

Civil Service LEADER

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THOMAS M. COYLE PRESIDENT
RICHARD S. T. CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.
ALBANY, N.Y.

Eligibles



CITE ONONDAGA COMMISSIONER — Leona Appel, president of Onondaga Chapter, CSEA, presents William F. Walsh, Onondaga County public welfare commissioner, with a plaque containing the first copy of the association's "Code of Ethics," while, from left, Vernon Tapper, CSEA third vice president; Raymond Castle, CSEA second vice president, and Benjamin Roberts, field representative, look on. Walsh was awarded the plaque for his interest in Civil Service accomplishments and his work for the betterment of employees of the Public Welfare Department.

CSEA Continues Push For Improvements In Mental Hygiene Dept.

ALBANY, Aug. 14—The push for improvements in several areas of employment in the State Department of Mental Hygiene is being conducted at a steady pace by the Civil Service Employees Association.

Last week, The Leader reported that the Employees Association had requested a one-step upgrading for institutional clerical employees who work a 40-hour week while their counterparts in other state agencies are on a 37½-hour schedule.

The Employees Association asked J. Earl Kelly, director of Classification and Compensation, to award the upgrading as payment for the longer work week.

In another direction, the CSEA has asked action from Dr. Paul Hoch, Mental Hygiene Dept. commissioner, on a number of long-pending matters affecting institutional employees.

The main points covered were:

1. More promotional opportunities for attendants and staff attendants.
2. A 37½-hour week for clerical employees.
3. Proper equipment for institutional patrolmen.
4. Support for reallocation of institution nurses.
5. Change in record rating system.

Details Given

Joseph F. Feily, CSEA president, supported the call for action with a detailed letter to Dr. Hoch, which read:

The purpose of this letter is to appeal for action by the Mental Hygiene Department on several matters which we believe are of the utmost importance.

- (1) Definite steps should be taken to provide more promotional

opportunities for Attendants, Staff Attendants, and possibly other related positions. A plan should be devised that will encourage better qualified employees to enter state employment in these positions, and that will assure promotion of the best of these employees.

We are convinced that an improved quality of employees generally can be attracted to these positions if they could be assured of a reasonable career and promotion based on good work performance. We have discussed with
(Continued on Page 16)

Neff Assures CSEA On Sick Leave For Erie County Home

Donald M. Neff, Erie County commissioner of personnel, has assured the Civil Service Employees Association that sick leave rules at the Erie County Home and Infirmary will be administered properly.

Mr. Neff wrote to Joseph F. Feily, CSEA president, on the matter, after CSEA representatives reported Erie Home employees were complaining of unfair administration of sick leave rules.

In his letter to Mr. Feily, Mr. Neff said:

(Continued on Page 3)

New Pay Plan In Works For Syracuse City Aides

SYRACUSE, Aug. 14—A new salary plan is in the works for Syracuse's 3,000 city employees, the Civil Service Leader learned yesterday.

Although details of the new plan—expected to be put into effect this year for 1962—were not available at Leader press time, it was indicated that it includes pay increases for all employees. Not as high as workers hope for, however.

Reliable sources said raises in the lower grades are as low as \$75 annually. In the higher grades, raises as high as \$1,000 annually were reported in the new plan.

CSEA Asks \$300

Onondaga Chapter, CSEA, has asked Mayor Anthony Henninger for \$300 across-the-board increases for 1962. The chapter also has asked for a Blue Cross-Blue

Shield health and accident plan, partially paid for by the city.

The new salary plan is expected to be similar to present 40-grade salary plan that the city put into effect in 1959. The 1959 plan includes all employees up to second deputy department heads. First deputies and heads of departments come under an Executive Salary Plan.

Local CSEA officials said Mayor Henninger has indicated that that he will inform them of his answer to both the salary increase demands and insurance request Aug. 15.

Prefer Flat Raise

Employees expected that some increases would be granted this year, but were hoping for an across-the-board raise for all employees rather than a new plan. And they were hoping for a substantial part, or all of the \$300 figure requested—especially this year when the city will elect a new mayor and any salary increase could affect the election.

Republicans now control City Hall almost completely. The mayor and all but one member of the Common Council are Republicans.

City Hall employees last year did not receive a wage increase, despite a CSEA demand for a \$200 across-the-board raise.

Only a few selected department heads have seen the complete salary plan, it was indicated—apparently as a means of getting their reactions before it announced to employees and the public.

Some changes may be made in the plan, if the department heads do not approve it—and it is believed several who have seen the plan have voiced some objections to parts of it.

Hope For A Syracuse Health Plan After County's Action Giving Aides State Program

(From Leader Correspondent)

SYRACUSE, Aug. 14—Syracuse's city employees last week were hopeful that approval of county workers' bid for the State Health and Accident Insurance plan may spur city officials into approving their participation in the plan in the near future—perhaps next year.

Onondaga County's Board of Supervisors finally granted on Aug. 7 county employees' request for the insurance plan—a request that has been spearheaded by the Onondaga Chapter, CSEA, since 1958. City employees are not covered by any insurance plan now. They have requested, through

the CSEA chapter, Blue Cross-Blue Shield coverage for 1962. This request—made before the county employees' victory—may be changed later this year.

The county employees' participation in the state plan will go into effect next Jan. 1. Under
(Continued on Page 16)

Resolutions Committee Tightens Regulations; Aug. 20 Is Deadline

The Resolutions Committee of the Civil Service Employees Assn. has tightened its rules for considering resolutions, it was announced last week. Also, the Committee set an absolute deadline of August 20 for submission of resolutions.

In a statement issued by the Committee, the following announcement was made:

First that all resolutions, pursuant to the By-laws, are required to be filed with the chairman of the Resolutions Committee by August 20th; that the Resolutions Committee will not consider any resolutions, which by their nature could have been submitted prior to this date, if they are received after August 20th.

In the absence of unusual circumstances where new factors may cause or be responsible for the introduction of a late resolution, the Resolutions Committee as a matter of principle will stand opposed to the introduction of any additional resolutions at the

delegates' meeting even though it recognizes the power of the delegates to do so. The factors which caused the Resolutions Committee to arrive at this policy were:

First, that resolutions coming in late to the committee cannot be adequately screened.

Second that late resolutions do not enable delegates through the chapter to be sufficiently informed and instructed prior to the delegate meeting.

Third, the Resolutions Committee has been required to meet late in the evenings through delegate meetings and the committee felt that it could not give appropriate attention to the various matters and, most importantly, that the delegates have traditionally re-
(Continued on Page 3)

Bridge Operator Assistants in City \$3,500 Offered

The City of New York is offering \$3,500 a year to start to assistant bridge operators. The exam for these jobs will open for applying on Sept. 6. The maximum pay for the title is \$4,850. The official requirements have not been released as yet, but according to the announcement for

the test held in June of 1959 candidates must have completed eight years of elementary school and one year of experience of a mechanical or electrical nature. A satisfactory equivalent of education and experience was also acceptable.

Requirements for the last test

also specified that the exam was open only to persons who had not passed their 45th birthday on the first date of filing.

Exemptions were made for disabled and non-disabled veterans according to section 21 of the Civil Service Law. Time spent in military service subsequent to July 1 could be deducted from actual age according to section 243 of the Military Law.

Assistant bridge operators assist in the care, operation and maintenance of a moveable bridge. They operate traffic light signals and traffic gates and report any malfunctions that would hamper bridge operation.

For the last exam the written test counted for all of the total grade. Qualifying medical and physical tests were also required.

After Sept. 6 applications can be obtained at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y. Do not try to apply now as application forms are not available. As soon as they are released the official requirements will be published.

U. S. Has Truck Safety Inspector Jobs at \$4,345

The Interstate Commerce Commission has an urgent need for men with backgrounds in truck safety inspection to fill GS 5 jobs, paying \$4,345 a year.

These jobs are with the Commission's Bureaus of Motor Carriers located throughout the country. After satisfactory completion of six months of training in enforcing the ICC's safety regulations, appointees will be promoted to GS 7 at a salary of \$5,355 a year.

Applicants must have had at least two years of experience in investigation of highway accidents, supervision of maintenance of vehicles of motor carrier fleets, and/or development and execution of highway safety programs. Education may be substituted for experience.

Applicants must be U. S. citizens, over 18 and physically fit. A written test is required of all applicants.

The required length of experience will not in itself be accepted as proof of qualification for the position. The applicant's record of experience or training must show that he has the ability to perform the duties of the position.

Such experience as selecting, training and supervising commercial motor-vehicle drivers is considered qualifying. Experience in routine inspection and report of traffic accidents or as a truck or bus driver is not considered qualifying.

For further information and application forms, visit the second region of the U. S. Civil Service Commission, 220 E. 24th St., New York 17, N. Y. The announcement is No. 259B.

Ryan Named City Labor Day Parade Chairman

Gerald J. Ryan, president of the Uniformed Fireman's Association, has been named chairman of the parade committee for the City's Labor Day Parade to be held on Sept. 4, by Harry Van Arsdale, Jr., president of the New York City Central Labor Council.

Mr. Ryan, in addition to heading the 10,000 members of the U.F.A., is also a member of the Executive Board of the City Central Labor Council.

In a joint statement, Mr. Van Arsdale and Mr. Ryan called upon organized labor in N.Y. City



GERALD J. RYAN

to "come out in full force for the Parade". Last year, 175,000 workers were in the line of March.

"The Labor Day Parade has become an institution in N. Y. City", they said, "since it provides an annual show-case for our town's union members to show their strength and solidarity.

"Labor's importance to the economy and welfare of our City, State and Nation, can never be over-emphasized, and particularly in these time of crisis.

"Unified labor, a vital force in the preservation of our democracy, and of the free world, must be kept strong and effective.

"Our Labor Day Parade, here in the greatest city of the world, will demonstrate our purpose and our strength to the people".

Transit Holy Name Society Plans Retreat

The Monsignor Martin J. O'Donnell Retreat Club of the Holy Name Society of the New York City Transit Authority-Independent Division will hold its 21st annual retreat Friday through Sunday, August 18, 19 and 20, at the San Alfonso Retreat House, West End, Long Branch, N.J. under the direction of the Redemptorist Fathers.

The Rev. John F. Fleming is moderator, and William G. McMurrer and Thomas J. Donovan are co-captains.

No Change in Transit Sergeant Key Answers

The tentative key answers for the promotion to transit sergeant exam, held May 6, have been approved with no changes. Seven candidates protested 11 items. A total of 470 took the test.

12 Who Failed CD Examination Plan Challenge

Albany, Aug. 14—A dozen state Civil Defense officials who flunked examinations for their jobs are challenging the tests.

The examinations were given recently under a new state law to place employes of the 10-year-old State Civil Defense Commission under Civil Service.

Although the state's Civil Service policy forbids listing the names of unsuccessful candidates for exams, it is known that at least three highly placed officials are among those who failed to qualify for the jobs they're holding.

41 Passed

Forty-one of the 53 state CD officials who recently took the Civil Service examinations passed. Others of the 100-odd state CD employes either weren't eligible for the examinations or chose to take them at a later date.


The exam that was given was to check the qualifications of persons who had served more than a year in appointive jobs. Several who failed had been in their jobs for many years.

Unless they succeed in challenging the Civil Service exams, their fates are up to the state CD director.

