIMOTHY COX**, **HARRY H. WIGGINS**, as trustees of the trust created in and by the Last Will and Testament of Paul R. G. Horst, deceased, **IRVING TRUST COMPANY**, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Paul R. G. Horst, deceased, who at the time of his death was a resident of No. 19 Crestmont Road, Montclair, in the County of Essex and State of New Jersey. SEND GREETING: Upon the petition of **HARRY H. WIGGINS**, residing at No. 3 Hewlett Lane, Port Washington, New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, hold at the Hall of Records in the County of New York, on the 10th day of March, 1961, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of **HARRY H. WIGGINS**, as executor of the Last Will and Testament of Paul R. G. Horst, deceased, should not be judicially settled, and why the executors of said Will should not set aside and reserve the sum of \$2,200,000.00 for United States estate taxes, the sum of \$450,000.00 for New Jersey inheritance and estate taxes, the sum of \$600,000.00 for possible New York estate taxes, and the sum of \$400,000.00 for executors' commissions and other administration expenses, making a total of \$3,650,000.00, said reserve to be accounted for on a subsequent accounting, and for such other and further relief as the Court may deem just and proper.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE **S. SAMUEL DI PALO**, a Surrogate of our said county, at the County of New York, the 20th day of January, in the year of our Lord one thousand nine hundred and sixty-one.
PHILIP A. DONAHUE,
Clerk of the Surrogate's Court.

8. Amend Admin. Code, Article I-B pension system, to permit member retired for disability to earn unrestricted amounts after retirement. Sen. Marchi (R), Assemblyman Kapelman (D).

9. Amend General Municipal Law to provide that city pay 5 points of pension costs. Sen. Marchi (R), Assemblyman R. Kelly (D).

10. Amend Admin. Code, Article I and Article I-B pension systems, to provide widow's pension of 3/4 of member's salary where death occurs in line of duty. Sen. Mackell (D), Assemblywoman Lawrence (R).

11. Bill to provide that diseases of the heart be regarded as line of duty injuries. Sen. Marchi (R), Assemblyman LaFauci (D).

12. Amend the Labor Law to provide Impartial Arbitration and Collective Bargaining procedures for firefighters of cities. Assemblyman Ostrander (R).

13. Amend the Admin. Code, Article I-B pension system, to provide a pension for widow of firefighter killed in line of duty. Sen. Condon (R), Assemblyman R. Kelly (R).

Family, Child Welfare Workers May Compete

The New York City Civil Service Commission last week approved a recommendation to include qualified employees in the title of family and child welfare worker among those eligible for a test for promotion to assistant supervisor (child welfare).

City, Federal Aides To Meet, Discuss Purchase Techniques

Purchasing officers from New York City agencies and from local Federal Government units will meet Thursday, Feb. 23, in the City Health Department auditorium to permit an interchange of procedures and philosophies of purchase and supply as practiced by various government branches.

The meeting was arranged by the Federal Procurement Officers Association of Greater New York with the cooperation of City Purchase Commissioner Roger J. Browne and other City officials in the Mayor's office and the Purchase Department.

The meeting, to begin at 1:15 p.m., will be limited to discussion on procurement, bidding and vendor relations. Chairman and moderator will be Dr. Herman Limberg, senior management consultant in the Mayor's office, division of administration.

Representing New York City will be Thomas Cahill, assistant to the Purchase Commissioner; Edward J. Brodrick, director of purchase, and Samuel Adler, supervisory procurement officer.

Representing the Federal Government will be Allums F. Smith, chief of the general services branch, U. S. Public Health Service division of hospitals, Department of Health Education and Welfare; John J. Crawford, chief of the New York office, national buying division of the General Services Administration; T. D. Victor, assistant director of the supply service for the Veterans Administration supply depot, Somerville, N. J., and U. Barton

Bonds, supply officer for the Veterans Administration hospital, Brooklyn.

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"Reporter" Describes Snowbound Central Conference Meeting

(Continued from Page 3)
the hotel, saying that he had to use snow shoes and walk practically all the way from his home to the hotel. A state of emergency had been declared in Utica and all buses still running and not tied up in drifts had been called back to the barns.

