

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXII, No. 31 Tuesday, April 11, 1961 Price Ten Cents

Large Canal Funds

See Page 3

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UNION BLAMES CSEA FOR MEMBERSHIP LOSS; SEEKS \$1,000,000 IN DAMAGES



IT'S OFFICIAL: Gov. Nelson A. Rockefeller signs the new State raise into law as Joseph F. Feily, president of the Civil Service Employees Assn., looks on.

Rockefeller Signs Pay Bill; Progress Is Cited

ALBANY, April 10—Governor Rockefeller has signed into law the new salary plan for State employees. The legislation reflects the Governor's own design for placing State workers on a par with their private industry counterparts.

Present at the ceremony was Joseph F. Feily, president of the 90,000-member Civil Service Employees Association, who told Mr. Rockefeller that "our membership and all public employees in the State are aware that it was your interest and your backing which has made possible this first great stride toward salary parity for the State's civil servants."

Mr. Feily also expressed appreciation of Legislature action on the measure and said that "We sincerely hope that next year the Governor, with the cooperation of the Legislature, will be able to complete his salary program so that State workers, for the first time in many decades, can be brought to a parity with their in-

dustrial counterparts. It has long been a goal of our Association and one that now appears to be within sight."

Rockefeller Comments

Commenting on the measure as he signed it, Governor Rockefeller said:

This bill is designed to make salaries paid New York State employees more competitive with those in comparable private employment. Its purpose is to attract and retain the high calibre of employees necessary to the efficient administration of the State.

This salary plan is based
(Continued on Page 14)

Levitt, Lefkowitz to Speak At Concord Hotel Workshop; Reservations Due At Once

Comptroller Arthur Levitt and Attorney General Louis Lefkowitz have accepted invitations as the major speakers for the two dinner meetings to be held during the annual Spring Workshop sponsored by the Metropolitan and Southern Conferences of the Civil Service Employees Association.

The Workshop will be held April 23 and 24 at the Concord Hotel, Kiamesha Lake, New York. Some reservations are still available and Solomon Bendet and James O. Anderson, the Conference presidents, urge those who have not yet made application to

send reservations directly to the Concord Hotel, Convention Office, and state that the reservation is for the CSEA Workshop.

The two-day event is open to all CSEA members, their families and friends. Rooms and all meals may be had at a specially-arranged low price.

Purpose of the Workshop is to provide a format for discussion of public employee problems, seminars or retirement, work benefits and legislation and addresses from major public officials.

Comptroller Levitt will address
(Continued on Page 14)

Council 50 Says Assn. Grows At Union Expense

By PAUL KYER

ALBANY, April 10—An upstate union has charged the Civil Service Employees Association with taking \$1,000,000 in members from it by getting union members to resign and join the CSEA.

The union, Council 50 of the American Federation of State, County, and Municipal Employees, registered the complaint of declining membership via a law suit for \$100,000 in damages against the Employees Association.

"Whimsical," was the adjective given the suit by John T. DeGraff, Sr., of the Albany law firm of DeGraff, Foy, Conway and Holt-Harris. Mr. DeGraff is counsel to the CSEA and will handle the case.

A List of Losses

In essence, the union suit charges that the Employees Association "in order to preempt . . . the field of membership and to destroy said union (Council 50) maliciously and wrongfully enticed, beguiled and procured members of said union to breach their contract with the union . . . and caused to be stopped the payment of . . . dues in a great many instances, all to the damage of said union."

The complaint also said that as a result of this "said union has been deprived of the membership thus lost and of its potential

growth that it otherwise would have had."

In commenting on the suit, Mr. DeGraff said that "I know of no more pleasant way of saving \$1,000,000 for the CSEA than by defending this whimsical lawsuit. Time will demonstrate that the instituting of this suit was probably the most flagrant of the many errors of judgement made by Council 50 during its short-lived existence."

Ironically, the union charges
(Continued on Page 3)

Bill Insures Loans Fully to Age 70

ALBANY, April 10—Legislation has been signed by Governor Rockefeller which will extend the insurable age for loans from the Retirement System from age 65 to 70. The Leader has learned.

The same measure also will allow loans to be insured for the full amount.

Both sections of the legislation were pushed by the Civil Service Employees Association during the recent 1961 Legislature session.

A CSEA spokesman placed equal emphasis on the importance of both measures. Previously Association efforts had increased the insurable age from 60 to 65. The new age limit will cover practically all persons in State service, since few remain in service past age 70.

Joseph F. Feily, CSEA president, termed the fully-insured guarantee a "major insurance benefit" for public employees.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Metropolitan Finance Course Opens This Autumn at N.Y.U.

A new research and instructional program in metropolitan finance will be launched this fall by the Graduate School of Public Administration of New York University.

Dean Ray F. Harvey of the School said the new program will constitute the first attempt to provide systematic graduate instruction in the field.

"Within the broad field of financial administration and fiscal policy," Dean Harvey said, "we plan to focus our research on such subjects as: financing metropolitan area services, including transportation, the role of the special authority, and comparative studies of methods by which similar situations are handled in various metropolitan areas of the world."

"The rise of metropolitan areas has posed a multitude of problems and demonstrated a need for better and more services," he added. "The problems must be solved; the services must be provided. We will need more persons who are professionally equipped to find the solutions and design the services. It is our belief that New York City is the ideal place to establish this comprehensive program."

Welfare Ozanams to Hear Bishop Speak At Communion Meet

The Most Reverend Joseph M. Pernicone D.D., Auxiliary Bishop of the Archdiocese of New York, will be principal speaker at the 26th annual Communion Breakfast of the Ozanam Guild of Catholic employees of the New York City Department of Welfare on Sunday, April 30, at the Waldorf-Astoria Hotel. Lay speaker will be New York City Special Sessions Justice Thomas E. Rohan, former Chairman of the State Liquor Authority.

The Breakfast will begin at 10:30 a.m. in the Waldorf's Star-

light Roof Ballroom following Corporate Communion at the 9 a.m. Mass in the Chapel of Faith, Hope and Charity, Park Avenue and 59th Street. Rev. William J. Rinschler, Assistant Pastor of St. Andrew's Church, Manhattan, Moderator of the Guild, will celebrate the Mass.

James C. Mullins, Assistant Director of the Department's Resource Division, is General Chairman of the Breakfast Committee and Francis M. Kennedy is President.

Transit St. George 20th Communion Breakfast April 16

The St. George Association of the New York City Transit Authority will hold its 20th Annual Communion and Breakfast Sunday, April 16.

Communion services will be at 8 a.m. in Spencer Memorial Church, Clinton and Remsen Sts., Brooklyn, followed by breakfast in the Towers Hotel at 9:30.

Speaker will be Dr. P. J. Zaccara, assistant director of the New York City Mission Society.

Housing Employees Share \$195 Cash Suggestion Prizes

Cash awards ranging from \$10 to \$50 have been awarded to 13 employees of the New York City Housing Authority for their contributions to the Employee Suggestion Plan, it was announced last week.

The awards were presented by Gerald J. Carey, General Manager of the Authority, at ceremonies in the Authority's offices, 299 Broadway, Manhattan.

Winner of the \$50 award, Peter Tortoriel, housing fireman, suggested the installation of a gate valve on the basket strainer of heating control valves to reduce fire hazards.

Those receiving \$25 awards were: Pauline Liebof, typist, Office Services; Lillian R. Shapiro, assistant accountant, Finance and

Postal Union Urges Broad Quota Increase

Requests for 3,000 additional regular clerks, 1,500 additional regular mail handlers and 220 additional motor vehicle operators were handed to New York City Postmaster Robert K. Christenberry last week by the Manhattan-Bronx Postal Union.