Under Civil Service law, he may discharge them or keep them on as provisional appointees until a regular competitive Civil Service examination for the job is held. In it, they would vie with other applicants to get on an eligibility list.

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READ The Leader every week for Job Opportunities

Your Public Relations IQ
By LEO J. MARGOLIN



(Mr. Margolin is 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 Martial & Company, Inc.)

BAD PUBLIC RELATIONS can be generated for omission as well as commission. Just by doing nothing more than "not being there" after 3 o'clock on a day when the thermometer hits 90 degrees, stirred up a lot of bad public relations for the cause of civil service during the recent New York City heat wave.

OF COURSE, THE 3 o'clock getaway hour is perfectly legal and in accordance with regulations, but the nasty comments from workers in private industry were not fit for lady-like ears.

TO MAKE MATTERS worse, the 3 p.m. exodus on 90-degree days made front page news, too—all of which did not help the situation any. When one of the newspapers implied that the city's workers were cheating by getting the weatherman to say it was actually hotter than the real temperature,

Mayor's Bowling Unit Asks Other Teams to Join This Season

Since bowling is the only sport in which various departments of the New York City civil service compete against each other, the Men's Division of the Mayor's Municipal Bowling League has extended an invitation to all City agencies to join them.

The League bowls at the City Hall Bowling Lanes, 23 Park Row, directly opposite City Hall, on Wednesday nights at 8 p.m. on the 4th floor.

The alleys have been completely renovated and are air-conditioned. AMF automatic pinsetters are used.

The League's season begins Sept. 13. For further information, contact either Gabe Tahan, office of the comptroller, municipal building, Room 800, WH 3-3600, Ext. 476 or 477; or Bob Schwend, office of the comptroller, municipal building, Room 526, WH 3-3600, Ext. 3375.

this only aggravated the anti-city employee comments.

WE ARE NOT suggesting that municipal employees institute an informational program to educate the citizenry on why it's good to exit at 3 p.m. because it's too hot. This will only make matters worse.

AT BEST, THE PRACTICE of giving extra-special consideration to city employees because of the weather, while their friends in private industry must work, is not one to endear any government worker to the hearts of the taxpayers.

MORE OFTEN THAN we like to think, civil servants are labeled "loafers," "goofer-offs," and worse. It's hard to convince most people that civil service workers give a honest day's work for a full day's pay. The retort more often than not is: "When do they work?"

WE HAVE NO magic formula to correct a bad situation. We can only suggest that civil service workers extend themselves "above and beyond the call of duty," when the opportunity arises to stem the flow of uncomplimentary remarks.

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THE PUBLIC EMPLOYEE

By JOSEPH F. FEILY
President,
Civil Service Employees Association

No "Thought

IT IS NOT THE usual practice of the Association to enter into a controversy over the manner and form which that its public welfare program. We feel that the official agencies.

HOWEVER, TWO statements a week to the city manager Joseph Mc comment. One is that the new pers be "a trend away from degree holdi is the introduction of "thought con welfare case workers so that they wi with the ideological concepts of M

TWO YEARS AGO IN THE opposed a bill which would have workers in local welfare departments. a letter to Governor Rockefeller that the into law would "in our opinion—open the door to future raids upon the high standards and professionalism of the public service." We repeat that stand now. We feel that whatever staff problems Newburgh may have certainly are not going to be resolved by lowering professional standards for its welfare department employees; and we call upon all civil servants everywhere to vigorously protest this step, which will surely tend to degrade rather than upgrade them, not only in their eyes but in the eyes of the public.

AS TO THE OTHER concept of the city manager, we confess that in his choice of words we saw "red." "Thought control", as he is reported to have said he was going to use in his welfare department's orientations program, has absolutely no place in American philosophy. It is a concept which is alien and smacks of an ideology with which the American people have always been at odds. It implies "brainwashing" and all of the other techniques which seem to be used by certain societies today to assure a "philosophical harmony" among their peoples.

WE DO NOT quarrel with an administration setting a policy for its employees to follow, but we do quarrel with the use of techniques which do violence to the integrity of the individual. To allow Mr. Mitchell to use this method unchallenged is to help him create in his community and maybe elsewhere "no think" public employee robots.

Assure Erie Home Sick Leave

(Continued from Page 1)

I received your letter of July 18 with reference to the granting of sick leave to employees at the Erie County Home and Infirmary.

Instructions Issued

Under our Personnel Rules, sick leave is granted to the employee and charged to the employee on the basis of working days. I have again discussed this subject with the Department of Social Welfare, informing them of your letter, and definite instructions have been

issued to the Home and Infirmary that sick leave must be administered strictly in accordance with our rules, with no charge against sick leave accumulation for absence on a pass day or any other day that is not a working day for the employee.

I appreciate your writing me on this and assure you that the employees at the Home and Infirmary will not again have occasion to complain of the handling of our sick leave plan at that institution.

Suffolk Pay Plan Ready For Approval; Okay Seen On Grievance Machinery

RIVERHEAD, Aug. 14—A \$380,000 pay raise for Suffolk County's 2,500 county workers was slated for approval at this week's meeting of the Suffolk Board of Supervisors.

The pay boost, which would go into effect Jan. 1, 1962, is part of a reclassification study and new salary schedule which the supervisors also were expected to endorse. No action, however, as been seen immediately on employee requests for coverage under the state health plan. The board was, meanwhile, reported ready to approve a new grievance machinery plan for county workers.

CSEA Enthusiastic

The Suffolk Chapter, Civil Service Employees Association, which has taken an active part in developing the improved employee program, greeted the pay raise with enthusiasm. Eugene Gregory, recently elected Suffolk CSEA president, praised county and town officials for their "fine cooperation" in considering employee needs. We appreciate their interest," he said, "and we will continue to work with them closely."

While details of the confidential proposals of the Suffolk Civic Service Commission were not fully available, it was revealed that the new salary scale will have the effect of doubling the amount which an employee would normally receive in January as a yearly increment. Thus, the percentage of pay increases will vary with the grade of the worker, as will the actual amount of money.

Touches of Dispute

Although the classification and salary revisions have been in preparation for several months—and action by the supervisors was expected at this week's session—the broad outline of the proposals was released by Babylon Supervisor Arthur Cromary, Suffolk Republican leader. The release promptly set off a political battle

with Democratic County Executive H. Lee Dennison who accused the Republicans of "lifting" Democratic plans and of violating an agreement not to release the plan until this week.

Cromary announced the pay boost following a meeting of the GOP executive committee which endorsed the program. He said that the five Republican members of the 10-man Board of Supervisors planned to vote for the higher wages. It also is expected to have Democratic backing.

Reasonable Wage A Must

Cromary declared, "We cannot attract and we cannot retain the best qualified people unless we are willing to pay a reasonable wage. Very often, the supposed savings of lower pay scales result in making the most qualified workers seek positions elsewhere—we want to retain our present employees instead of having them seek better paying positions elsewhere. In the long run, the efficiency and ability that we will gain will more than offset the additional cost."

The wage boosts, Cromary said, will bring county work levels more in line with pay scales for employees in other municipal agencies and in private industry. Citing a "typical example" of current differences in the scale for a stenographer, Cromary said Suffolk's maximum is \$3,540; Nassau, \$4,420; the U.S. government, \$4,131 and private industry averages \$4,030. The new Suffolk scale, Cromary indicated, would bring the Suffolk pay up from \$3,540 to \$4,000.

Drive For Syracuse City CSEA Members Is Now Under Way

SYRACUSE, Aug. 14—Onondaga Chapter, CSEA, yesterday launched its membership drive among City Hall employees.

Joining local CSEA officials in the campaign were Frank M. Casey, state supervisor of field representatives, and Jerry Rogers, field representative.

Local executives that will help spur the campaign are Leona Appel, chapter president; Raymond Castle, CSEA's second vice president; Vernon Tapper, third state vice president, and Benjamin Roberts, field representative for the Syracuse area.

2-Week Drive

In addition to literature and other recruitment aids, CSEA is sponsoring 36 radio spot ads during the two-week drive, aimed at increasing the chapter's membership by 1,500 city employees.

Chairman of the local campaign is Mrs. Arline Brady, an employee of the city's Water Department finance section.

Detailed organizational plans for the membership drive were to be worked out early this week, so the campaign can move into high gear later in the week.

Mrs. Brady's committee members have been working for three weeks on plans, and in enlisting the cooperation of heads of departments. The committee and CSEA representatives plan to solicit members by spending a day in each major department to sign up employees.

Resolutions

(Continued on Page 3)

ceived last minute resolutions introduced at the latest hour without the benefit of screening or the thought of the Resolutions Committee.

The adoption of this resolution, we feel, will give the delegates an opportunity to know in advance of the meetings of the work of the Resolutions Committee and are thereby enabled to consider them adequately at such meeting, which would not be the case otherwise.

In line with the concept of providing the delegate with all possible information, the Resolutions Committee has followed the policy of apprising introducers of resolutions of the reasons in writing why their resolutions have been declined in advance of the delegate meeting.

Health Plan Reopening Due

ALBANY, Aug. 14—State and local government employees, who are members of the New York State Health Insurance Plan, will have an opportunity soon to change options under their coverage. The Leader learned this week.

H. Elliot Kaplan, president of the State Civil Service Commission, has approved plans to provide a transfer period early in the fall. The dates have not yet been set, but it is expected to come sometime in October.

The period, probably for one month's duration, will permit members to change options. The program provides three options, but changes are not permitted except during specified periods.

The state program now covers a total of 153,611 members, including 101,448 in state agencies and commissions and 52,163 in local government units. For the first seven months of 1961, the contributions to the program by government and employees totaled \$14,572,000.

According to state statistics, each contract covers 248 persons. A total of 378,500 individuals, adults and children, now are covered by the program.

The three options include: One with Blue Cross, Blue Shield and Metropolitan Life Insurance Company participating; a second providing Group Health (GHI) and Blue Cross and a third with Blue Cross and the Health Insurance Plan for New York City.

New Warren Sheriff

ALBANY—Aug. 14—Governor Rockefeller has appointed Robert N. Lilly of Glens Falls as sheriff of Warren County to succeed Carl K. McCoy, who resigned. Mr. Lilly was the undersheriff for the county.

Albany Labor CSEA Reelects Sheremeta

Eldora Sheremeta has been elected for the third time a president of the Albany Department of Labor Chapter of The Civil Service Employees Association, Inc.

Other officers elected were Konrad Schwenche for second term as First Vice President; Bertha Bauer, Second Vice President; Robert Cassidy, Secretary and Ruth Gray, Treasurer. Delegates are Sarah Evers and Harvey Provost, Alternate Delegates Clare Derr and Thomas Fahey.

Named to the Executive Council are: Jean Melesky, Sarah Evers, James Fitzgerald, Robert Wallace, Harvey Provost, Ruth Grey, Matthew Kesner, Harry Ransley, Clare Derr, Edward Lange, Charles Drobner and Joseph Elliot. Alternate members are Frank McTague, Marie Urell, Helena Grimm, Glen Bennett, Elizabeth Hobbs, Frances Almindo, Kathryn Walsh and John Fitzpatrick, Vera Bates, Helen McGilvray.

Nassau Directors Meet Aug. 16

There will be a meeting of Nassau Chapter, CSEA, at the Salisbury Club at 7:30 p.m. on Aug. 16th. It is urgent that members be there to make returns on change bills and orders for tickets for dinner dance.