Some Hardy Souls

The radio broadcasters were not cheerful about the situation but Mr. Borelly was hopeful that the meeting would go on as scheduled. However, Joyce Jewell 'phoned that she was marooned in her home and could not get out and so was Helen Blust, President-Elect of Utica State Chapter. A few hardy souls from Albany, including Treasurer Ted Wenzel, Secretary Charlotte Clapper and President of the Capital District Conference Hazel Abrams finally mushed their way to the hotel. Also, Phil Kerker came from Albany and joined the others marooned at the Hotel Utica. After numerous telephone consultations, it was decided that the Conference meeting would have to be called off. It was impossible for the Utica people to come down town. All the stores were closed by the snow storm and it would be impossible to get a quorum for either the Conference meeting or the Workshop.

Members of the panel scheduled for the afternoon session were reached by 'phone and advised of the cancellation. The hotel and the orchestra were also notified and graciously bowed to the inevitable.

By this time, it was noon and clearly evident that every other function in Utica was cancelled also. The Thruway was closed to traffic west of Utica, Route 20 was closed, buses had stopped running, so there was nothing to do but enjoy a good lunch which we did.

More Hardy Souls

Back at the hotel, I joined others who had made the long trip. I recognized Frank Casey from Albany; Jim Anderson, President of the Southern Conference; Peter Volmes, President of the Syracuse Chapter; Ida Meltzer, Treasurer of the Syracuse Chapter; Messrs. Douglas and O'Brien from St. Lawrence State Hospital and a few others.

The evening was passed in pleasant conversation, following a fine meal at the hotel. A few hardy souls ventured out to get some pizza and spaghetti in a restaurant down the block and they looked awfully tired when they had struggled their way back.

It was decided that the Conference officers and delegates would hold a meeting at 7:00 P.M. on Wednesday, March 1, 1961 at Albany when the Civil Service Employees Association Mid-Winter Meeting would take place. In this way, the Conference could have a meeting to take care of necessary organizational details and still conclude the meeting in time for the Departmental sessions which would take place at 8:00 P.M. the same night.

Reporting's A Tough Job

So, you can see that with the Conference and Workshop meetings cancelled, there was just no story and nothing to write about and I am sorry that my first assignment just did not work out. If this is what it means to be a correspondent for the Civil Service Leader, I think I have had enough. I will admit that it had its interesting points. For example, if you could get to the Utica Post Office, you could buy a 4¢

stamp, commemorating the Arctic Explorations of 1909. Nobody took advantage of this deal, as far as I could learn. It was the general consensus that it is a good thing that we have mild winters instead of the monstrous storms they used to have years ago. If what the old timers say is correct, one of those old-fashioned winters would just about have finished us off.

For the sake of both our reputations, I would not want anyone to know that I was sent out on an assignment that left nothing to write about and I don't suppose you want it known that you would be a party to sending out someone on a meeting that did not take place and where there was nothing to write about. So, I will simply sign myself,

Your Ex-Utica Correspondent

Craig Colony Meets; Members to Attend Legislative Dinner

At a meeting of the Executive Council of the Craig Colony and Hospital chapter of the Civil Service Employees Association, a committee was appointed to head up the chapter's sponsoring of a visit of the Red Cross Bloodmobile Unit to the institution. Chester Rice, Helen Hurley and Fred Covert will make necessary arrangements for the visit which will take place in September. Tentative goal is 150 pints of blood. Actually, since arrangements are being made to credit the employee's home community if he desires, the donations may exceed this figure.

The nominating committee, chaired by Jack Little, will publish the slate of officers in the near future so that ballots can all be in by March 13th. The membership will also vote expressing their desires concerning a retirement gift for their fellow-workers.

Several members of the chapter are attending an Area Legislative Dinner in LeRoy where twelve State Legislators and eleven Civil Service chapters will meet on February 23rd.

MHEA Annual Meet March 1

The MHEA will hold its next meeting on March 1st at 1 p.m. in the Hotel Wellington, Albany.

Representatives and members of the MHEA are urged to attend this important meeting to receive first hand information as to the status of proposed legislation affecting institution employees.

The legislative program will be the main topic of discussion. The salary resolution, which calls for State employees to receive a three grade increase, elimination of pay inequities and additional increments for longevity services, is of primary importance to the institution workers.