The Union, with 12,500 members, is the nation's largest local postal employees' organization.

The request was based on the group's long-standing drive for promotion of career substitutes to regular positions. The Union said its position is fortified by new instructions from the Post Office Department in Washington, D.C., that require postmasters to immediately review and determine the maximum number of additional regular positions that can be justified.

If and when the Union's quota increase request is approved by the regional director it will become mandatory by July 1 and the new quotas must then be kept current.

The instruction from Washington on this matter said: "It is not intended that the appointment of career substitutes be reduced in order to give work to temporary employees who have other substantial full-time employment."

MBPU President Moe Biller has notified the Union's parent body in Washington, The National Postal Union, of its quota increase request.

Mr. Biller also said his local has requested the elimination of all non-career employees from the New York Post office. The Union feels that if the present orders from the Post Office Department are properly carried through, it should become clear once and for all that substitutes and non-career status employees in the Postal Service must be eliminated.

The Union reaffirmed its goal of having a full complement of career civil service employees in the New York Post Offices.

Audit Division; Fred P. Sinclair, senior tabulator operator, Finance and Audit Division.

Winning \$10 awards were: Solomon Binsky, Coleridge Cumberbatch, Amadio Grieco, Dorothy Moscovitz, Dorothy Hislop and Sally Vanloo, joint award; Rose P. Dolling, and Angelo Palumbo and John L. Esposito, joint award.

During 1960, awards totaling \$125 were given to 87 Authority employees for their suggestions.

Peace Corps Forms Are Available at City Post Offices

A limited number of Peace Corps Volunteer questionnaires have been distributed to all stations of the New York Post Office and are available to the public upon request at information windows, it was announced last week by New York City Postmaster Robert K. Christenberry.

No additional supply will be furnished to the Post Office Department, Mr. Christenberry said, so when those on hand are used up applications for the forms must be sent to the Peace Corps, Washington 25, D. C.

The completed questionnaires or any other correspondence regarding the Peace Corps should also be mailed to the Washington address.

Your Public Relations IQ

By LEO J. MARGOLIN



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

WITH THE GENEROUS permission of Mr. Albert Millet, a distinguished member of the Public Relations Society of America, we are pleased to present for immediate use by our readers a most useful "Do-It-Yourself PR Kit", which he developed for a recent Institute of Public Relations sponsored by the Department of Finance, City of New York.

Without being facetious, we believe Mr. Millet's kit will fix the flat tires of the personality, recharge the batteries of ambition, lubricate those suffering from inertia, and give new life to the spark plugs of government—the civil servants.

Herewith is the kit with our blessing:

Basic Equipment to Use Daily

BINOCULARS — To take a good look at your public in order to equip yourself to understand their problems, their point of view. To find out what they expect of you and how you can best help them.

MIRROR — To take a good look at yourself to see how you meas-

ure up to what is expected of you by your public. Secondary use: To train yourself to smile because you are not fully dressed unless you come to work wearing a smile.

Accessories to Use As Needed

ATOMIZER — To provide you with a gently flowing, pleasing scented approach that will win friends among the public for the City of New York and the Department of Finance in particular. No perfume smells sweeter to the nostrils of the public than the perfume of sincerity.

ADHESIVE TAPE — To serve as an efficient lip sealer in order to train yourself to be a good listener — a listener who does not interrupt or jump to conclusions.

OIL CAN — To lubricate the wheels of progress in order to eliminate in your relations with others all possible points of friction. Best lubricants in dealing both with the public and your associates are courtesy, tact, sincerity, cheerfulness and respect for the rights and feelings of others.

CUSHION — To serve as a shock absorber when explaining the needs for unpopular taxes and unpopular rules and regulations.

SUGAR CANISTER — To sweeten up the aggrieved and irate taxpayer. Also take a jump of sugar yourself when working under pressure. It will increase your energy and improve your disposition.

KID GLOVES — To clear up misunderstandings in dealing with the misinformed and misdirected taxpayer.

NURSING BOTTLE & BATTLE — To pacify the "cry-baby" taxpayer. Those who act like babies must be treated like babies. If they have to be babied—baby them!

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CITY EMPLOYEE EVENTS CALENDAR

ST. GEORGE ASSOCIATION, Correction Department, Regular Meeting, 6 p.m. Tuesday, April 18, Women's House of Detention, 10 Greenwich Ave., Manhattan.

UNIFORMED FIRE OFFICERS ASSOCIATION, 15th Anniversary Dinner Dance, 8 p.m. Saturday, April 15, Grand Ballroom, Hotel Commodore, Lexington Ave. and 42d St., Manhattan.

WOMEN'S DIVISION, Civic Center Synagogue, Meeting in the Synagogue, 6 p.m. Tuesday, April 18, 81 Duane St., Manhattan.

EMERALD SOCIETY, Police Department, Installation Dinner Dance, Wednesday evening, April 12, Ben Maksik's Town and Country Club, 2544 Flatbush Ave., Brooklyn.

VULCAN SOCIETY, Fire Department, 12th Annual Dance, Friday evening, April 21, Promenade Ballroom, Manhattan Center, 34th St. west of Eighth Ave., Manhattan.

B'NAI BRITH, Welfare Department Chapter, Fashion Show and Meeting, 7 p.m. Thursday, April 13, Adelphi Hall, 74 Fifth Ave., Manhattan, room 9-C.

INTERNATIONAL ASSOCIATION OF MACHINISTS, Municipal Lodge 432, Meeting, 6:30 p.m. Wednesday, April 12, Machinist Bldg., 7 E. 15th St., Manhattan.

FULASKI ASSOCIATION, Sanitation Department, Meeting, 8 p.m. Thursday, April 13, 428 Broadway, Manhattan.

HEBREW SPIRITUAL SOCIETY, Meeting, 7:30 p.m. Thursday, April 13, 40 E. 7th St., Manhattan.

AUTO ENGINEMEN, Sanitation Department, Local 1010, Meeting, Nomination of Officers, 8 p.m. Thursday, April 13, 23 Second Ave., Manhattan.

ST. GEORGE ASSOCIATION, Transit Authority, 20th Annual Communion and Breakfast, 8 a.m. Sunday, April 16, Spencer Memorial Church, Clinton and Remsen Sts., Brooklyn, followed by breakfast in the Towers Hotel, Brooklyn.

Shoppers Service Guide

Help Wanted
CAFETERIA CHAIN, part time, \$1.00 an hour, pick hours, 7 a.m. to 5 p.m. Apply Mon-Fri., 6 a.m. to 2 p.m. INDUSTRIAL FRESHWAY CORP., 36-14 Steubenville St., Long Island City.

Help Wanted - Male
GUARDS—Part-Full Time. Must have pistol permit. Retired police officers, preferred. Inquire Veterans Bureau, Inc., 4197 Park Ave. Ex 66, 11 AM to 7 PM.

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LILLIAN SOLMS RETIRES: Shown above is Lillian Solms at a farewell dinner given in her honor upon her retirement from the State University of New York Downstate Medical Center in Brooklyn after 25 years of service. On the right is Robert Moore, president of the Medical Center, reading a message to Miss Solms from former president Jean A. Curran. Miss Solms came to the Medical Center in 1935 when it was still the independent Long Island College of Medicine. She has served as secretary to four presidents of the Center.

Union Suit Blames CSEA For Loss In Membership

(Continued from Page 1)
 were preceded by a long period of union claims to ever increasing membership, "work contracts" with state agencies and great union gains for public employees. Privately, the CSEA leadership was surprised that the union would admit openly that its long and expensive membership campaign had failed.