GETS MERIT AWARD — Edward Gardner, second from left, of the Department of Mental Hygiene's payroll control unit, is shown receiving a certificate of merit and \$25 recently for his suggestion to revise a form used for direct health insurance payments. Shown at the presentation ceremonies are, from left: C. Gilbert Beck, assistant director of business administration; Mr. Gardner; Dr. Paul H. Hoch, commissioner of mental hygiene; and John Kessler, head account clerk of payroll control unit.

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

By CAROL CHRISTMAN

20 Internal Revenue Employees Cited

Twenty employees of the Internal Revenue Service were presented with superior work performance and suggestion awards during the month of July.

Award recipients, all employees in the Metropolitan New York area were:

Superior Work Performance: Orr R. King and Abraham Chereny.

Adopted Suggestions: Peter Bellon, Grace Calippo, Mae Engelson, Jeanette Finger, Fred Friedman, Joseph Karasyk, Philip Litman, George MacDonald, Joanne Maglaras, Walter McQuade, Rebecca Nelson, Kathleen O'Donnell, Harry Q. Rosenfeld, Nathan Shiftman Sol S. Silverman, Sidney Weissman, Irving Wolfson and Frank Zanino.

CSC Approves Health Plans for Next Year

The Civil Service Commission has announced that it has approved the benefits and the premium rates of the 37 plans that will participate in the Federal Employees Health Benefits Program during the next contract year, which begins in November. Of the 37 plans, three are participating in the program for the first time.

For about 94 percent of the persons already enrolled in the program, there will be no increase in rates with some liberalization of benefits for the next contract period, the Commission said. However, benefit and rate changes made by the plans which participated in the program during the first contract period depend on their present benefit structures and were based on the experience of each plan during the first nine months of operation. The changes do not follow a uniform pattern. For example, there were both increases and decreases in deductibles.

Of the 34 plans continuing in the program, 28 made changes in benefits. In general, the changes improve the benefits to be offered. The Commission noted that many of the changes in benefits made by the plans are the result of an CSC conducted to obtain employee reaction to the plans. After the summarized it was furnished to the carriers and also used in connection with the negotiation of the new contracts.

Forteen of the 34 continuing plans made some increase in their rates, while one plan reduced its rate for the high option. Calculated on a biweekly basis, the increases ranged from a few cents to more than a dollar. Rate changes follow no general pattern; of the plans offering two options, some made increases in both options; others made it in the high option or the low option only. Some plans that had only one level of benefits made increases in both individual and in self-and-family rates, while others increased the family rate only.

Arguments Heard on Retirement Pay for Hazardous Occupations

At a hearing of the Retirement subcommittee arguments were presented by both sides on the question of raising retirement annuities for Federal employees in hazardous employment.

Arguments against the increase were given by Philip S. Hughs of the Bureau of the Budget, who said an increase over the "already

liberal" retirement system would be hard to justify.

The proposed legislation was called overly liberal by F. J. Lawton, a member of the Civil Service Commission. He said it would lend to demands from other employee groups for higher retirement pay.

The other side was pleaded by several senators and many employee leaders, who said that the proposal would reestablish the differential between hazardous and non-hazardous employment that existed before the 1956 liberalization of the retirement plan.

CSC Inspectors to Get Employee Viewpoint

To help make sure that its inspectors obtain employee viewpoints during general inspection of personnel operations of Federal agencies and installations, the Civil Service Commission is now requiring agencies to give advance notification of CSC inspections to all employees and to employee organizations with which their installations to business.

Previously, Commission inspectors had been available to meet with employees and employee organization representatives who wished to volunteer views on personnel operations, but there was no requirement of advance employee notification, on a regular basis, of forthcoming inspections.

"The change reflects the Commission's desire to take a more affirmative approach to sound employee-

management relations through its inspection program," John W. Macy, Jr., CSC chairman said.

"We are confident that discussions resulting from these notifications will provide Commission inspectors with fuller and better balanced information upon which to base their evaluations of the effectiveness of personnel programs in agencies."

Med. Technicians Offered \$3,760 In Staten Island

Medical technicians are being offered starting salaries of \$3,760 and \$4,345 a year, depending on experience, by the U.S. Public Health Service Hospital in Staten Island.

Candidates for the GS 3 jobs must have one year of experience in laboratory work on blood counts, hemoglobin estimating, analyzing urine and other related work.

Education may be substituted for experience. However, all applicants must have at least three months experience.

An applicant must be physically able to perform the duties of the position.

More complete information and application forms are available through the Board of U. S. Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island 4, N. Y. Applications are being accepted until further notice.



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Exclusive — City Contemplating 4-Choice Health Plan For Active and Retired Aides

The New York City Board of Estimate has before it a plan drawn up by the New York City Health Insurance Board under Comptroller Lawrence E. Gerosa offering City employees a choice of four health insurance plans, the Leader learned this week.

From reliable sources, it was found that the three new plans under consideration are, in addition to the present Health Insurance Plan, a combination Blue Cross, Blue Shield, Major Medical Plan, a combination Metropolitan Life Insurance Company-Equitable Life Assurance Company Plan and a Group Health Insurance Plan combined with Blue Cross.

"I recommend to the Board of Estimate that New York City's 200,000 employees be given a free choice of plan in medical and hospital care," the independent candidate for Mayor said.

Eighteen Plan Considered

According to Gerosa, the report was made by the office of the Comptroller after an extensive survey of plans submitted by eleven insurance companies, covering eighteen separate plans, as well as premium rates.

The Comptroller noted that studies were also made of comparable plans belonging to the State and Federal Governments. He pointed out that while New York City was a pioneer in giving its employees the health

insurance plan, the State and Federal governments have gone ahead not only in making health insurance possible for active employees but also for retired employees.

The cost to the city for active employees was placed at about \$20,000,000 based on 90 percent participation with a 120 day hospital coverage contract. To cover eligible retired employees would cost an additional \$1,400,000. Presently, no coverage is available to pensioners.

At present, the city pays \$8,500,000 for only 50 percent of its active employee participants. This is divided between the HIP for doctors care and Blue Cross for 21 days of hospitalization. "However," Mr. Gerosa warned, "This cost is subject to rise because HIP has already asked for a substantial increase in premiums, which I oppose."

Gerosa pointed out that the City is already obligated by law to pay 50 percent of the premiums for every city employee who participates under the present plan. "The plan for free choice by city employees is practical, humane and long overdue," Mr. Gerosa concluded.

Action by the Board of Estimate is expected within the next few sessions on the proposal for both active and retired workers.

The plans as broken down and charted by the Leader show:

Provision	HIP and N.Y.C. Blue Cross	Metropolitan-Equitable	Blue Cross—Blue Shield & Health and Service, Inc.	GHI and N.Y.C. Blue Cross
ANNUAL CONTRIBUTION FROM EMPLOYEE FOR PLANS COMPARED				
Employee Only	\$ 49.92	\$ 44.98	\$ 37.83	\$ 46.28
Employee & Family	138.06	126.10	103.44	138.06
Employee & Spouse	109.46		95.33	
Employee & 1 Child	99.84			
In the event that the "120-Day" Blue Cross Plan were chosen instead of the "21-Day plus 180 days at 50% Plan —The Comparison of Annual Employee Contributions Would Be:				
Employee Only	\$ 56.33	\$ 44.98	\$ 43.16	\$ 51.74
Employee & Family	157.82	126.10	125.32	158.08
Employee & Spouse	129.22		114.92	
Employee & 1 Child	105.30			

(Continued on Page 9)

U.S. Locomotive Inspector Jobs Open at \$8,955

Locomotive inspectors are needed now by the U.S. Interstate Commerce Commission. The starting salary for the positions is \$8,955 a year.

Applicants must have had at least six years experience with railroads in engine service or in the mechanical department. Education may be substituted for experience. A written test is required of all applicants.

Applicants must be citizens of the U. S., at least 18 and be physically able to perform the duties of the position.

Further information and application forms are available at the second region of the U.S. Civil Service Commission, 220 E. 42nd St., New York 17, N. Y. The announcement is No. 260B. The filing deadline is Sept. 5.



COUNTERPARTS MEET — U.S. Civil Service Commission chairman John W. Macy, Jr., shares with his Girls Nation counterpart, Sally Richardson of Bowling Green, Ky., a booklet describing the role of civil service in our history and in modern government. Miss Richardson visited the Commissioner in his office as part of a Girls Nation delegation to the nation's capital. Miss Richardson is a junior at Western Kentucky College High School with strong interests in journalism and public speaking.

Navy Yard Reopens Three Helper Titles

The Board of U. S. Civil Service Examiners at the Brooklyn Navy Yard has announced the re-opening of three helper positions there. The positions are helper electrician, helper machinist, and helper pipefitter.

The jobs pay \$18.95 a day to start, with increases to \$19.75 and \$20.56 eventually.

Full information on these jobs is contained in announcement No. 2-1-8 (1959), which is available from the Executive Secretary Board of U.S. Civil Service Examiners, New York Naval Shipyard, Brooklyn 1, N.Y.

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Unfortunately, others content themselves with filing an application, visiting libraries, and obtaining books which are usually out-dated and of doubtful value. They often study intensively but their haphazard approach to preparation brings them to their exam with little or no hope of success.

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TUESDAY, AUGUST 15, 1961



Health Plan Choice

THE Leader this week reports exclusively on recommendations to give New York City employees a wider choice in health insurance programs.

This is a vital issue and one that employees should take seriously and study in depth. Organizations, in particular, should review these proposals to see if they will fit the needs of their membership. Individuals should investigate the relationship between need and ability to pay.

It is of utmost importance to speak up on these proposals now and not wait until they have taken form.

Civil Service Dignity

THE president of the State Civil Service Employees Association contributes something useful to all when he sounds a reminder to civil servants high and low about their special responsibility.

"They must even be above Caesar's wife in their behavior," is the way Joseph F. Feily puts it in an admonition to those employed by the public to strive for and maintain high standards of efficiency and morality.

It is always a pity to see a comparatively well-paid and fringe-protected public servant become so greedy he jeopardizes job and security by abusing his job for graft or else starving it of his time and attention. He does more than harm himself by this kind of madness; he hacks at the esteem, slowly and laboriously built, the public holds for civil service personnel.

We think Mr. Feily touches the heart of the matter when he says, "In a world where we are struggling for the preservation of our form of society, we must view with alarm any form of public corruption."

If you are a federal, state, city or county employee, give your job your best. As the CSEA head notes, it's like taking vitamins for your own and the community's dignity.

—FROM ALBANY TIMES-UNION

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.

Calls Fight For 37½ Hours 'Petty'

Editor, The Leader

I'm afraid that I have little sympathy for state institutional employees who feel discriminated against because they must work a 40-hour work week when those doing similar work in other state agencies are on a 37½-hour schedule.

The 40-hour work week is a condition of employment for clerical aides in the Department of Mental Hygiene. To reduce this work week obviously involves the hiring of more personnel. With so many other more important goals—such as wider promotional opportunities—awaiting fulfillment because of lack of funds, it does seem so petty to complain about two and one half hours more of work, as though it were a major grievance.

Particularly embarrassing to me (as one who is working this "fearsome" 40 hours a week at a state hospital) is the argument that the work week should be reduced because our "counterparts" are working only 37½ hours. This is a childish complaint and one that could hardly be expected to arouse the sympathy of taxpayers.