In allotting the \$37.5 million, it is hoped that the Administration will consider a sizeable boost for all career employees. The present need for the employees in the lower income brackets to seek outside employment to supplement their income is of true necessity. Salaries of the bulk of the institution personnel range from Grade 3 through 10.

This association earnestly solicits broad consideration of the Administration for our lower salaried employees in recommending the new payroll structure. We feel there is great need for incentive for extraordinary services to the State of New York.

Assembly Classification

(Continued from Page 1)
any grade has been established by title and five annual increments are provided for satisfactory serv-

ice. There is an additional increment for seniority.

The Leader presents, for the first time in print, the schedule, by job title, and the allocations.

Those presently employed who are above-scale will continue to receive their regular pay. All new employees will be paid according to the plan.

Unit and Title	Starting Salary	An. Incr.	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seniority
Clerk of Assembly								
Clerk (no recommendation)								
Asst. Clerk (no recommendation)								
Principal Supply Clerk	\$ 4,740	\$210	\$ 4,950	\$ 5,160	\$ 5,370	\$ 5,580	\$ 5,790	\$ 6,000
Supply Clerk	3,870	182	4,052	4,234	4,416	4,598	4,780	4,962
Secretary to the Clerk	4,502	202	4,704	4,906	5,108	5,310	5,512	5,714
Official Stenographer								
(no recommendations for this unit)								
Sergeant-at-Arms								
Assistant Sgt.-at-Arms								
Resident b/w**	230	15	245	260	275	290	305	320
Non-resident b/w	310	15	325	340	355	370	385	400
Sergeant-at-Arms								
Resident b/w	305	25	330	355	380	405	430	455
Non-resident b/w	405	25	430	455	480	505	530	555
Doorkeeper								
Resident b/w	180	10	190	200	210	220	230	240
Non-resident b/w	240	10	250	260	270	280	290	300
Legislative Research								
Research Director	15,856	486	16,342	16,828	17,314	17,800	18,286	18,772
Assoc. Research Director	14,362	462	14,824	15,286	15,748	16,210	16,672	17,134
Senior Research Associate	11,734	414	12,148	12,562	12,976	13,390	13,804	14,218
Research Associate	7,818	318	8,136	8,454	8,772	9,090	9,408	9,726
Research Assistant	4,988	218	5,206	5,424	5,642	5,860	6,078	6,296
Secretarial Assistant	4,988	218	5,206	5,424	5,642	5,860	6,078	6,296
Senior Research Clerk	4,280	194	4,474	4,668	4,862	5,056	5,250	5,444
Research Clerk	3,680	176	3,856	4,032	4,208	4,384	4,560	4,736
Post Office								
Post Office Supervisor								
Resident b/w	305	25	330	355	380	405	430	455
Non-resident b/w	405	25	430	455	480	505	530	555
Post Office Clerk								
Resident b/w	200	10	210	220	230	240	250	260
Non-resident b/w	260	10	270	280	290	300	310	320
Switchboard								
Switchboard Supervisor	4,280	194	4,474	4,668	4,862	5,056	5,250	5,444
Switchboard Operator	3,190	158	3,348	3,506	3,664	3,822	3,980	4,138
Parlor Custodian								
(if placed on session basis)								
Parlor Custodian	180	10	190	200	210	220	230	240
Resident b/w	240	10	250	260	270	280	290	300
Janitors and Matrons								
Head Cleaner	3,190	158	3,348	3,506	3,664	3,822	3,980	4,138
Cleaner	2,920	146	3,066	3,212	3,358	3,504	3,650	3,796
Women's Rest Room Attendant	2,700	136	2,836	2,972	3,108	3,244	3,380	3,516
Fiscal Office								
Fiscal Officer	7,818	318	8,136	8,454	8,772	9,090	9,408	9,726