CSEA's Answer

In answering the law suit, the Employees Association had some-

thing to say about union tactics on "beguiling" CSEA members to union membership.

Said the CSEA in one section of its reply:

The methods and procedures regularly used by the plaintiff union to induce public employees to withdraw from the defendant association and to become members of the plaintiff union include but are not limited to the following:

(a) distribution of printed

forms to public employees to be used to revoke payroll authorization deductions for Civil Service Employees Association dues previously filed by members of the defendant.

(b) distribution of pamphlets, publications and bulletins referring to the defendant as a "company union" engaged in "selling out" its members.

(c) distribution of pamphlets, publication and mimeographed bulletins abusing and vilifying the defendant by referring to its officers and members as "phonies," "CSEA Scabs" and other similar epithetical characterizations designed to demonstrate the so-called "militant" approach affected by the plaintiff union.

(d) falsely claiming credit for improved working conditions and employee benefits attained and achieved solely by the defendant and (e) offering a variety of inducements and alleged benefits to be derived from joining the plaintiff union, including a \$3. bonus paid to solicitors for each new member and prizes for the speediest identification of published photographs of officers and directors of the plaintiff union.

The Association answer noted that "The latest report filed by the plaintiff, for its fiscal year ending Sept. 30, 1959, indicates it then had a total membership of approximately 3,500 employees and that it had a deficit for that fiscal year amounting to \$40,393.09 caused primarily by heavy expenditures for 'special organization drives' and salaries paid to its private staff."

The Association has asked for the number and names of members of the union claims the CSEA has "beguiled" away.

New Armory Bill Brings Equity to Employees

ALBANY, April 10—The Armory employees bill now in the hands of the Governor ends a five-year campaign by the Civil Service Employees Assn. for equitable salary benefits and job classification status for the state's armory employees.

Under the Administration measure—formulated by Maj. Gen. A. C. O'Hara, chief of the Division of Military Affairs and vigorously backed by the Employees Association, the Armory employees obtain:

1. Advisory jurisdiction under the Civil Service Department.
2. Placement in same general salary phase with classified state employees doing comparable work.
3. Restoration to same general salary level they enjoyed prior to inequity created in 1956 when the state provided across the board raises for all but Armory employees in the state.
4. Same general pay increase that other state employees receive under this year's salary bill.
5. Eligibility for all future increases granted to state employees.

No Salary Losses

The measure provides more administrative flexibility for the Chief of the Division of Military Affairs, in that it allows him to

reclassify or reallocate, with Budget approval, various security, maintenance and operational titles to salary grades comparable to positions in the classified service of the state without amending state law.

An Armory employee allocated to a salary grade comparable to one in the classified service of the state will get the minimum salary of the grade plus the increments he is entitled to, based on his years of service in the former position. In no event will his salary be reduced.

Management Development Goals Given

ALBANY, April 10 — Willis O. Underwood, Manager of the Veterans Hospital at Pittsburgh, was guest speaker at the Management Development Institute held at the State Campus on March 24 under the sponsorship of the New York State Personnel Council.

Mr. Underwood, who has directed management development in the Veterans Administration, described such programs as basically line responsibilities and in the final analysis as programs of self-development with the agency creating the proper environment and providing assistance as needed.

Major objectives are to: (1) improve performance on the job, (2) keep employees abreast of new developments, (3) create a reservoir of well-developed people, and (4) provide a promotion system which will reward the most deserving employees.

Other participants included William J. Murray, Administrative Director of the Civil Service Department, who described the staff development program of his agency, and Alton G. Marshall, Deputy Director of the Budget, who chaired a panel on "Planning for Management Development."

The Council is composed of personnel officers of State Departments; its chairman is Richard I. Mattox, Director of Personnel in the Department of Health.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 1, N. Y.

Most of Barge Canal Funds Are Restored; Regular Jobs Safe

ALBANY, April 10—Barge Canal employees faced with the loss of jobs because of Division of Canal budget cuts are assured of continuing employment as the result of a restoration of most of the funds in Governor Rockefeller's supplemental budget, the Civil Service Employees Association informed The Leader.

Joseph F. Feily, CSEA president, instituted an immediate campaign against any reduction in Barge Canal operational funds when such reductions were proposed in the original budget message for the 1961 Legislature.

When the Governor's budget was submitted to the Legislature, there was a reduction in personal

services on the Barge Canal of \$233,000. It was estimated that this would have involved a reduction of about 60 jobs, some of which were in areas proclaimed by the governor as "distress areas."

On March 20, Mr. Feily appealed to the Governor, legislative leaders and to the Legislative Committee on Canals and Waterways, urging restoration in the supplemental budget of appropriations to enable operation of the Barge Canal during the coming year without further restrictions on sorely needed maintenance and on retention on necessary operating personnel.

Feily Cites Impact of Cut

In his letter, Mr. Feily detailed the impact of this budget cut. He pointed out the undesirability of adding to unemployment in already distressed employment areas. He also expressed concern over the effect of the cut in maintenance and pointed out that work that had been left undone additional items which could not last year would be added to by be cared for this coming year. He expressed a desire for consideration to restore funds in the supplemental budget to afford operation of the Canal in a competent and safe manner.

After review by Dr. T. Norman Hurd, Director of the Budget, the CSEA was advised by him that provision had been made in the supplemental budget for "restoration of sufficient funds so that no regular, full-time position in the Division of Canals will have to be dropped."

While most of the personal services cut has been restored in the supplemental budget, there is still a net reduction in personal services costs of about \$73,000 which will involve the loss of a few jobs. It is expected that this will be accomplished by attrition rather than outright layoff.

More Trooper Changes Made

ALBANY, April 10—Still more personnel changes for the State Police were announced during the past week, including two retirements and three appointments.

State Police Superintendent Arthur Cornelius Jr. also has five top appointments still to be made.

Retiring from the force were: Daniel F. Glasheen as deputy chief inspector and Joseph W. Sayers, as inspector. Mr. Glasheen is a veteran of 32 years with the State Police. Mr. Sayers has had 28 years of service, much of it with the BCI.

New Appointment

Those appointed to new posts are: Albin S. Johnson as assistant superintendent in charge of uniformed forces at \$11.86 a year; Fred Hallford, a retired F.B.I. agent, as chief inspector of the BCI at \$11,265 a year; and William C. Keeley, named deputy chief inspector of the BCI at \$9,860 a year.

Mr. Johnson is a former superintendent of the State Police during the Dewey Administration. He reverted to his permanent of Lieutenant when former Governor Harriman named Francis S. McGarvey as superintendent. Mr. McGarvey retired recently.

The staff positions still to be filled are: special counsel, executive assistant to the superintendent and three division inspectors.

Nassau Chapter Meets April 19

"The regular monthly meeting of Nassau chapter CSEA, will be in the Salisbury Club in Nassau County Park, on Wednesday, April 19, at 8 P.M. There will be a general discussion on the pay raise expected on July 1 and in a run-down on the current chapter program, which was recently discussed with County Executive A. Holly Patterson.

Everyone is welcome to attend this important meeting. If there are any questions you may have this is the place to ask them and have them answered. Bring friends and co-workers. "The regular meeting will be preceded by a Board of Directors Dinner meeting at 6 P.M. All members of the Board of Directors are requested to be present at the 6 P.M. meeting.

South Conference To Meet June 24

The Southern New York Conference of The Civil Service Employees Assn. will hold its annual meeting and dinner-dance on June 24, in Poughkeepsie, New York.