Let's get the important things accomplished first and not waste time using arguments like "Mary gets it so I want it, too."

I regret asking you not to use my name, but I don't want to keep arguing this issue with my fellow workers.

NAME WITHHELD

Sonia, N. Y.



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).

Who'll Get Your Dough?

SOME LAWS FOR THE civil service, intended to be beneficial, are really only beneficial when employees perform the acts expected by them under the laws. Section 60 of the Retirement and Social Security Law is one of those laws. It contains the provision in the State's retirement law which relates to the person or persons who will receive a member's ordinary death benefit.

I HEARD A PRETTY sad story this week. It was a pattern of many I had heard before. In the thirties Mr. X became a State employee and a member of the State Retirement System. He was unmarried and was living with his sister at that time. He designated his sister as his beneficiary. A few years later he married and for approximately twenty-two years he lived with his wife—right up to the date of his death this year. They had one daughter, now in her late teens.

FROM STATEMENTS Mr. X made to his wife over the years, it is probable that he intended to have her receive his ordinary death benefit. Unfortunately, the Retirement System has no written change of beneficiary in its files. The sister, who is still the beneficiary of record, is in a State mental institution and really could get along just as well without the death benefit. The wife and daughter cannot.

AS I SAID, MR. X probably intended that his wife should get the benefit. Perhaps, he believed that he had accomplished that goal by the act of marriage alone, without any filing of a change of beneficiary. Perhaps, he thought that he had filed. I do not really know what he thought or what he did. I am just guessing. I know that the situation is tragic.

UNDER SECTION 60 OF THE Retirement and Social Security Law, the ordinary death benefit and the reserved-for-increased take-home pay "shall be paid to the member's estate or to such person as he shall have nominated to receive such ordinary death benefit." To be effective, such a nomination must be in writing, duly acknowledged and filed with the Comptroller. There are forms for it supplied by the State Retirement System.

EVERY MEMBER SHOULD recheck his designation now. Indifference now may cause tragedy later. The persons who need protection frequently change during a member's life. A son who needed protection when he was young may be in excellent financial shape today. A daughter may have married so as to change the necessary beneficiary situation. There are as many situations as there are members. They should be considered in the light of today. I am not encouraging a change of beneficiaries. I am asking for a re-examination and for a change only if the wrong person is the present beneficiary.

IF NO PERSON HAS been designated as beneficiary, then the situation is, of course, not as bad as continuing the wrong beneficiary. Without a designation, the member's estate is the beneficiary. If he has a will, the will defines the disposition of the estate. If he has no will, then the distribution prescribed by law for such situations would determine the method of distribution. In the absence of a will, the law provides a sort of built-in will, defining the ratios in which a man's family shares in his estate, depending on the degree of the relationships. Even though an estate distribution is not as bad as a distribution to a wrong beneficiary, on re-examination, a member may find that he is dissatisfied with an estate distribution whether he has a will or not.

I JUST HAD A CHAT with Mrs. Dorothy Lang, the Senior Administrative Assistant of the New York City System, about this subject. The ordinary death benefit provision in New York City's Administrative Code is substantially the same as the State's and is contained in Section B3-32.0. She said that failure to change a designation of beneficiary caused some bad results, but that they could not do anything since they had to pay in accordance with the designation. She added, however, that they do try to get the best of the situation. Any time any member comes in on a retirement problem of any kind, they call his attention to his designation of beneficiary.

over \$1200 a year have to file an annual report?

No. The law does not require a report by a beneficiary who is age 72 or over for the entire year.

I am a man 61 years old. I expect to retire at age 62. Can I freeze my social security until I reach the age that will entitle me to social security benefits?

You cannot freeze your account, but you are protected by the five year drop-out provision of the law. Ordinarily, a man's benefit amount is based on his average earnings after 1950 and up to the year he becomes 65. The five lowest years in this period can be dis-

regarded in figuring the average. In your case, the last three years, can be disregarded, along with two other low years.

What should I do to get the benefit of this five year drop-out provision?

This provision will be considered when you file for payments at age 65. You do not have to ask for it. It is considered in every case.

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

Social Security Questions Answered

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N. Y.

I am a widow 62 years old and still working. Should I consider retiring at the age of 62, as I am not feeling well, or will I receive a much greater benefit if I can continue working until I am 65?

A widow of 62 may receive her full widow's benefit without any reduction because she is under age 65. However, if you wish to receive social security payments at age 62 based on your own work, there is a reduction in the amount of that benefit. If you are contemplating retiring now, you should contact the local district office for a full explanation of the benefits payable at age 62, and at age 65.

How are disability benefits figured?

Benefits are based on the disabled worker's average monthly earnings under social security from January 1, 1937, or from January 1, 1951, to the onset of his disability. Up to five of the years in which he had low earn-

ings or no earnings can be dropped out.

Will my benefit be less than I would receive at age 65?

No. The benefit will be the same as the amount you would be paid if you had reached 65 on the date you become disabled.

How disabled do you have to be?

You must be so disabled that you are not able to work in any substantial activity. This will be determined from the medical evidence.

My husband has worked under social security since its beginning. He had his appendix removed about eight months ago. We expected him to be back on the job in a few weeks but complications set in and he is still unable to get out of bed. The doctors say it will probably be another five or six months before he will be able to go back to work. Can he qualify for disability benefits while off the job?

No, a person's disability must be a permanent or indefinite nature. Benefits are not payable on account of a temporary disability. However, if his condition does not improve and it is determined that he will never be able to go back to work, he should contact the social security office and file for these benefits.

I am 68 years old. How many

checks will I lose if I make \$1500 this year?

If you make \$1500 this year, you will lose \$150 in benefits. For each \$2 earned over \$1200 and up to \$1500, \$1 in benefits is withheld. The number of checks that will be withheld for this \$150 depends on the amount of your monthly benefits. If, for example, your benefit rate was \$75 a month, you would have two months benefits withheld.

My claim was turned down last year because I had credit for only 11 of the needed 17 quarters. Can I now collect my social security?

Yes. You should apply again as soon as convenient for you to contact your social security office, or a representative of that office when he is in your community.

When did disability benefits for people under 50 begin?

The first check was for November 1960.

I receive social security checks as guardian of my brother's child. I will be travelling for several months. What should I do?

You should contact your social security office at once and arrange for someone else to receive checks during your absence.

Does everyone who receives social security payments and earns

The Job Market

A Survey of Opportunities
In Private Industry

By A. L. PETERS

In Brooklyn, there are many jobs for painters, men experienced on extension ladder and scaffold work. Pay up to \$32 a day, depending on experience.

Also needed are paint sprayers, men to spray lacquer and enamels on wood and metal furniture. Jobs pay up to \$2.50 an hour, depending on experience.

Carpenters are wanted, men experienced on alteration work. Must have own tools. Jobs pay \$3 an hour and up, depending on experience.

Apply at the Brooklyn Industrial Office, 590 Fulton Street.

In Brooklyn, too, there is a demand for typists and clerk-typists, women with recent experience, able to use either manual or electric typewriters. Jobs available in all areas of Brooklyn, pay \$55 to \$65 a week. Apply at the Brooklyn Commercial Office, 168 Montague Street.

Jobs at Sea

Maritime workers with various skills are in demand; heading the list are able-bodied seamen. Jobs pay \$4,430 a year for those employed on watchstands, \$4,498 for day work.

Fireman - water tenders are wanted at \$4,430 a year.

Also wanted are marine oilers. Those working on diesels are offered \$4,794 a year; on steam, \$4,430 a year.

Maintenance Electricians with one year's experience are needed at \$5,839 annually. All these workers must have validated Coast Guard endorsements for their occupations.

Licensed junior engineers are in demand to repair and operate steam propulsion machinery under supervision of Senior Engineer. Must have 3rd Ass't license or better U. S. citizenship required. Must pass physical. Salary

ranges from \$6,890-\$7,017 a year plus subsistence and quarters.

Apply at the Brooklyn Shipyard Office, 165 Joralemon Street.

In Manhattan

In Manhattan, auto body repairmen with at least three years' recent experience, are needed for work in straightening bodies and fenders on passenger cars. Must be able to braze, weld and solder. Should have full set of tools. \$2 to \$2.75 an hour, depending on experience.

Also needed are truck mechanics to perform general repairs on all makes of heavy trucks. Must have own tools. At least seven years' experience required. Fleet mechanic experience not acceptable. Apply at the Manhattan Industrial Office, 238 West 35th Street.

In Manhattan, too, there are job opportunities for sewing machine operators, experienced in working on high-priced ladies' dresses, \$29 and up. Openings for work on tailored, straight, cocktail, party and bridal garments. Can earn \$75 to \$100 a week and up on piecework.

Experienced sewing machine operators are also wanted for jobs in Queens and the Bronx to work on ladies' dresses, \$3 and up. Complete garment and section work on street and party dresses. \$75 a week and up on piecework.

Apply at the Manhattan Apparel Office, 238 West 35th Street.

There is a demand for agricultural workers with recent experience. Most of these workers are needed for work in the fields. Others are wanted in an upstate canning factory. Jobs pay \$1 to \$1.07 an hour. Apply at the Manhattan Industries Office, 247 West 54th Street.

Construction

In Queens, an experienced construction equipment mechanic is wanted to repair and maintain welding machines, air compressors, cranes and marine engines. Job pays \$103 a week.

Also wanted is a stock clerk with wholesale drug company experience to handle stock. \$65 a week.

Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza.

Housing Sergeant Key Gets One Change

One change was made in the tentative answer key for the promotion to housing officer sergeant exam held on May 6. Question 57 was changed from "B" to "B or D." Of the 358 candidates who took the test, 15 protested 37 questions.

Continuous City Tests Open

The City is still accepting application for 17 open-continuous tests. Most of these examinations will close Aug. 31. Below are the titles and salary ranges. The closing date is indicated when it is other than Aug. 31.

Assistant architect, \$6,400 to \$8,200 a year. Closes Oct. 31.

Assistant civil engineer, \$6,400 to \$8,200 a year.

Assistant mechanical engineer, \$6,400 to \$8,200 a year.

Assistant plan examiner (buildings), \$6,750 to \$8,550 a year.

Civil engineering draftsman, \$5,150 to \$6,590 a year. Filing

closes Oct. 3.

Dental hygienist, \$3,500 to \$4,580 a year.

Junior civil engineer, \$3,150 to \$6,590 a year.

Junior electrical engineer, \$5,150 to \$6,590 a year.

Occupational therapist, \$4,250 to \$5,330 a year.

Patrolman, \$5,200 to \$6,581 a year. Deadline for Aug. 26 test is Aug. 15 for mailed applications and Aug. 23 for applications filed in person.

Public health nurse \$4,850 to \$6,290 a year.

Recreation leader, \$4,550 to \$5,990 a year. Filing deadline is

June 27, 1962.

Social case worker, \$5,450 to \$6,890. Open until further notice.

Social investigator, \$5,150 to \$6,590 a year. Closes Aug. 18.

Stenographer, \$3,500 to \$4,580 a year.

Typist, \$3,250 to \$4,330 a year.

X-Ray technician, \$4,000 to \$5,080 a year.