Supervising Clerk-Typist	4,280	194	4,474	4,668	4,862	5,056	5,250	5,444
Clerk-Typist (Payrolls)	3,340	164	3,504	3,668	3,832	3,996	4,160	4,324
Principal Purchasing Clerk	4,988	218	5,206	5,424	5,642	5,860	6,078	6,296
Financial Clerk								
Resident b/w	280	10	290	300	310	320	330	340
Non-resident b/w	360	10	370	380	390	400	410	420
Asst. Financial Clerk								
Resident b/w	230	15	245	260	275	290	305	320
Non-resident b/w	310	15	325	340	355	370	385	400
Clerical Services								
Clerical Services Supervisor	4,280	194	4,474	4,668	4,862	5,056	5,250	5,444
Senior Clerk-Stenographer	3,680	176	3,856	4,032	4,208	4,384	4,560	4,736
Senior Clerk-Typist	3,680	176	3,856	4,032	4,208	4,384	4,560	4,736
Clerk-Stenographer (hourly)	1.85	10	1.95	2.05	2.15	2.25	2.35	—
Clerk-Typist (hourly)	1.85	10	1.95	2.05	2.15	2.25	2.35	—
Supervising Office Machine Operator	4,280	194	4,474	4,668	4,862	5,056	5,250	5,444
Office Machine Operator	3,340	164	3,504	3,668	3,832	3,996	4,160	4,324
Clerk Messenger	3,340	164	3,504	3,668	3,832	3,996	4,160	4,324
Resident b/w	180	10	190	200	210	220	230	240
Non-resident b/w	240	10	250	260	270	280	290	300
Document Room								
Document Room Supervisor	5,246	226	5,472	5,698	5,924	6,150	6,376	6,602
Doc. Room Asst. Supervisor	4,070	188	4,258	4,446	4,634	4,822	5,010	5,198
Document Clerk	3,500	170	3,670	3,840	4,010	4,180	4,350	4,520
Document Clerk								
Resident b/w	180	10	190	200	210	220	230	240
Non-resident b/w	240	10	250	260	270	280	290	300
Page	1.80		(guarantee of three hours for each call in)					
Journal Clerk								
Journal Clerk	9,586	366	9,952	10,318	10,684	11,050	11,416	11,782
Deputy Journal Clerk	7,818	318	8,136	8,454	8,772	9,090	9,408	9,726
Sr. Asst. Journal Clerk	4,988	218	5,206	5,424	5,642	5,860	6,078	6,296
Assistant Journal Clerk	3,870	182	4,052	4,234	4,416	4,598	4,780	4,962
Typist-Proofreader	3,870	182	4,052	4,234	4,416	4,598	4,780	4,962
Senior Asst. Journal Clerk								
Resident b/w	305	25	330	355	380	405	430	455
Non-resident b/w	405	25	430	455	480	505	530	555
Asst. Journal Clerk								
Resident b/w	230	15	245	260	275	290	305	320
Non-resident b/w	310	15	325	340	355	370	385	400
Index Clerk								
Index Clerk (no recommendation)								
Deputy Index Clerk								
Resident b/w	290	20	310	330	350	370	390	410
Non-resident b/w	370	20	390	410	430	450	470	490
Assistant Index Clerk								
Resident b/w	230	15	245	260	275	290	305	320
Non-resident b/w	310	15	325	340	355	370	385	400
Messenger								
Resident b/w	180	10	190	200	210	220	230	240
Non-resident b/w	240	10	250	260	270	280	290	300
Revision Clerk								
Revision Clerk								
Resident b/w	350	30	380	410	440	470	500	530
Non-resident b/w	460	30	490	520	550	580	610	640
Deputy Revision Clerk								
Resident b/w	290	20	310	330	350	370	390	410
Non-resident b/w	370	20	390	410	430	450	470	490
Assistant Revision Clerk								
Resident b/w	290	20	310	330	350	370	390	410
Non-resident b/w	370	20	390	410	430	450	470	490
Asst. Engrossing Clerk								
Resident b/w	290	20	310	330	350	370	390	410
Non-resident b/w	370	20	390	410	430	450	470	490
Mail Room								
Mail Room Supervisor	4,280	194	4,474	4,668	4,862	5,056	5,250	5,444
Mail Clerk	3,340	164	3,504	3,668	3,832	3,996	4,160	4,324

Eligibles on State and County Lists

Table listing various civil service positions such as SENIOR KEY PUNCH OPERATOR, CANAL GENERAL FOREMAN, and PRINCIPAL CLERK, with corresponding names and scores.