The meeting will be held in the pavilion at Hudson River State Hospital at 2:30 P.M. The dinner-dance will be held in the Elks Club, 19 Washington Avenue, at 7:30 P.M.

Schenectady County, CSEA Meet on Salary Programs

Representatives of the Civil Service Employees Association met late last week with the Finance Committee of the Schenectady County Board of Supervisors to discuss the overall County salary plan and its comparison with salary programs employed by the State and other counties.

F. Henry Galpin, CSEA salary research analyst, and Thomas Coyle, of the research staff, and Patrick G. Rogers, field representative, represented the Employees Association.

Mr. Galpin said the meeting was preliminary and further sessions will be held prior to the formulation of the County's 1962 budget.

He said the County Committee was particularly interested in information on salary increment formulas in use in other counties and the State.

The CSEA representatives also charted differences between Schenectady County salary rates for various job titles and those in existence elsewhere.

The County last month provided its employees with a more liberal attendance and sick leave policy, in line with CSEA recommendations.

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

More College People to Enter Federal Service

More and more college people want to enter Federal service. An indication of this is the number of people who apply for the Federal service entrance examination, the Government's main means of recruiting college people. As of March 1 the Civil Service Commission has received more than 100,000 applications for the Federal service entrance examination compared to 80,000 applications received last year.

The C.S.C. attributes the increase in applications to a revived interest in public service generated by new or accelerated Federal programs which have been in the news since the start of the new administration. The fact that unemployment remains high in many areas is also considered a reason for the increase of applications.

Federal Aides May Get Increased Travel Money

Federal employees may get a raise in travel allowances for Government business. A bill to increase the general travel allowance from \$12 to \$15 a day has been given tentative approval by the Kennedy Administration. This bill would also have the Federal employees reimbursed for parking charges while on Government affairs.

Army Reports Findings Of Sick Leave Study

A two year Army study shows that there are definite correlations between age, sex, job level and location and the use of sick leave for its civilian employees.

In the study it was found that women use more sick leave than men, as do younger workers than older workers. With more responsibility there seems to be less use of sick leave. Supervisors use less leave than those under them and white collar workers less than men in laborer and mechanic jobs. Southerners take less time off for sickness than northerners. City workers take more leave than those living in rural areas.

Retired Aides Urged to Register for Health Act

The U.S. Civil Service Commission reminded retired Federal employees and survivor annuitants last week that the deadline for enrolling in the Retired Federal Employees Health Benefits Act is April 30.

This reminder was considered necessary because only about 100,000 of the approximately of the two month registration period.

Female Unemployment 500,000 Higher in '61

Unemployment among women workers is about one half million higher today than a year ago. Mrs. Esther Peterson, director of the Women's Bureau and assistant to the Secretary of Labor, announced last week.

About one-third of the woman labor force work part time and another third work just part of the year. The other third work full time the year round.

Women are mainly in occupa-

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tions requiring less training and skill, and are more prone to layoffs than men. During 1960 the average unemployment rate for women factory workers was 10.5 percent as contrasted with seven per cent for men.

Sacca Honored by Army

Anthony L. Sacca has received a sustained superior performance award from the Department of the Army, along with a check for \$150.

Mr. Sacca is administrative officer to the First U.S. Army Aviation Officer. He entered Federal service in 1954 and was assigned as a clerk-typist to the U.S. Army Atlantic Transportation Command, Brooklyn Army Terminal until March 1955.

Federal Aides Confused Over Outside Job Ban

Federal employees are worried about a possible Presidential order forbidding them to teach and engage in other outside activities. Presidential press secretary Pierre Salinger had said earlier that the order would forbid officials to make speeches and write articles unless the money received would be turned over to charity.

It is reported that the White House has been asked to clarify the order as to which jobs would be objectionable and which not. Because of the confusion, the order has been delayed. Salinger said that he hoped the order would be issued soon.

N.Y. Letter Carriers, Branch 36, Announce 61 Legislative Goals

The New York Letter Carriers, Branch 36 of the National Association of Letter Carriers is planning a 1961 campaign for a labor management program, shorter workweek, revision of the Hatch Act, 30-year optional retirement and a salary increase.

"In its 72 years of existence," Phillip Lepper, president of the organization said, "Branch 36 has constantly and continuously been in the forefront of the struggle to improve the welfare of our membership. It is a privilege for me to commend you, the membership, for the wonderfully loyal and dedicated support you have given your officers. Every legislative campaign has brought its numerous problems and when we looked to you for support, you never failed us."

"It is hardly a secret" Mr. Lepper said, "that legislative operations are costly due to extended campaigns and inroads of inflation." In the past, he continued, "money for such campaigns has been provided by proceeds from raffles."

Mr. Lepper continued, "We are about to engage in another raffle in 1961. Your cooperation will accomplish two desirable results: (1) The wherewithal to carry on an aggressive legislative campaign and (2) the maintenance of dues

at the present level; providing, national per-capita tax remains static."

All wives, mothers, sisters, daughters of Branch 36 members are urged to join the Ladies Auxiliary 37. The Ladies Auxiliary meets once a month and dues are \$4 a year.

Rockefeller Orders Traffic Safety Plan

ALBANY, April 10—Governor Rockefeller has ordered a traffic safety program for state employees to be put into effect by the Office of General Services.

Under an Executive Order, OGS will set standards for the maintenance of state-owned passenger cars and will establish a system of motor vehicle inspection to assure the standards are met.

In addition, the Order calls for regular departmental review of all reportable accidents in which state-owned cars are involved. After May 1, each state employee involved in an accident will attend a period of driver improvement instruction conducted by the State Department of Motor Vehicles. Similar instruction will be given to all employees who act as chauffeurs.

The program was recommended by the Interdepartmental Committee on Traffic Safety.

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City Urban Renewal Aid Exam to Close April 14

New York City's test for housing, planning and redevelopment aids will close April 14. Housing, planning and redevelopment aids will train for a year in City agencies engaged in urban renewal activities. These jobs pay \$4,500 a year.

At the end of the year of training, side that meet all requirements will be promoted to the position of junior planner with a starting salary of \$5,150 a year. Junior planners received a maximum salary of \$6,590 a year. Opportunities for promotion to higher positions in the career service for city planners are available to junior planners.

Candidates for this test must have a baccalaureate degree from an accredited college or university. Students who expect their degrees by June are eligible to apply. Applicants must be U.S. citizens and City residents for three years. Applicants must not have reached

their 69th birthday by the time they apply.

New employees are granted an annual leave allowance of four weeks and 11 paid holidays. Liberal leave allowances are provided for illness. Employees are also offered health insurance and a retirement program.

The written test is scheduled for Saturday, April 22. The test will be designed to evaluate the candidate's analytical and writing abilities and his aptitude for acquiring technical and administrative skills in the field of urban renewal. The written test may also include questions on the candidate's awareness of social and economic trends in urban renewal and related fields.

Up to April 14 application forms can be obtained from the Application Section of the Department of Personnel, 98 Duane St., New York 7, N. Y. The examination number is 9283.

File Now for Federal Entrance Test; 1,000's Of Jobs in 60 Fields

5,000 appointments are made each year from the Federal service entrance examination to jobs located in Washington, D. C., and throughout the United States. This test offers the opportunity of applying to 60 career fields at one time. Appointments are made to the grade five level at \$4,345 a year and to the grade seven level at \$5,355 a year.

Requirements

To qualify for positions in the grade five level, candidates must have completed, or expect to complete written 21 months, a four year college course leading to a bachelor's degree. Three years of experience in administrative professional, investigative, technical, or other responsible work or a satisfactory combination of education and experience can be substituted for the above requirements. Candidates for the grade seven level must have completed, or expect to complete with nine months an additional year of graduate study or year of experience at the grade five level or its equivalent.