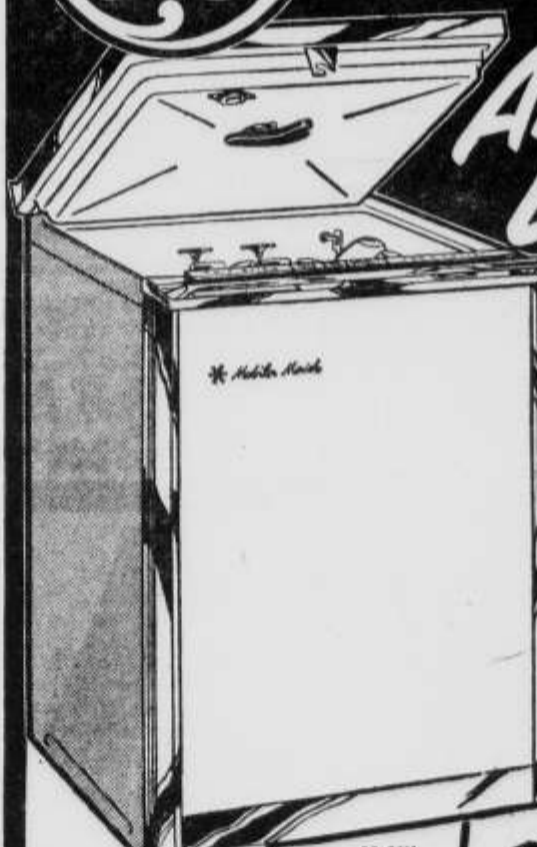
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14 State Tests Open Now, With 16 More on Aug. 25,

Fourteen New York State civil service examinations are open for the filing of applications at the present time, and 16 more will open on August 25. The exams are for positions in many departments of the State government, paying a wide range of salaries.

Among the group opening on August 25 the more outstanding titles are hearing reporter, a position that pays from \$5,620 to \$6,850 a year; senior draftsman, which pays from \$4,760 to \$5,840; and toll collector, paying \$4,020 to \$4,980. There is an article elsewhere in this issue of The Leader giving complete requirements and other details on this last title.

The following titles, listed with number and salary ranges, will be open from August 25 to October 2, unless otherwise noted:

- Hearing reporter, No. 6141, \$5,620 to \$6,850 a year (closes Sept. 9).
- Toll collector, No. 6144, \$4,020 to \$4,980 a year.
- Senior draftsman, No. 6152, \$4,760 to \$5,840 a year.
- Associate commissioner for community health services, No. 6153, \$17,912 a year.
- Purchasing agent, No. 6154, \$7,000 to \$8,480 a year.
- Canal shop supervisor, No. 6155, \$4,760 to \$5,840 a year.
- Senior pharmacist, No. 6157, \$7,000 to \$8,480.
- Senior public health nutritionist, No. 6159, \$7,000 to \$8,480.
- Sales finance representative, No. 6160, \$5,620 to \$6,850.
- Principal, school of nursing, No. 6158, \$7,360 to \$8,910.

Open to Oct. 16

The following exams will be open for the filing of applications until October 16. The tests are scheduled for November 18.

- Senior hardware specifications writer, No. 6151, \$9,030 to \$10,860.
- Supervisor of youth division center, No. 6156, \$7,000 to \$8,480.

- Assistant architect, No. 6161, \$7,360 to \$8,910.

- Senior youth parole worker, No. 6162, \$6,630 to \$8,040.

- Accounting trainee, No. 6163, \$5,200.

- Professional library examination, local public libraries, No. 6615, salary varies with location.

For all of the above exams one year's residence in the State of New York and U.S. citizenship are required. Applications and complete information will not be available until after August 25.

Already Open

Fourteen additional examinations opened August 4. These positions will remain open for filing until September 5 unless otherwise noted. The test date will be October 7.

- Assistant director of nursing No. 6137, \$5,940 to \$7,220 a year. New York State residence is not required.

- Assistant heating and ventilating engineer, No. 6132, \$7,360 to \$8,910 a year.

- Associate librarian (manuscript and history), No. 6129, \$9,030 to \$10,860 a year. New York State residence is not required.

- Director of nursing, No. 6136, \$7,360 to \$8,910 a year. New York State residence is not required.

- Hearing reporter, No. 6141, \$5,620 to \$6,850 a year. Legal residence of New York State on the date of the test is required. Closes Sept. 18.

- Library display illustrator, No. 6570, \$4,000 to \$5,000 a year. Four months residence in Broome, Chenango, Delaware or Otsego County required.

- Probation director I, Sullivan County, No. 6573, appointment at \$6,500 expected, open to qualified residents of the third judicial district which includes Albany, Columbia, Greene, Rensselaer, Schoharie and Ulster Counties.

- Projectionist, No. 6131, \$4,760 to \$5,840 a year.

- Public health nurse, salary varies, No. 6563, New York State residence not required for appointment to some jurisdictions.

- Senior engineering materials analyst, No. 6104, \$7,000 to \$8,480 a year.

- Senior meteorologist, No. 6133, \$7,000 to \$8,480 a year.

- Senior radio physicist, No. 6134, \$7,000 to \$8,480 a year.

- Senior X-ray machine operator, No. 6138, \$4,020 to \$4,980 a year.

- Youth camp conservation supervisor, No. 6135, \$5,620 to \$6,850 a year.

Applications and announcements for jobs are available from the State Campus, Albany; or from Room 2301, 277 Broadway, New York City.

Town Encourages Police Residency

VESTAL, Aug. 14—The Vestal Town Board has a new policy aimed at encouraging non-resident policemen to move into town.

They can remain non-residents if they choose, but as such, they cannot expect raises in pay.

The board cited the new ruling after it granted probationary appointment as patrolmen to Francis J. Croom of nearby Endicott. Starting salary is \$4,200.

Mr. Croom was told that his salary will remain at that figure, even should he successfully complete his probationary period of six months, if he hasn't moved into town by that time.

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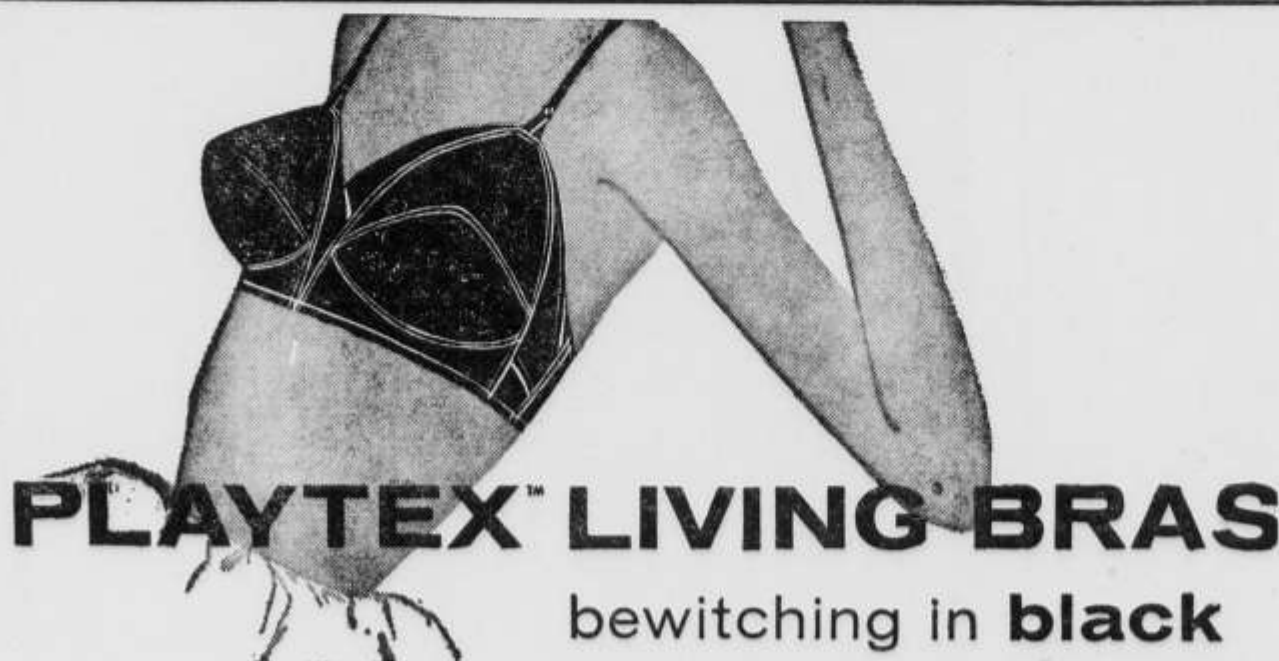
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to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 15.