TEST & LIST PROGRESS (Continued from Page 10) - Table showing certification dates and scores for various positions like Supervising tabulator operator, Telephone operator, etc.

Table listing various civil service positions such as SENIOR BUILDING GUARD, SENIOR ENGINEERING AIDE, SENIOR SANITARY ENGINEER, and ASSISTANT CIVIL ENGINEER, with corresponding names and scores.

State University Dean Will Air His Career As Civil Service Employee

The Long Island Chapters of the Metropolitan Conference, Civil Service Employees Association, offers the fourth program of its successful Radio Series "Your Civil Servant", heard each Sunday afternoon at 1:30 P.M. over WGVI, Long Island, 1290 on your dial or 103.05 FM.

M. F. Dillon, State Police Inspector; Served 38 Years

ALBANY, Feb. 20—One of New York State's top police officers and a career state employe, Martin F. Dillon, died recently after a brief illness. He was chief inspector of the BCI Division of the State Police.

ices performed by the Civil Servant for the Tax Dollars he spends. John Franklin of WGLI acts as moderator for the series.

State University, Agriculture & Technical Institute, will be featured on the next Sunday series Feb. 26. The speaker for this series will be W. Reilly, Dean of Students at the University.

Future programs will be devoted to personalized interviews with representatives from the various states and local agencies on Long Island. This will include such services as are rendered by the Dept. of Public Works, State Univ., Dept. of Mental Hygiene, Long Island Park Commission, Suffolk County Employees, representing County, Towns, Villages, and School District services.

The CSEA would appreciate your writing to WGLI, Falmouth Rd., Babylon, Long Island, New York, voicing your reactions pro or con to the program.

If anyone wishes to participate and would like to have his position or agency represented please write, Charles E. Monroe, 28 Pausmanake Ave., Babylon Village, Long Island, New York.

He served during both world wars, and was in Naval Intelligence and later provost marshal for the Panama Canal Zone.

His State Police career began in 1923 when he enlisted in Troop D. He was promoted to corporal in 1926; sergeant in 1927 and made lieutenant in 1936. He was known as one of the most active law enforcement officials in the state and he directed the cleanup of a nationwide lottery ring with one headquarters in the Albany area.

City Exam Coming June 24 for RAILROAD CLERK (SUBWAY CHANGEMAKER) \$87.20 - \$92.40 a week Applications open March 1 - 21 INTENSIVE COURSE COMPLETE PREPARATION Class meets Wednesday 6:30-8:30 Beginning March 8 Write or phone for information Eastern School AL 4-5029 721 Broadway, N.Y. 3 (near 8 St.) Please write me free about the RAILROAD CLERK course. Name Address Born

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Metro DE Offering Study Course; Continues Appeals

The Metropolitan Division of Employment chapter, Civil Service Employees Association has organized a course for employees who wish to take the Claims Clerk examination to be held on April 15, 1961. The course will be

given at Local Office 518, 75 E 13th St., N.Y.C.

Registration will be on Feb. 28 between 5 and 6 P.M. and the first lecture starts at 6 P.M. There will be about 9 sessions. The cost to members will be \$3 and non-members \$5.

The Association has continued to fight on the reallocation front and has filed additional briefs with the Civil Service Commission. We believe that if the Commission weighs all the evidence that has been submitted, they cannot in all fairness to the Division's employees, fail to reverse Mr. Kelly's decision.

The Claims Clerk's reallocation committee is hard at work in preparation for the expected hearing before the Civil Service Commission in Albany in the near future. Martin Ullman of L. O. 512 and Sophie Friedman and Ray Du Porte, both of L. O. 522 will form part of the group going to Albany on behalf of their fellow Claims Clerks. They will be only too glad to accept any help you can give. Why not call them?

Briefs Submitted

We have been advised by Irving Weinstock, Association Personnel Director, that briefs on the appeal for Building Guards are being submitted by the Division to the Civil Service Commission. Fred Cave, Chapter grievance chairman, is also working on a supplemental brief for the Association, and would appreciate receiving any material bearing upon job comparability. It will be incorporated in the supplemental brief. Please mail this material to D of E, Metro Chapter, Box 449, NY 3, NY. The Association is waging this fight to upgrade the Guard from Grade 5 to Safety Officer Grade 7.