Applicants must be United States citizens. They must also be physically able to perform the duties of the job to which they are appointed.

Successful candidates will be assigned for training to career positions in such fields as economics and other social sciences, social

security administration, communications, recreation and geography.

Jobs obtained through this test offer college graduates an opportunity to earn attractive salaries with regular raises and advancement based on merit. Federal employees are offered many fringe benefits such as a liberal vacation leave each year, sick leave with pay, an excellent retirement system, low cost group life insurance, health insurance, and a progressive incentive awards program.

Students in graduate school or in the last two years in college who pass this examination can be offered a job effective upon graduation. Those who do not receive appointments from this announcement must take the examination under future announcements if they wish to have further consideration.

In order to take the next examination which will be held on May 13, applications must be filed by April 27. Residents of New York and New Jersey should file applications at the News Building, 220 E. 42nd St., New York 17, N. Y. The application form is 5000 AB. Applicants will be sent an admission showing the exact time and place of the written test, along with sample questions. The announcement is No. 249.

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Correction Officer & Stockroom Aid Included in 30 State Exams With Filing Periods During April

Thirty New York State examinations will be open for filing during April. These examination will close on different dates and 21 of these tests will open during the week of April 17. All the tests are listed below, grouped according to the opening or closing date.

Closing April 24

Applications for these tests will be accepted up to April 24. For senior civil engineer (traffic) and supervisor of hospital volunteer services New York State residence is not required.

- Forest surveyor, No. 6092, \$5,796 to \$7,026 a year. Appointments will be made at \$6,534.
- Senior civil engineer (traffic), No. 6089, \$7,818 to \$9,408 a year.
- Senior civil engineer (physical research), No. 6091, \$7,818 to \$9,408 a year.
- Senior Mechanical stores clerk, No. 6090, \$3,680 to \$4,560 a year.
- Supervisor of hospital volunteer service, No. 6888, \$4,988 to \$5,078 a year.

Closing May 8

- Assistant building structural engineer, No. 6097, \$6,410 to \$7,760 a year.
- Construction safety inspector, No. 6100, \$4,740 to \$5,790 a year.
- Senior civil engineer (design), No. 6099, \$7,818 to \$9,408 a year.
- Stockroom worker, No. 6101. To fill positions of clothing clerk, mechanical stores clerk, and stores clerk — \$3,055 to \$3,810 a year. Also to fill the position of mail and supply clerk \$2,200 to \$3,650 a year.

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 - Court stenographer, No. 6532, \$6,540 to \$8,400 a year. Open to qualified legal residents of the 8th judicial district which is comprised of Allegany, Chautauque, Chautauque, Erie, Genesee, Niagara, Orleans and Wyoming counties.

- Crane protector, No. 6115, \$3,680 to \$4,560 a year.
 - Grand jury stenographer, No. 6531, \$7,180 to \$9,220 a year. Open to legal residents of Allegany, Cattaraugus, Chautauque, Erie, Genesee, Niagara, Orleans and Wyoming Counties.
 - Head maintenance supervisor, No. 6110, \$6,410 to \$7,760 a year.
 - Industrial hygiene engineer, No. 6106, \$6,410 to \$7,760 a year.
- (Continued on Page 12)

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3. Teach, J. Albany920
4. Dantoni, A. Blyden910
5. Messias, S. NYC885
6. Pocherian, H. Blyden831
7. Mastromarino, S. NYC785

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1. Siskier, V. Pheasantton870
2. Brallo, A. Peekskill800

SENIOR CLERK (PAYROLL) — WORKMEN'S COMPENSATION BOARD

1. Rosenbach, B. Albany900
2. Cacho, S. Troy897

ASSISTANT DEPUTY CHIEF ENGINEER (DESIGN) — PUBLIC WORKS

1. Smith, P. Albany900
2. Barona, V. Schuylar954
3. Basore, E. Albany901
4. Hallaway, C. N. Baltimore917
5. Moore, A. Schuylar900
6. Reid, F. Binghamton903
7. Powell, S. Albany803



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TUESDAY, APRIL 11, 1961

The Mayor's Message On Employee Graft

THE public, with encouragement from the daily press, has often in the past proven itself too ready to brand all civil service employees as corrupt grafters every time one or two of them are involved in a scandal.

We believe that Mayor's Wagner's "Special Message" to "the businessman, taxpayer and citizen" which was widely distributed by mail last week will support that unfortunate attitude.

While there was no implication that every City employee, given the chance, would take gratuities for showing favoritism in the performance of his duties, that is just the impression the message is likely to create.

Nowhere in the text does Mayor Wagner recognize the loyalty and honesty of 99.999999 percent of public employees. In essence, it is not what Mayor Wagner said in this public statement. It is what he did not say.

This is a serious omission and one that will earn resentment from the public employee and increase suspicion in the mind of the average citizen.

Mayor Wagner must recall this "literature" and present the case in a more proper fair manner.

Barge Canal Funds

GOVERNOR Rockefeller's supplemental budget for the new fiscal year has restored most of the cuts made from funds allotted for operation of the State's Barge Canal System.

We salute the fund restoration for a number of reasons but the two most important are:

1. The system will continue to operate with sufficient maintenance.
2. The regular, full time employees of the Barge Canal System do not face job dismissals.

The Civil Service Employees Association went directly to the Governor and the Legislature to have these funds restored, because the CSEA was greatly aware of the urgent need for proper maintenance and staffing of the system.

We congratulate Governor Rockefeller for again recognizing and correcting an important problem.

Union Whimsey

SOME MONTHS AGO in these columns we commented on the talent of an upstate union in turning press releases into work contracts with New York State.

Later, this same union boasted of increased membership gains, increased working benefit gains and, at the same time, busily denounced the Governor and the Legislature for "victimizing" the State's public workers.

Now this same union is claiming that its membership has declined to the point of nearly rendering the organization ineffective because the Civil Service Employees Association has "beguiled" union members into the CSEA. They claim they have been hurt to the tune of \$1,000,000.

The Employees Association has termed the action "whimsical," which is just the word we have been looking for all these months to describe the methods by which this union has tried to operate.

Psychiatry Director Classification Change

A public hearing on a resolution to delete director of psychiatry from the Competitive Class, Rule XI, Medical and Hospital Administrative Occupational Group, has been scheduled for 10 a.m. Tuesday, April 18, by the New York City Civil Service Commission.

The resolution calls for inclusion of the title in the Non-Competitive Class, Rule XI, Community Mental Health Board.

Lindsay Addresses St. George Breakfast

The St. George Association of the New York City Welfare Department held its 21st Annual Communion Breakfast last Sunday, April 9, in the Hotel Sheraton-Astor, Manhattan.

Guest speaker was Congressman John V. Lindsay, Rep., Manhattan.

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

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.

Argues for Chance To Be Promoted

Editor, The Leader:

After reading numerous articles in The Leader about the State's desire to attract more persons with special abilities and skills into State service, I am prompted to suggest it is time something be done to encourage this type of person who is already in State service.

It has bothered me for some time but I hesitated to speak until every possible course had been taken. When an employee is hired, he has a certain time to qualify for a permanent appointment. If he is found to be unqualified he is given a specific time to qualify or he is demoted or relieved of duty.

By the same token why isn't some effort made to evaluate and promote those who are doing superior and outstanding work? Perhaps I chose the only department in State service where there is no chance of promotion. Several persons told me this some time ago but I refused to believe that anything so ridiculous could be true in this atomic age where speed and efficiency are ever sought.