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Proposed City Health Plan

Begin Charts on page 5

Provision	HIP and N.Y.C. Blue Cross	Metropolitan-Equitable	Blue Cross—Blue Shield & Health Service, Inc.	GHI and N.Y.C. Blue Cross
1. DOCTOR CALLS AT HOME & OFFICE				
(a) Basic Benefits	Provides full service, except \$2 paid by patient between 10 P.M. and 7 A.M.	Insurance pays 80% of covered charges. Comprehensive plan includes both Basic and Major Medical Benefits.	None	Insurance pays \$6 for home visit and \$4 for office visit.
(b) Specialist Consultation	Same as above	Same as above	None	Insurance pays \$15.
(c) Major Medical	Same as above	Same as above	Ins. pays 75% of Covered charges	None
2. DOCTOR CALLS IN HOSPITAL				
(a) Basic Benefits	Provides full service	Insurance pays 80% of covered charges. Comprehensive plan includes both Basic and Major Medical benefits.	Ins. pays scheduled allowances up to 365 days.	Ins. pays scheduled allowances up to 365 days.
(b) Specialist Consultation	Same as above	Same as above	Insurance pays \$20	Ins. pays \$15, except \$25 in certain fields
(c) Major Medical	Same as above	Same as above	Ins. pays 75% of covered charges.	None
3. SERVICE FEATURE FOR BASIC PROFESSIONAL BENEFITS	An HIP Doctor will make no charge for his services. However, no benefits are paid for care by other doctors except in emergency.	Ins. pays 80% of covered charges regardless of choice of doctor or income of employee or absence of hospital confinement.	A Blue Shield Doctor will make no charge for services if the employee has family income under specified amounts; otherwise scheduled allowances are paid. Full services does not apply to pregnancy or consultation care.	A GHI Doctor will make no charge for his services while patient is hospital confined; otherwise cash benefits are paid. Full service does not apply to pregnancy, premature infants, ambulance, electro-shock therapy, psychiatric care, specialist consultations, night calls
4. SURGERY				
(a) Basic Benefits	Provides full service	Ins. pays 80% of covered charges. Comprehensive plan includes both Basic and Major Medical Benefits.	A \$500 schedule of allowances.	A schedule of allowances.
(b) Major Medical	Same as above	Same as above	Ins. pays 75% of covered charges.	None
5. CARE BY NON-PLAN DOCTOR IN PLAN AREA	If patient is hospitalized, ins. pays scheduled allowances up to \$150 for accident care by non-HIP Doctor. No benefits for illness treated by non-Hip Doctor.	Ins. pays 80% in all areas even when not hospitalized.	Ins. pays scheduled allowances in any area, if hospitalized. Major Medical pays 75% even when not hospitalized.	Ins. pays scheduled allowances in all areas even when not hospitalized.
6. CARE OUTSIDE OF PLAN AREA	Illnesses and accidents are covered by plan benefits.	Illnesses and accidents are covered by plan benefits.	Illnesses and accidents are covered by plan benefits.	Illnesses and accidents are covered by plan benefits.
7. PREGNANCY				
(a) Basic Benefit For Normal Delivery	Ins. pays \$80 hospital; full service for delivery, including pre-natal & post-natal care.	Ins. pays \$200 for combined hospital & doctor bills.	Ins. pays \$80-hospital & \$75-doctor.	Ins. pays \$80-hospital & \$125-doctor.
(b) Other Basic Benefits	\$8/day-hospital prior to termination of pregnancy, then regular benefits less number of days at \$8; services in full by doctor.	Insurance pays \$300 Caesarean or \$100 Miscarriage for combined expenses.	\$8/day-hospital prior to termination of pregnancy, then regular benefits less number of days at \$8; \$175 Caesarean or \$75 Miscarriage for doctor.	\$8/day-hospital prior to termination of pregnancy, then regular benefits less number of days at \$8; \$200 Caesarean or \$75 Miscarriage for doctor.
(c) Complications	Nursery care for pre-mature child in some cases.	Ins. pays 80% above basic benefits.	Nursery care and 75% above basic benefits.	Nursery care for pre-mature child in some cases.
8. PROFESSIONAL ANESTHESIA	None	Comprehensive insurance plan pays 80% of covered charges in or out of a hospital regardless of choice of doctor.	Scheduled benefit—Major Medical pays 75% of covered charges regardless of choice of doctor.	Scheduled benefit.
9. PROFESSIONAL X-RAYS				
(a) Diagnostic	Provides full service.	Same as above	Insurance pays 75% of covered charges.	Same as above
(b) Therapy	Same as above	Same as above	Ins. pays scheduled allowances & 75% Major Medical.	Same as above
10. HOSPITAL CHARGES				
(a) Semi-Private Room & Board	Pays semi-private room charge in Blue Cross Hospital; pays \$15 per day in other hospitals.	Pays \$25 per day first 30 days confined & \$20 per day for remainder of each calendar year in any hospital.	Pays S-P room charge in Blue Cross Hospital; pays \$15 per day in other hospitals.	Pays semi-private room charge in Blue Cross Hospital; pays \$15 per day in other hospitals.
(b) Private Room & Board	Same as above	Same as above	Same as above	Same as above
(c) In-Patient Charges Other Than R & B	Pays full specified services in Blue Cross Hospital; pays 80% of specified services in other hospitals.	Comprehensive plan pays 80% of covered charges in any hospital, both in-patient and out-patient.	Pays full specified services in Blue Cross Hospital; pays 80% of specified services in other hospitals.	Pays full specified services in Blue Cross Hospital; pays 80% of specified services in other hospitals.
(d) Out-Patient Charges Other Than R & B	Pays \$7.25 for surgery or accident. No benefits for other cases.	Same as above	Pays \$7.25 for surgery or accident. No benefits for other cases.	Pays \$7.25 for surgery or accident. No benefits for other cases.
(e) Duration of Basic Benefits.	21 days as listed & 180 days at 50% of listed benefits. Stays within 90 days of each other are considered one confinement.	Pays benefits up to the specified maximum dollars for the comprehensive plan.	21 days as listed & 180 days at 50% of listed benefits. Stays within 90 days of each other are considered one confinement.	21 days as listed & 180 days at 50% of listed benefits. Stays within 90 days of each other are considered one confinement.

(Continued on Page 15)

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Police Sergeant Key Approved As Is

The tentative key answers for the promotion to police sergeant exam held May 6 have been approved without change. Sixty-eight items were protested by 414 candidates.

The test was taken by 12,946 candidates. Two candidates took the promotion to police sergeant, special military No. 7; and 4 took it for promotion to police sergeant, special military No. 3.

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Monroe Exit, turn right on Route
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4 New Jersey to Route 17, Mon-
roe Exit, turn right on Route 208,
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\$5,500—only retirement home, all gar-
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New York State

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heart of village & NY Bus. city water,
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rooms, needs painting. Full price \$3,950,
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LEGAL NOTICE

REBE, SIDNEY R.—CITATION—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: American Trust Company, Lillian White LaMotte (formerly Lillian White Kent), Lawrence Kent, Marika Kagan, Mrs. Robert K. Pierrot, William Sidney Kent, Raymond Rolland Kent, Gerald W. Barber, Ruth Szydani, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in a certain trust established for the benefit of PEGGY ANN KENT, in the Last Will and Testament of SIDNEY R. KENT, deceased, who at the time of his death was a resident of the City, County and State of New York.

SEND GREETING: Upon the petition of PEGGY ANN KENT, residing at No. 450 East 63rd Street, New York City, N. Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 19th day of September, 1961, at half-past ten o'clock in the forenoon of that day, why a decree should not be made and entered herein determining that the facts alleged in the petition of PEGGY ANN KENT, verified July 11, 1961, constitute sufficient grounds for American Trust Company, as Trustee, in the exercise of its uncontrolled discretion, to invade the principal of the aforesaid trust so as to provide said PEGGY ANN KENT with the funds necessary to pay the obligations owing by her, as set forth in said petition; and further, why such decree should not grant such other and further relief as may be appropriate herein.

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 FALCO, a Surrogate of our said County, at the County of New York, on the 13th day of July, in the year of our Lord, one thousand nine hundred and sixty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

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CITY

City Needs Trackmen at \$2.49 & Up

Trackmen, about 100 of them, are needed by the City of New York, and an exam to fill the vacancies will open for the filing of applications on Sept. 8. The jobs pay from \$2.49 to \$2.80 an hour.

There are no education or experience requirements. Candidates must be male United States citizens, not over 45 years old on the first date of filing applications. Exceptions are made for veterans. As these jobs are with the Transit Authority, New York City residence is not required.

Trackmen are eligible for promotion to power distribution maintainer and assistant foreman.

Trackmen install, maintain and repair track and roadway in sur-

face, subway and elevated structures. They may also perform inspection work on new equipment and material at manufacturing plants. In the last exam a written test counts for 40 percent of the total grade with a physical test counting for the other 60 percent. The written test is designed to evaluate the candidates general intelligence with respect to the duties of the position. A qualifying medical and physical test are also required.

Do not try to get applications until after the opening date of September 8.

LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT

TO: IRENE W. CONNELL, WALTER CONNELL, individually and as Executor of the Last Will and Testament of George Whitfield Ward, Jr., CHRISTOPHER L. WARD, as Executor of the Last Will and Testament of Harold Luckey Ward, deceased, EVELYN BERRY CONNELL, BRUCE WHITFIELD CONNELL, PHILIP CONNELL, WARD EARL VAN DUZER, GLEN VAN DUZER, CHRISTOPHER L. WARD, JEFFREY LUCKEY WARD, GERTRUDE C. MEYER, SUZANNE P. KANIS, PATRICIA KANIS, HERBERT KANIS, ALBERT R. MEYER, MURIEL R. MORGAN, RHODES LUCKEY MORGAN, JACQUELINE MORGAN, STACEY MORGAN, GLENN BROWER, MORGAN MAHANKE, ELSIE KARLIN STRENG, HEDWIG STRENG, JUDITH KARLIN STRENG LATANZI, MARK A. LATANZI, EKKEHARD WOLF, PETER WOLF, HEDWIG WOLF AMEND, EVELYN AMEND and JOERG AMEND.

WHEREAS, First National City Trust Company, a national banking association having its principal office at 399 Park Avenue, New York, New York, has filed herein an account of its proceedings as trustee under the last will and testament of George Whitfield Ward, deceased, together with its duly verified petition praying that said account be judicially settled and allowed, that said petitioner be released and discharged with respect to its acts, transactions and proceedings as trustee under said will in the period covered by its said account, that this Court construe the will of said decedent and determine the persons entitled to receive the remainder of one of the trusts hereunder, in the manner set forth in said petition or in such other manner as to this Court may seem just and proper and that said petitioner have such other and further relief in the premises as to this Court may seem just and proper, together with its costs and disbursements herein.

NOW, THEREFORE, you and each of you are hereby cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 22nd day of September, 1961, at 10:30 o'clock in the forenoon of that day why said petitioner should not have the relief so prayed for in its said petition.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed. WITNESS, HONORABLE S. SAMUEL DI FALCO, one of the Surrogates of our said County of New York at said County, the 1st day of August in the year of our Lord one thousand nine hundred and sixty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

TURK, MARSH, OUCHTERLONEY & KELLY, Attorneys for Petitioner 465 Fifth Avenue New York 19, N. Y.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Owen Brady, Jr. and Patrick Hannawin as Executors of the Estate of Joseph Brady, Deceased; Consul General of Ireland; Mary A. Finley; being the persons interested as creditors, distributees or otherwise in the estate of Catherine Sullivan, deceased, who at the time of her death was a resident of 415 East 64th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 22nd day of September, 1961, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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 FALCO, a Surrogate of our said County, at the County of New York, on the 3rd day of July, in the year of our Lord one thousand nine hundred and sixty-one.

Philip A. Donahue, Clerk of the Surrogate's Court

State Eligible Lists

HEAD CLERK — WORKMEN'S COMPENSATION BOARD

- 1. Cohen, H., Bronx 988
2. Leifer, E., Albany 975
3. Gross, E., Flushing 972
4. Charnay, I., Flushing 966
5. Murphy, G., Staten Isl 959
6. Adams, C., Syracuse 957
7. Singer, A., Bklyn 955
8. Kress, C., Buffalo 950
9. May, W., Bklyn 943
10. Leight, E., Bklyn 937
11. Gallert, S., Bronx 936
12. Matthews, U., Wyandanch 929
13. Richardson, H., Ozone Pk 928
14. Goldstein, R., Bklyn 917
15. Davenport, G., Bklyn 915
16. Dillon, M., Hatingia 910
17. Pappo, J., NYC 902
18. Fleming, O., Rego Pk 901
19. Hudson, F., Albany 900
20. Myers, H., Hollis 899
21. Leight, U., Hollis 898
22. Smith, C., NYC 890
23. Elgart, B., Bklyn 886
24. Keating, B., NYC 884
25. Henrietta, T., Woodside 874
26. Blatt, A., NYC 865
27. Webster, J., NYC 857
28. Loomis, P., Staten Isl 850
29. Warren, O., Bklyn 847
30. Brannigan, J., Woodside 847
31. Brennan, J., Woodside 837
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3. Williams, R., Elmira 873
4. Hallenbeck, H., Amsterdam 867
5. Muzraza, J., Coxsack 860
6. Enigh, A., Beacon 844
7. Jewett, F., Watervliet 839
8. Polio, F., Bronx 833
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13. Roberts, G., Catsville 760

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2. Malloy, C., Ogdensburg 942
3. Sachs, George, Bklyn 917
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5. Seel, G., Yonkers 890
6. Swartzmiller, W., Kingston 885
7. McKelvey, R., Saratoga 788

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2. Brething, J., Bklyn 932
3. Zekoff, J., LICity 900
4. Angstadt, J., Albany 872
5. Obrien, T., Albany 832
6. Valentine, K., Staten Isl 820
7. Milligan, R., LICity 776
8. Swodler, B., Bklyn 771

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- 1. Goodlow, J., Castleton 897
2. Underwood, W., Albany 895
3. Jones, R., Albany 879