If you want to help your chapter, if you want to become an active member, if you wish to join a Committee and participate in making your organization bigger and better, just drop a line to D of E, Metropolitan Chapter, Box 449, N. Y. 3, N. Y. and tell us. We will do the rest. This invitation is open to any grade or any title in the Division.

CSEA Advocates Broad Mental Hygiene Program

ALBANY, Feb. 20. — A sweeping 10-point program for improving work conditions in the Department of Mental Hygiene were presented and discussed by the Civil Service Employees Association in all-day meeting with Mental Hygiene Dept. representatives here last week.

The Employees Association negotiated on the following points:

1. More adequate staffing of institutions.
2. Salary upgradings and a 37½ hour work week for institutional office employees.
3. Relief to cover time off duty by employees from same job level requiring more adequate staffing of supervisory positions.

Want Practical Nurse Schools

4. Establishment of promotional arrangements for attendant positions to enable them to get more extensive training and to provide opportunity for promotion to at-

tract qualified persons to careers in this work.

5. Establishment of practical nursing schools in the various state schools.
6. Changes in the service record rating system used for attendant positions.
7. More in-service training for lower grade positions and provision for promotion of qualified personnel.
8. Eliminate out-of-title work.

Journeyman Promotions

9. Departmental support for system of automatic promotion to hour journeymen level positions when employee proves himself at and actually performs journeyman level work relative to trade and maintenance positions. Establish work schedules in various institutions.

10. Assurance that employees are made aware of any criticism of their work performance which may be placed in the employee's personnel file.

Representing the CSEA were William Rossiter, chairman of the CSEA Mental Hygiene Committee, and committee members John E. Graveline, Emil M. R. Bollman, Arnold Moses, and Joseph D. Lochner, CSEA executive director, and F. Henry Galpin, salary research analyst.

The Departmental representatives included Dr. Paul Hoch, Commissioner of Mental Hygiene, Dr. Arthur Pense, deputy commissioner; Granvill Hills, personnel director, and Margaret Ferrar, director of public relations.

A further report on the session will be given at the Mental Hygiene chapter delegates meeting in Albany next week.

Forest Rangers Hold Meeting, Annual Dinner

The Forest Rangers chapter of the Civil Service Employees Association held their annual dinner meeting in Albany on Feb. 15.

Invited guests were Commissioner Harold G. Wilm; Deputy Commissioner J. Victor Skiff; Edward W. Littlefield, Assistant Commissioner of Lands and Forests; Kraig Smith, Personnel officer; William Mullholland, Assistant General Manager of Forest Reserve Parks; Solon Hyde, Superintendent of Forest Fire Control; Alee George, Superintendent of Camps and Trails; Edward Richards, Supervising District Ranger; and Henry Galpin, Salary Research Analyst, Civil Service Employees Association.

On Feb. 16, at the Association Headquarters, the Rangers Chapter had a business meeting to discuss public relations and other problems of the Chapter.

Attending the meeting were the delegates:

Ira Thomas, President; James Bickford, 1st Vice President; Francis Hannon, 2nd Vice President; Franklyn Borden, 3rd Vice President; Francis Pilon, Secretary; Donald Preston, Treasurer; Vick D. Schrader, District Ranger.

Jim Bisogni, Forester, and Rangers Lester Rosa, Gerald Turner, Charles Harkness, Charles Johnson, Frank Mang, Edwin Shevlin, Lewis M. Simons, Franklin Wheeler, Donald C. Decker, Charles R. O'Neill, and Richard Darling.

Oswego County

(Continued from Page 1)

and the Board upon passing a Resolution taking advantage of Bill 339 of the Laws of 1960. This Bill was prepared and sponsored by the Association with a view toward economically granting the equivalent of a 7% wage, and/or salary increase to all members of the Retirement System, at an estimated cost of between 2% and 3% to the employer.

This Resolution should encourage employees who are not now in the Retirement System to join. This is a special advantage to those in the lower wage and/or salary bracket. It is hoped that they have, or will be, so informed and instructed.