But the head of our administrative department has confirmed this to my amazement and dissatisfaction. I have invested more than \$450 in special courses and used vacation time to better equip myself, only to be told I am stuck in a position where promotion is out of the question. Why, may I ask? If this is some antiquated rule then why isn't it changed. I love my profession and chose it because of the variety, and because there is always something new and interesting being initiated.

Is there any wonder that many in our department do not work up to capacity or try to find a newer, better way? It has been my understanding that the more one knows the better one is equipped to do one's duty in any field.

I have one other thing to say. If the State is able to attract more ambitious, highly skilled, capable individuals, what will happen when they too find themselves frozen in a position with no way to advance. How long will they remain with the State?

MARGARET S. HOLDEN
MIDDLETOWN, N. Y.

Lauds Legislators on "Peace Officer" Bill; Calls for City Help

Editor, The Leader:

As a New York City Welfare Patrolman I would like to take this opportunity to express the thanks and gratitude of the Welfare Police to State Senator Frank Compasto and Assemblyman Guy Mangano. For the past several years their efforts in behalf of our "Peace Officer" bill has been, to say the least, excellent.

Thanks to them the bill has always managed to pass the State Legislature, but due to political pressure a home rule message was lacking. Therefore our bill is killed and shelved until the following year. If the Welfare Police were not constantly used as a political football our bill would be passed



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).

Tenure of Provisionals Is Held to a Minimum

PROVISIONALS FREQUENTLY WANT to know how long they can stay. The organized civil service usually tries to make that stay as short as possible, and the statute law and court decisions are all aimed at making it as short as possible. The word, "provisional," in itself, indicates that not too much should be expected.

SECTION 65 of the Civil Service Law puts a maximum time limit of nine months on a provisional appointment. Everyone knows of instances of provisionals staying on for many more than nine months. That is due to another provision in Section 65, which authorizes successive, nine month appointments where an examination fails to produce a list adequate to fill all positions, something which can happen and does happen.

THERE IS EVEN A LIMIT on the nine month period. If during that period, an eligible list is established, then as a rule the provisional's employment ends within a month. In recent years, the commissions have been ordering examinations promptly after approval of a provisional appointment so as to supplant provisionals with permanent employees quickly. The State Civil Service Commission acts promptly itself and keeps a sharp eye on local commissions to insure speedy action by them.

Usually Lose in Court

IN ALL THE CASES I have come across, when a provisional asserts a claim for continued employment in court, he usually loses. In a well written opinion on this subject, one judge expressed what seems to me to be the general feeling of the courts on provisional employment. He wrote:

"PROVISIONAL, IN CIVIL SERVICE, generally refers to filling a vacancy until it can be filled by the regular method. Provisional appointments are made primarily with a view to the appointee's qualifications to serve for the period of an emergency and provisional appointees acquire no vested right to appointment to the position merely by virtue of such temporary or provisional service; indeed, it has been held that provisional appointments must make way for the persons on the next eligible list." (opinion by Judge Eder, in Fink v. Kern, 176 Misc. 114, 26 N. Y. S. 2d 891, aff'd. 262 App. Div. 829).

THE POINTS I HAVE MADE in this installment apply both to "original" and "promotional" employment.

and the patrolmen would finally have long-due recognition and status.

It's a shame the central grievance committee of Welfare Local 371 didn't try as hard as these two legislators did. Our group was told that the City Administration would not recognize the Welfare Patrolmen's Benevolent Association as a bargaining agent: only Welfare Local 371, led by Frank Petrocelli, could bargain for the Welfare Patrolmen. Well Local 371 took over the reins last year. Since then all we have seen are bogged-down discussions and meetings. Our morale is at its lowest possible ebb. The integrity and respect of our men have been assailed by the higher echelons and we are being slowly crushed by political pressures.

I am sure if Commissioner Dumpson and Mayor Wagner were not constantly being pushed by outside influences, not only our group would be treated fairly but all groups would. All I can say is that it's a bitter pill to swallow, when the Welfare Police have to be protected by other police due to the fact that our Administration can't seem to throw off the shackles of pressure and do what it knows is right and just.

The day may yet arrive when a commissioner and a Mayor may do their jobs without having a political monkey on their backs.

A WAITING PATROLMAN
N.Y.C. WELFARE POLICE

Social Security

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 sent it to the Social Security Editor, Civil Service Leader, 97 Duane St., N. Y.

What can I do if I learn that some wages have not been credited to my social security account?

Get in touch with your local social security district office. They will assist you in having the mistake corrected. It will help them if you bring some evidence of the unreported wages with you, such as a W-2 form.

I am drawing disability benefits and I have a little grandson living with me. Can I draw social security for him?

No. You cannot receive benefits for him based on your wage record, unless he has been adopted by you.

How can I get a brief printed explanation of the latest changes in the Social Security Act?

Write or telephone your nearest social security office and ask for pamphlet Number 1 covering the Social Security Amendments of 1960.

State Law Department Is Hiring Attorneys in Real Estate Syndication Section

Attorneys interested in positions in the Real Estate Syndication Section of the State Law Department's Securities Bureau will be interviewed this week by the State Attorney General's Office, it was announced last Friday by Attorney General Louis J. Lefkowitz.

Mr. Lefkowitz said those accepted will be responsible for analysis of real estate investment securities prospectuses of a complex and technical nature. Appointments will be provisional pending a civil service examination.

Besides being attorneys, applicants should have five years of experience in at least one of the following categories:

- Governmental regulation of securities, or cooperatives, or real estate syndication securities.
- Legal experience in connection with the offering of real estate syndication securities, or construction contracts.
- Preparation of registration

statements for the Securities and Exchange Commission.

• Employment as a securities analyst by independent investment advisory firms or research department of members firms of the New York or American Stock Exchanges and graduation from a four year college course with specialization in economics, accounting, business administration or real estate.

• Analysis work for the Federal Trade Commission involving the study of literature and advertising representations.

• Membership in the New York State Bar.

The Attorney General said all interested persons should apply in writing to Mr. Samuel Hirshowitz, First Assistant Attorney General, 80 Centre Street, New York 13, New York.

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Niagara Frontier Elects Ellis President

Elmer C. Ellis was re-elected president of the Niagara Frontier chapter, Civil Service Employees Association last month. Kenny Mauer was elected vice president; Jack Sweatman, secretary and Harold Reynolds, treasurer.

Department representatives elected the following: Frank Frampton, maintenance center; George Husanian, labor center; Jack Kane, parking lots; Harold Reynolds, office; patrolman Carmen Conti, Police Department; Edward Zuchowski, beaver Island, and C. A. Schultz, Evangola.


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So well appreciated for their distinctive flavor and bouquet.
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The airline stewardess is a very attractive young lady and she performs a useful function,—but you would not want her at the controls of a plane you were aboard . . . And, being a sensible young lady, she would not want to take on a job beyond her training and experience.

Many skills go into the flight of an airliner — before and after it leaves the ground. But no one crew member is expected to have all these skills. Each does only what he is trained to do best . . . And everybody recognizes this makes good sense.

Medical group practice—or teamwork medicine—makes sense for the same sound reasons. Today no single physician can be skilled in all branches of medicine. Good modern care demands that the patient be in the hands of a group of physicians, each of them with a special kind of skill and experience. The group must be so organized that the doctors can easily meet together and consult together in a well-equipped medical center.

In H.I.P. each medical group physician—family doctor or specialist—gives only the kind of service for which he has been professionally qualified. He has no need and no incentive to continue to treat a patient beyond the limits of his knowledge and training.