PRINCIPAL DOCUMENT CLERK, CO. CLERK'S OFFICE, ERIE COUNTY

- 1. Olday, A., Buffalo 943
2. McDonald, C., Soper 925
3. Beatson, H., Buffalo 922
4. Montgomery, C., Buffalo 918
5. Almasi, I., Buffalo 914
6. Roof, M., Buffalo 898
7. Schmitz, A., Buffalo 882
8. MacPherson, J., Buffalo 858
9. Bissin, H., Orchard 835
10. Rogers, T., Kenmore 828

ADMINISTRATION CLERK, SHERIFF'S COURT, ERIE COUNTY

- 1. Baron, M., Buffalo 860
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DOCUMENT CLERK, ERIE COUNTY CLERK'S OFFICE, ERIE COUNTY

- 1. Byrne, M., Seneca 878
2. Hohner, B., Buffalo 833
3. Gorko, T., Buffalo 810
4. Klug, G., Tonawanda 801

SENIOR ACCOUNT CLERK — WESTCHESTER COUNTY

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2. Johnson, L., Ossining 911
3. Betts, A., White Plains 899

- 4. Deangela, E., Tarrytown 873
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6. Greene, W., Hartsdale 865
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5. Rosencency, C., Troy 920
6. Bell, L., Hartford 920
7. Scott, C., Rochester 905
8. Harris, R., Rochester 897
9. Collin, F., Canillus 895
10. Hawk, M., Constantia 895
11. Schwarz, B., Westfield 885
12. Schafer, H., Kingston 880
13. Hadala, J., Herkimer 875
14. Turmes, G., Albany 870
15. Wright, C., Watertown 845

List B

- 1. Emery, A., Averill Pk 1015
2. Sternbach, J., Binghamton 953
3. Mackenzie, C., Pittsford 950
4. Toth, J., Hatingia St 935
5. Gontler, A., Rockvl Ctr 930
6. Rosencency, C., Troy 920
7. Bell, L., Hartford 920
8. Scott, C., Rochester 907
9. Harris, R., Canillus 895
10. Collin, F., Canillus 895
11. Hawk, M., Constantia 895
12. Schwarz, B., Westfield 885
13. Schafer, H., Kingston 880
14. Hadala, J., Herkimer 875
15. Turmes, G., Albany 870
16. Wright, C., Watertown 845

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- 1. Flynn, G., Sand Lk 1010

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3. Connors, M., Forest Hs 855
4. Green, N., Ozone Pk 830
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5. Haida, H., Arverne 853
6. Carl, M., Bklyn 850
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9. Loefer, J., Bklyn 824
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RANGES — WASHING MACHINES — ALL ELECTRICAL APPLIANCES — REFRIGERATORS — TELEVISION — RADIOS — DRYERS

TEST AND LIST PROGRESS - N.Y.C.

Below is the complete progress of New York City examinations, listed by title, latest progress on tests or list and other information of interest to anyone taking City civil service open-competitive or promotion examinations, and the last number certified from each eligible list. Only the most recent step toward appointment is listed.

Table with columns: Title, Latest Progress, Last No. Certified. Lists various job titles and their certification dates and numbers.

33 Aides Share \$1,055 In Idea Awards; Others Cited

ALBANY, Aug. 7 — Thirty-one State employees shared \$1,055 in Merit Awards in July for submitting time and money saving ideas through the Employee Suggestion Program, according to H. Eliot Kaplan, President of the Civil Service Commission. Six others received a Certificate of Merit but no cash award.

Howard W. Nottke, 19 Sherwood Drive, Head Clerk in the Department of Audit and Control, received \$200, the largest award. He suggested a revised mailing procedure for returning certified checks to unsuccessful construction bidders. This method is expected to save the State almost \$2,700 annually in postage and employee time.

Awards of \$100 each were made to Gerald T. O'Connor, 759 Myrtle Avenue, Albany, and to Adolph T. Scherer, 229 Third Street, Albany. Mr. O'Connor, Head offset Printing Machine Operator in the Labor Department's Division of Employment, suggested purchase of a camera for making negatives for offset printing plates, a step expected to result in annual savings to the State of \$1,260.

Mr. Scherer, senior photographer in the Department of Health, earned his grant by designing, building, and installing a dial-like device to hold filters under the lens of an enlarger. This attachment eliminates manual selection and insertion of various filters and is expected to result in annual savings of \$2,57 in employee time.

\$75 Award
A \$75 award went to Joseph E. Burkart, 15 Wood Terrace, Albany, Principal Audit Clerk in the Department of Audit and Control.

Two Department of Mental Hygiene employees received \$50 awards: Edward Locker, 10 Palmer Avenue, Nanuet, Machinist at Rockland State Hospital; and Doris V. Smith, RFD 4, Lake Pocotello Road, Middletown, Staff Attendants at Middletown State Hospital.

Also receiving \$50 grants were: Louis Berkower, 3 Stuyvesant Oval, New York, Principal Motor Vehicle License Examiner, Department of Motor Vehicles; and Charles C. Rasowsky, 182 North Allen Street, Albany, Senior Tax Examiner, Department of Taxation and Finance.

6 Tax Aides Win
Among other cash award winners were six employees of the Department of Taxation and Finance. In the Capital District area are: Harry Rubin, 96 1/2 Lancaster Street, Albany, Senior Tax Examiner; Florence E. Frazier, 98 North Swan Street, Albany, Principal Clerk.

The other three, from the New

York City area, are: Bernard B. Leffler, Mineola, Senior Tax Examiner; Leonard M. Fichtenbaum, 1370 51st Street, Brooklyn, Cashier; and Karel H. deLaet, 33 East 30th Street, New York, Tax Collector.

A group suggestion earned \$15 for five Mail and Supply Helpers in the Public Service Commission: Paul Feeley, 259 Broadway, Rensselaer; William J. Miller, 2527 Sixth Avenue, Troy; Leo F. Boland, 216 Third Street, Troy; Paul M. Stroup, 54 Hawthorne Street, Albany; and John Cleary, 17 Arcadia Avenue, Albany.

Other cash award winners: Betty R. Spodak, 1150 Millington Road, Schenectady, Unemployment Insurance Claims Examiner, Division of Employment; Robert J. Dyer, 7 Manning Square, Albany, File Clerk, Department of Motor Vehicles; Joseph M. Dooley, 28 Glenwood Road, Albany, Principal Clerk in the Workmen's Compensation Board.

Also Leora S. Cooper, 181 North Lake Avenue, Troy, Clerk, Public Service Commission; Mary Ellen Nodar, 1914 Euclid Avenue, Schenectady, Typist, Department of Motor Vehicles; Edward J. O'Connor, 22 Lawrence Street, Waterford, Draftsman, Department of Public Works; and Robert L. Sehl, 200 Lincoln Avenue, Albany, Clerk, Department of Civil Service.

NYC Awards

In the New York City area other award recipients are: Norman J. Kramer, 4420 17th Avenue, Brooklyn, Unemployment Insurance Claims Examiner, Division of Employment; Herbert Schildkraut, 1263 East 53rd Street, Brooklyn, Senior Tabulating Machine Operator in the Alcoholic Beverage Control Board; and Walter E. Doud, 7100 Ridge Boulevard, Brooklyn, Senior Parole Officer in the Division of Parole.

Also, Margaret S. Holden, 8 Hulse Avenue, Middletown, Beautician, Department of Mental Hygiene's Middletown State Hospital; and John Pinkela, R. D. 1, Middletown, Boys' Supervisor at Otisville State Training School for Boys, Department of Social Welfare.

Get Certificates

Those receiving Certificates of Merit include an 11-time winner, Max Albert, 176 Schmidts Lane, Staten Island, Unemployment Insurance Claims Examiner, Division of Employment.

Others: Henry G. Taylor, 401 19th Street, Watervliet, Principal Audit Clerk, Department of Audit and Control; Sheldon W. Samuels, 274F Hackett Boulevard, Albany, Assistant Health Publications Editor, Department of Health; Pauline W. Evans, 150 Moeller Street, Binghamton, Typist, Workmen's Compensation Board; Ernest C. Baker, 103 North Allen Street, Albany, Assistant Heating Department of Public Works; and Fred C. Mundt, 112 Manning Boulevard, Albany, Mail and Supply Clerk, Department of Health.

Seek Administrator

BINGHAMTON, Aug. 14—An open competitive examination for the \$20,000-a-year post of administrator of Binghamton General Hospital will be held Sept. 16.

The job is being held on a provisional basis by Gerhard A. Trembs. Applications may be filed with the Municipal Civil Service Commission until Aug. 23.