Also Opens 55-Year Plan

The Bill also reopened the 55-year Retirement Plan until December 31, 1960. It may never again be extended or reopened. It is trusted, however, that the current session of the Legislature will extend this privilege for one more year.

Your wisdom and farsightedness in this instance is to be commended. The Local Chapter and the Association express their gratitude for this economic move in our community for bettering the public employee, and in turn the community in which he lives and works.

Personnel of the Oswego chapter and the Association are willing, able and available to serve you and the Board in all matters pertaining to employer-employee matters.

Please feel free to call upon us, if and when our services are desired.

Capital Conf. Hawaii Trip A Best Seller

ALBANY, Feb. 20. — The low cost tour to Hawaii being sponsored by the Capital District Conference of the Civil Service Employees Association has turned out to be a best seller.

Conference President Hazel Abrams reports that the excursion is more than 75 per cent sold to date and announces that those applying now for space will be placed on a "first come, first served" basis.

The tour will leave directly from Albany on June 30, heading for Los Angeles. At this stop, CSEA members will visit Hollywood, Disneyland and Los Angeles itself.

From Southern California, the group will go directly to Hawaii and Waikiki Beach to stay in the fashionable Waikiki Biltmore Hotel. Here, guests have their own private balcony, an electric coffee maker, refrigerator bar and television in each room.

A tour of all the beauty spots of Oahu, the main island, is included, with side trips to other islands available. There is also plenty of free time to visit and sightsee without supervision.

Following more than a week in this tropical paradise, the excursion will head to San Francisco, gateway to the Orient. In addition to seeing the city, and its famous Chinatown, there will be a visit to the magnificent Redwood forest.

The group will return to Albany July 14, having been gone 15 days.

Included in the price (less than \$500) are all hotel rooms, most sightseeing tours and all transportation.

Descriptive brochures and applications for the few remaining seats may be had by writing either to Miss Abrams at 478 Madison Ave. (phone Hemlock 4-5347) or to Dolores Fussell at 111 Winthrop (phone Ivanhoe 2-3597), both in Albany.

Motor Vehicle Chap. Cites Mrs. McDonough

The Motor Vehicle chapter of the Civil Service Employees Association recently honored its past President, Helena McDonough with a lovely wrist watch.

The presentation was made at an informal meeting with Dorothy Tribley as chairman and Matthew Fitzgerald, newly elected president presiding. Miss McDonough would like to thank all the members of the Chapter for this lovely gift.

Pay Rumors

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with Dr. Hurd on the salary question and indicated it was completely in support of fair and equitable salary adjustments for the 70 per cent of state workers who earn \$5,000 a year or less.

3 Alternate Plans Rumored

A report current in the Capitol was the Governor had received three alternate salary plans from the State Budget Division. The proposal being given the greatest prominence was once calling for a \$135-a-year raise for those in the lowest salary bracket to \$2,800 for those at the top level.

No decision had been reached at Leader press time and there was no indication that the administration was near a solution.

What was being accepted in political circles, however, was the theory that if state salaries in the middle and higher brackets were boosted substantially this year that an across-the-board pay raise would be granted in 1962 to give the percentage break to those in the lower income grades.

Some Object To Raise

In the Legislature, some lawmakers from districts suffering from unemployment have been questioning any state pay raise this year on the grounds it would not receive public acceptance.

Mr. Rockefeller, who has championed a state pay raise since last year, has given every indication that he will propose an increase shortly to be effective at the start of the state's fiscal year, Apr. 1st.

There is little doubt, too, that the Legislature will approve continuation of the 1960 take-home pay raise.

PLANNING FOR THE ANNUAL MEETING



It takes a lot of planning to put across an annual meeting of the Civil Service Employees Association and a great deal of the work falls on the group shown above—the CSEA Social Committee. Seen as they met recently to complete details for the 51st annual meeting—to be held March 1 and 2 at the Sheraton Ten Eyck Hotel in Albany—are, seated from left, Helen Forte, Rita Hughes, Chairman Lea Lemieux, Louis Liuzzi and Doris LeFever. Standing from left are Kathleen Hines, William Baker, Bernard Schmah, Margaret Deveny, Mary Gromley, Ivan Flood and CSEA Secretary Charlotte Clapper.