Medical group practice means good medical practice.



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EXTRA BONUS DIVIDEND DAYS

Latest Dividend **3 1/2%** Per Annum

Payable from day of Deposit
Compounded Quarterly

DEPOSITS MADE ON OR BEFORE APRIL 14
WILL EARN INTEREST FROM APRIL 1

All deposits made in the Mechanics Exchange Savings Bank earn interest from the day of deposit, but here's a chance for an extra bonus in April.

Mechanics Exchange Savings Bank
ALBANY, NEW YORK
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the *Manor Vanderbilt*
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*special rate does not apply when Legislature is in session

Men & Women:

State Correction Officer Test; \$4,280 to Start with No Experience Necessary

New York State needs both men and women for correction officer jobs paying \$4,280 a year to start. The maximum salary obtainable is \$5,250 a year. The filing period for this test will open during the week of April 17.

Although the new announcement is not out as yet, it is expected that the requirements will be the same as tha for the examination scheduled for March 25. According to that announcement there are no formal training or experience requirements.

years of age for appointment. The maximum age for men is 37, and for women it is 46.

For both, a high school diploma, or equivalency, is required at the time of appointment, but is not necessary for taking the exam.

Men must have at least 20/30 vision in each eye without glasses, must be at least five feet eight inches tall, and weigh at least 150.

Women must be at least five feet two inches tall and weigh at least 115 pounds. They must have at least 20/40 vision in each eye without glasses.

Requirements

All applicants must be at least 20 years of age to apply, and 21

At least one year's residence in (Continued on Page 10)

PETIT PARIS RESTAURANT
WHERE DINING IS A DELIGHT

COLD BUFFETS, \$2 UP
FULL COURSE DINNERS, \$2.50 UP

ACCOMMODATIONS FOR ALL TYPES OF MEETINGS AND PARTIES, INCLUDING OUR COTILLON ROOM, SEATING 200 COMFORTABLY.

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Emigrant's green thumb helps dollars grow faster!



It's time again for EMIGRANT depositors to reap a fine green spring crop of dividend dollars at the highest bank rate in New York State.

Let EMIGRANT's green thumb help your dollars grow. Just open an account or make a deposit. Up to April 14th EMIGRANT will credit your dividends from April 1st!

For the quarter ending March 31st, balances continuously on deposit for two years earned Emigrant's regular 3 1/2% dividend plus a special 1/4%. **3 3/4%** per annum

A dividend of 3 1/2% per annum is credited—from day of deposit—to all balances of \$5 or more on deposit at the end of the March 31st quarter. **3 1/2%** per annum

PLUS

**Extra Dividend Days Every Month!
Dividends From Day Of Deposit!
Dividends 4 Times A Year!**

EMIGRANT Industrial SAVINGS BANK

51 Chambers Street
Opposite City Hall Park
Open Mon. and Fri. to 6 P.M.

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(Another entrance 10 East 43rd Street)
Between Fifth and Madison Avenues
Open Mon. to 7 P.M., Fri. to 8 P.M.

7th Ave. & 31st Street
Opposite Penn Station
Open Mon. and Fri. to 6:30 P.M.

Without obligation—send literature on how I can start building a good cash reserve in an Emigrant Savings Account. I am interested in an Individual Account Joint Account Trust Account

OF

Enclosed is \$ _____ to open an account

In my name alone
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Forward passbook to Mr. Mrs. Miss

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ADDRESS _____
CITY _____ ZONE _____ STATE _____

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MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION CSL 4-B

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see our whole new array of spring decorating colors in **SPRED SATIN**

100% LATEX PAINT

Hundreds of new colors make 'color pickin' faster and easier than ever. All available in SPRED SATIN, the wonder paint that goes on beautifully smooth with brush or roller. Dries in 20 minutes—no offensive odor.



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BUY QUARTS AT PINT PRICES
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WEEK-DAY WORSHIP
Westminster Presbyterian Church
262 State Street, Albany, N. Y.
MONDAY THROUGH FRIDAY
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ALL ARE WELCOME TO THESE DEVOTIONAL SERVICES

Puzzled About TV Performance Claims?

The Proof Is In The Picture - Where It Really Counts!



ALL NEW 23" and 19" DAYLIGHT BLUE TV

with the Clearest, Brightest, Strongest Picture ever - And Only General Electric Has it! COMPARE!



1961 General Electric TV is 5 Ways Better...

- EXCLUSIVE DAYLIGHT BLUE ALUMINIZED TUBE**—Tint of blue in "Daylight Blue" screen—for whiter, brighter, sharper picture, with more contrast.
- FEWER SERVICE CALLS** with SUPER M-6 CHASSIS—Unnecessary to remove chassis for 9 out of 10 service jobs. Full-power transformer, precision-crafted circuitry, longer component life.
- GLAREJECTOR**—"Ultra-Vision" Glarejector, with dark safety window, tilts unwanted light downward, cuts out glare and reflections.
- BETTER SOUND** with UP-FRONT SPEAKERS—All speakers front-mounted, so sound comes straight at you—rich, clear.
- 4-WAY WIRELESS REMOTE CONTROL** with "Electronic Power Tuning." Turns set on-off; changes channels; adjusts sound to any desired level. "Electronic Power Tuning" gets best picture and sound, automatically. Works on radio-frequency signals from any part of the room, so high-pitched sounds can't trigger it. Transistorized; no wires; long-life mercury battery.

Plus These Quality, Performance and Value Features: ■ Slim Silhouette Styling ■ Up-Front Control Convenience ■ Complete Selection of Styles and Finishes ■ "Pull-Push" ON-OFF and "Set-Forget" Volume Convenience ■ Picture Width Control ■ Automatic Fine Tuning ■ Illuminated Channel Window ■ Automatic Gain Control

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- 23-inch overall diagonal tube. 282 sq. in. picture.
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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.

Table with columns: Title, Last No. Certified. Lists job titles like Parking meter attendant, Patrolman, Photostat operator, etc.

Table with columns: Title, Last No. Certified. Lists job titles like Sanitation man, Seasonal parkman, Senior clerk, etc.

Table with columns: Title, Last No. Certified. Lists job titles like Senior stenographer, Senior stenographer, Senior stenographer, etc.

Table with columns: Title, Last No. Certified. Lists job titles like Telephone operator, Telephone operator, Ticket agent, etc.

State Correction Bill To Lower Standards of Caseworkers Dies (Continued from Page 8) the State is required, as is U. S. citizenship. Citizenship is a requirement for appointment, and is not necessary at the time of examination.

REAL ESTATE

AMITYVILLE (and nearby SUFFOLK) G.I.'s Bring DISCHARGE Only \$9,990 to \$15,990 "THESE HOMES MUST GO THIS WEEK-END" Come ready to do business Dial MY 1-8082 TU 4-8210 (CALL COLLECT) 1197 Sunrise H'wy Copiague (Just off Amityville's Farmers Market)

Bronx Y quality—\$1,250, 1 fam. brick, 4 bdrms, 2 baths, no. playground, garage, KING DAVID HOMES, Castle Hill & Lacombe, TA. 3-6051. Open daily to 8 P.M. Sun. to 8.

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Farms - N. Y. State 5 ROOM HOUSE, 3 ACRES, 1/4 MILE TO LAKE, \$1,000. 5 ROOM HOME, beautifully finished, large garage, 2 acres \$8,500. Send for lists from Spring Real Estate catalogues. LITTLE AGENCY, Greenwich, N. Y. Upstate SULLIVAN COUNTY - New York State. Dairy-Poultry farms, taverns, Boarding Houses, Hotels, Dwellings, Hunting & Building Acreage. The Tugler Agency Inc., Jeffersonville, New York. Resorts SPEND YOUR VACATION IN MIAMI BEACH, FL. BLUE J APTS. 4000 Indian Creek Dr. Call for description and special rates.