Proposed City Health Plan

Begin Charts on page 5

Provision	HIP and N.Y.C. Blue Cross	Metropolitan-Equitable	Blue Cross—Blue Shield & Health Service, Inc.	GHI and N.Y.C. Blue Cross
(f) Major Medical	None	Comprehensive plan includes both Basic & Major Medical Benefits.	Pays 80% of covered charges in excess of basic benefits. Private room limited to 8-P.	None
1. AMBULANCE Basic Benefit	Pays trip to hospital if recommended by HIP Doctor. Trip from hospital is not covered.	Ins. pays 80% of covered charges. Comprehensive plan includes both Basic & Major Medical Benefits.	None	Pays \$20
(b) Major Medical	Same as above	Same as above	Pays 75% of covered charges.	None
12. HOSPITAL PLAN EXCLUSIONS				
(a) X-Ray Therapy	Excluded	Covered	Excluded except for Major Medical.	Excluded
(b) Diagnostic Admissions	Excluded	Covered	Excluded. Major Medical not stated.	Excluded
(c) Blood & Blood Derivatives	Excluded	Covered	Excluded except for Major Medical.	Excluded
13. OTHER SERVICES				
(a) Preventive Care & Immunization	Covered except test of biologicals.	Covered in connection with illness.	Not Mentioned.	Office visits covered.
(b) Allergy Treatment	Covered	Covered	Covered if hospitalized	Covered
(c) Cosmetic Surgery	Excluded, except for injury.	Excluded except for injury.	Excluded, except under Major Medical for injury.	Excluded
(d) Prosthetic Devices	Excluded	Covered	Excluded, except under Major Medical.	Excluded
(e) Dental Care	Excluded	Excluded except for accidental bodily injury.	Excluded	Excluded
(f) Drugs, Out-of-Hospital	Excluded	Covered after first \$30 per year. Pays 80%.	Covered. Pays 75% Major Medical.	Excluded
14. WAITING PERIODS				
(a) Tonsils	None	None	6 months	None
(b) Pre-existing Conditions	None. Not mentioned if coverage effective for person confined.	None, except coverage postponed if person confined on effective date of his coverage.	None if requested. Not mentioned if coverage effective for person confined.	None. Not mentioned if coverage effective for person confined.
(c) Pregnancy	16 months for Blue Cross; none for HIP.	None for pregnancy commencing while insured.	16 months	16 months
15. NURSES				
(a) Visiting Nurse	Provides full services.	Covered. Pays 80% of covered charges.	Covered. Major Medical pays 75%.	Covered
(b) Private Nurse (R.N.)	Excluded	Covered. Pays 80% of covered charges.	Excluded for first 72 hours of services; then pays 75%.	Excluded
16. PROFESSIONAL CARE FOR MENTAL AND NERVOUS CASES	Excludes psychiatric care.	Pays 80% in hospital. Out of hospital pays 50% up to \$500 per year.	In-hospital, pays 30 days medical benefits and \$15 shock therapy up to \$150 per year. Major Medical pays 75% in and out of hospital.	In General hospital, pays 30 days medical benefits and \$15 shock therapy up to \$150 per year. No benefits outside hospital.
17. PHYSIOTHERAPY OUTSIDE HOSPITAL	Provides full services.	Insurance pays 80% of covered charges.	Major Medical pays 75% of covered charges.	Pays \$4 per visit for 4 visits for each illness in doctor's office.
18. GENERAL EXCLUSIONS	Workmen's Compensation Cases; eye glasses and hearing aids.	Eye refractions; Workmen's Compensation Cases; eye glasses and hearing aids.	Eye refractions; Workmen's Compensation Cases; eye glasses and hearing aids.	Eye refractions; Workmen's Compensation Cases; eye glasses and hearing aids.
19. TERMINATION OF INDIVIDUAL'S GROUP INSURANCE	(a) Non-Payment of Contribution (b) Termination of Employment (c) Child reaching age 19 or marrying prior thereto (d) Retirement	(a) Non-Payment of Contribution (b) Termination of Employment (c) Child reaching age 19 or full-time student reaching age 23 or marrying prior thereto. (d) Retirement	(a) Non-Payment of Contribution (b) Termination of Employment (c) Child reaching age 19 or marrying prior thereto. (d) Retirement	(a) Non-Payment of Contribution (b) Termination of Employment (c) Child reaching age 19 or marrying prior thereto. (d) Retirement (e) Layoffs
20. CONVERSION TO NON-GROUP CONTRACT	Yes, benefits & cost to be determined.	Yes, benefits & cost to be determined.	Yes, benefits & cost to be determined.	Yes, benefits & cost to be determined.
21. DEDUCTABLE				
(a) Amount per person, by salary of Employee	None	\$50 under \$7,500; \$75 under \$12,500; \$100-\$12,500 & up. Maximum of 3 deductibles per family per year.	\$50; maximum of \$150 in deductible charges per family per benefit periods.	None
(b) Does not apply to	—	Hospital room & board benefits; basic benefits for pregnancy.	Benefits paid by basic Blue Cross-Blue Shield Plans.	—
(c) Accumulation Period	—	Calendar year	12 consecutive months; however it is again applied after any 90-day period of no charges.	—
(d) Per Cause or All Causes	—	All causes combined	All causes combined	—
22. MAXIMUM BENEFITS	Amount of Basic Benefits.	\$20,000; but there is automatic reinstatement of \$1,000 each year.	Amount of Basic Benefits; & \$7,500 per year up to \$15,000 lifetime	Amount of Basic Benefits



CAPITAL DISTRICT VACATIONERS —

Pictured here are more than 100 members of the Capital District Conference as they visited the famous Grauman's Chinese Theatre in Hollywood, a stop on the recent Conference-sponsored trip to Hawaii. The group then flew on to Honolulu and stopped off at San Francisco on the way home. The Chinese Theater is famous as a movie preview house and for its collection of the footprints of film notables.

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

CSEA Mental Hygiene Representative

(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).

Poor Tribute

CRITISISM, condemnation and failure are experiences of everyday life.

SACRIFICE and mistakes, we all make.

SUCCESS OF work of civil servants depends partly on public opinion. Widespread, popular sympathy and support for constructive objectives is a must.

MOST STATE employees are dedicated to their work and as retirement grows nearer, this is more evident. Some even look forward to a dinner and testimonial in their honor.

WE READ MANY times in newspapers when industry fetes their retiring employees at a dinner and the proverbial watch being presented. Mental Hygiene employees cannot look forward to this upon retirement as no funds are available for this worthy cause. Let's not obscure the issue—the State has not set aside monies to honor their retiring employees. There is nothing in the attendance rules that would permit Directors of our institutions to suitably honor their retiring employees.

WE HONOR OUR employees after they have twenty five years of service, giving them a dinner and a twenty five year pin. We agree with this—but we also feel that recognition by the State, to retiring employees, is very important. We cannot be progressive in one field and be a horse and buggy rider in another.

WE KNOW THAT CSEA chapters, co-workers, friends and special groups give parties and gifts to retiring employees but not our State administration.

WHAT A SHAME after employees give so many years of devotion and dedication to duty for them to end up with a round zero as far as the Empire State is concerned.

THE PRESS, historically, is one of the greatest forces in helping to shape destiny—we hope that this is true in terms of recognition to our retiring employees.

WE FEEL THAT THE State has failed in carrying out this responsibility to its employees when they retire.

IN OUR OPINION, the Attendance Rules should be amended. Sufficient monies should be appropriated that would allow Directors in the Department of Mental Hygiene to honor their employees at a dinner. This could be done on an annual or semi-annual basis. We don't like abuses of funds nor are we looking for a gravy train philosophy to be adopted so we wouldn't expect to be presented to the retirees.

THIS IS NOT A labor - management feud - it is a matter of principle and policy (also budget) and we feel that the policy should be changed. Some employees retire from State service and receive nothing - not a dinner, nor a gift. A pity, yes, even a miscarriage of justice.

MERIT AWARDS have recently been given to the following Mental Hygiene employees: Mrs. Dorris V. Smith, Middletown State Hospital; Edward Locher, Rockland State Hospital; Arthur L. Roots, Buffalo State Hospital; Mrs. Margaret Holden, Middletown State Hospital; Thomas Umina, Middletown State Hospital.

OUR CONGRATULATIONS!

Buffalo Studying City Health Plan

BUFFALO, Aug. 14—A subcommittee of the Common Council is studying a possible substitute for Blue Cross-Blue Shield coverage of city employees.

The subcommittee has decided to ask five university experts in the field what they will charge to evaluate and report on a dozen proposals from insurance companies.

The experts are from the Uni-

versity of Buffalo, Niagara University, St. Benaventure University and the University of Syracuse. Their names came to the unit after a canvass of universities in the state.

Councilman-at-Large Andrew J. Morrissey, head of the subcommittee, said that when the cost of the evaluation is known, his group will seek funds for the study.

Want Action On Numerous Mental Hygiene Problems

(Continued from Page 1)

the representatives of your department certain plans to carry out these objectives, but so far as we know, there has been no specific progress made on this matter generally.

To State's Interest

Related to this matter is the question of relief from the same employment level. As you know, ward employees continuously assume the duties of higher positions, and they are paid to give relief made necessary by sickness, pass days, vacations, and so forth. The present staffing arrangements are not fair to employees in this regard. We would appreciate the opportunity of working with the Mental Hygiene Department to convince the Budget Director and the Governor that reclassification of a sizable number of ward positions is necessary to treat employees fairly.

It is in the interest of the state to set up an arrangement that will attract better qualified employees who do perform the duties of higher positions are qualified to perform such duties.

End 40-Hour Week

(2) We urge continued definite departmental action to remove the unfair discrimination against institutional office employees who work 40 hours per week for the same salary which is paid to employees performing the same work in the state departmental service. We believe that the heads of the four departments involved; namely Mental Hygiene, Correction, Social Welfare, and Health seek a meeting with the Budget Director to work out a plan whereby the institutional office personnel work hours are reduced to 37-½ per week. It would seem that the question of the amount of additional personnel needed could be accurately settled by an experimental program in several of the state institutions.

At the present time, we are sounding out the representatives of the members in the departments referred to, to see if institutional office employees would be satisfied with a one grade salary reallocation to compensate them for the extra 2-½ hours work they perform each week. We

expect that we will, in the very near future, assist the institutional office employees in appealing to the Division of Classification and Compensation for a one grade reallocation which possibly could be handled by establishing new titles for office employees who work in institutions—for example, changing "Clerk" (Institution)", and having this title in Grade 4.

We ask that your department confer with the Director of the Budget to work out the problem of additional personnel, to give the institutional office employees a 37-½ hour work week, or a better salary grade if the shorter work week cannot be achieved.

Patrolmen Needs

(3) Information brought to our attention convinces us that institutional patrolmen are not furnished with the necessary equipment to fully carry out their duties and responsibilities, especially during night hours. During night tours of duties, while patients are usually asleep or under full control within the wards and buildings, we believe that institutional patrolmen should be furnished equipment to fully protect their own being and to carry out their duties and responsibilities. We believe that they should be furnished with firearms, even if such firearms are controlled by rules which require that same be locked in a compartment of a patrol car and used only under certain circumstances. Handcuffs should be furnished, the use of which should be controlled by specific rules.

We urge that your department make a complete survey as to the incidents which have occurred on various institutional grounds which required the attention of institution patrolmen during the past few months. Certainly, institutional patrolmen on night duty should be given more adequate equipment to carry out their duties than is presently supplied.

Support Nurse Appeal

(4) Our Association was greatly disappointed by the disapproval of the Division of Classification and Compensation of the nurses salary appeal. We are advised that the representatives of the institutional nurses desire to appeal this matter to the State Civil Service Commission. We seek the support of the Department of Mental Hygiene to this appeal to the State Civil Service Commission. We expect to have our appeal ready at an early date and will consult your department on it.

(5) There is considerable complaint about the record rating system used by attendants and staff attendants. We are asking our representatives in each Mental Hygiene institution to furnish us with specific criticisms and recommendations for changes, and we will consult your department on this matter as soon as we secure this information.

Hope Seen For Syracuse City Health Program

(Continued from Page 1)

the plan, the county will pay about one-half the monthly cost of individual contracts and about 30 per cent of a family contract.

Both city and county employees are members of the Onondaga Chapter.

CSEA Won Plan

The Board of Supervisors' approval will make about 1,500 county employees eligible for the plan. About one-third of these are expected to take individual contracts, and another one-third the family contract. The other one-third are not expected to participate, principally because they are now a similar plan through husbands or other relatives who are employed by industry here.

David Rogers, CSEA past president and member of the association's Board of Directors, cited

Tonowanda Studies 5-Point Program

NORTH TONAWANDA, Aug. 14—The North Tonawanda Council is studying a request by city employees for approval of the 5-point plan.

The Council has approved these appointments from current civil service lists:

Vincent P. Marloti, police patrolman, \$4858; Mrs. Mary Hering and Constance L. Lemke, clerks, \$3588.

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

the CSEA's long battle to obtain the insurance plan for both the state and local governmental subdivisions to dispute claims of other groups that the Supervisors' approval came through their efforts.

Rogers, who is also a member of the CSEA's State Insurance Fund Committee, said the Association was one of the leaders for the state insurance plan as long ago as 1956 when the state adopted the plan for state workers.

Granted Locally

In 1958, the CSEA asked that the Legislature also make the plan permissible for all political subdivisions, Rogers said. The CSEA request was made to the Legislature again in 1957.

The Legislature finally granted the request in 1958, Rogers said, and it was not until then that the other employee groups jumped on the bandwagon.

And, he said, CSEA chapters throughout the state campaigned throughout the state for the plan during the 1956-57 period, button-holing local legislators to obtain their support and using all other means to win approval for the Association's request.

Locally, Mr. Rogers said, the Onondaga Chapter first submitted a request for county employees' participation in the plan on June 30, 1958. This request was repeated again in 1959 and 1960, when another county employees group submitted a similar request for the first time.