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CALL BE 3-6010



ESTATE VALUES



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\$390 FULL DOWN PAYMENT

DETACHED, brick, ranch on 40x155 plot with garage, 5 spacious rooms in all, full basement, oil heat, extras, low taxes. Ideal for small income family. Call now for appt.

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IV 9-5800

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CHARMING, 10 year old, 3 bedroom house, large, modern, cabinet lined kitchen. Living room with picture window, overlooking beautiful 70x100 landscaped ground, can move in before closing. \$80 a month will carry. Only \$290 down to all.

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ROOSEVELT
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LIVE RENT FREE

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SO. OZONE PARK
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SO. OZONE PARK
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DETACHED bungalow, all rooms on one floor, plus finished basement, automatic heat, garage, extras included. Terrific deal for G.I. Bring small deposit.

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FULL PRICE \$15,000

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GI's NO CASH

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- Oil Heat
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- Nice Jamaica Neighborhood

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YOUR HOME IN 1961

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6 rooms stucco, 3 bedrooms, finished basement, garage.

\$600 Down

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6 room, insul brick, finished basement, gas heat, garage.

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HOLLIS—4 rooms down, 3 rooms up, finished basement, 2 car garage on large plot.

Belford D. Harty Jr.
192-05 LINDEN BLVD.
ST. ALBANS
Fieldstone 1-1950

INTEGRATED

BAISLEY PARK \$9,800

NO CASH DOWN GI \$300 DOWN FHA

This 5 room home is in A1 condition complete with modern kitchen & bath, play area basement, nicely landscaped, economical gas heat, open sunporch. Only \$68.04 pays mortgage. Ask for B-117

RICHMOND HILL VIC. \$13,990

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This 6 room Colonial has 3 master bedrooms, Cadillac size garage a basement ready for finishing, economical gas heat, and is ultra modern throughout. Ask for B-129.

* * Plus Many Other Homes From \$9,000 & Up

E-S-S-E-X

143-01 HILLSIDE AVE.
JAMAICA
AX 7-7900

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3 CONVENIENT OFFICES AT HEMPSTEAD & VICINITY

YOUR SERVICE STOP PAYING RENT!

"HOMES TO FIT YOUR POCKET"

BONUS BUY — of — THE YEAR

COLONIAL, 6 rooms and porch, large fenced plot, garage, full space basement, all copper plumbing, oil heat, low tax, extras, screens, storms and blinds. FHA or GI. \$200 down.

HEMPSTEAD & VIC.

LIST REALTY DOES IT AGAIN!

RANCH Cape, 4 years young, 7 attractive rooms, extra large corner plot, 110x125, 4 bedrooms, full square basement, completely modern. Sacrificial Must sell- GI or FHA. \$100 down

HEMPSTEAD & VIC.

We have a selection of some of the finest homes in Hempstead and vicinity in 1 and 2 family. Ranches, Cape Cods, Colonials from \$350 up

**\$10 Deposit Holds Any House
FHA or GI**

ONLY LIST HAS THIS!

CAPE, large, 8 rooms, 5 bedrooms, extra large plot, 80x110, attic space, full basement, oil heat, n. everything, residential area. GI or FHA. \$200 down.

HEMPSTEAD & VIC.

EASY LIVING SMALL PAYMENT

1 FAMILY, cozy 6 rooms with enclosed porch, 2 car garage, full basement, storage attic, beautiful area, nr. everything. GI or FHA, \$100 down.

HEMPSTEAD & VIC.

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IV 9-8814 - 8815

Directions: Take Southern State Parkway Exit 19, Peninsula Boulevard under the bridge to South Franklin Street.
135-30 ROCKAWAY BLVD., SO. OZONE PARK
JA 9-51000
160-13 HILLSIDE AVE., JAMAICA
OL 7-3838 OL 7-1034

2 GOOD BUYS

HILLSIDE GARDENS 2-FAMILY

BRICK, semi-attached, 5 1/2 and 4 1/2, oil heat, garage, finished basement. Very excellent buy at \$16,500

FLORAL PARK, SO.

SOLID BRICK, ranch, 3 bedrooms, large plot, finished basement and garage.
\$19,000

Other 1 & 2 Family Homes

HAZEL B. GRAY

168-33 LIBERTY AVE.
JAMAICA
AX 1-5858 - 9

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FRIENDLY VILLAGE. 4 Acre Poultry Farm, 3 Bedroom Bungalow. Near stores and church. Low down payment. Easy terms.

STATE HIGHWAY. 1 Bedroom Ranch. 1 Acre. \$4,500. Easy terms. Gardner Real Estate, Cortland, N. Y. Phone: SK 6-6364

Farms - Ulster County

Large List of Country Prop. Acreage & Bldg. lots from \$500. Martha Low, Shandaken, N.Y.

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Houses - Sullivan County

BRAND NEW RANCH HOMES 1 - 2 - 3 Bedrooms Year Round — Retirement or Vacation Lake Site and Mt. view FROM \$4,905 WITH EASY TERMS SPRING GLEN LAKE ESTATES Spring Glen, N.Y. Tel.: Ellenville, 404

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A BIVONA BUY IS A BETTER BUY

2 FAMILY BRICK

- 2 CAR GARAGE
- BASEMENT

GI 30 Yr. Mtge.

Low Down Payment Cheaper Than Rent

MODEL:
3022 GUNTHER AVE.
OFF ADEE AVE., BX.

Open every day including Sat.-Sun., Noon to Dusk

DIR: BY CAR: EAST ON GUNHILL RD. TO ARNOW AVE. (1 BLOCK EAST EASTCHESTER RD. TRAFFIC LIGHT) LEFT AT ARNOW AVE. (POST OFFICE) TO GUNTHER AVE., LEFT ON GUNTHER TO MODEL. BY SUBWAY: 1TH AVE. DYRE AVE. LINE TO GUNHILL RD., WALK RIGHT TO ADEE AVE., LEFT ON ADEE TO GUNTHER AND MODEL.

INTEGRATED

COLONIAL \$490 CASH

DETACHED, modern, 5 large rooms, 2 car garage, full basement, oil heat, aluminum storms and screens, large plot. \$85.98 monthly mortgage payments. Good buy! Sacrificial Call right away.

VACANT \$590 CASH

FULLY DETACHED, large living room, full dining room, modern kitchen, 3 bedrooms, garage, extra large plot, nice location, convenient to schools, shopping and transportation. CALL NOW.

COTE

118-09 SUTPHIN BLVD., JAMAICA
JA 9-5003

Long Island Home

ATTRACTIVE, 2 family, 8 room home, parquet floors, tiled baths, also lovely new homes. AGENT, 122-14 Sutphin Blvd., OL 9-0220.

Brooklyn FURNISHED APTS.

57 Herkimer Street, between Bedford & Nostrand Ave., beautifully furnished one and two room apts, kitchenette, gas, electric free. Elevator. Near 8th Ave. Subway. Adults. Seen daily.

RIVERSIDE DRIVE, 1 1/2 & 2 1/2 private apartments. Intracanal. Furnished. The-fair 7-4118

Bronx Unfurnished Apt.

NEW—4 rm apt (integ) Gar. \$130.00 mo or all conveniences. 8024 Gunther Ave. (Gun Hill Rd Bus—N18 to last stop). TU 2-2228.

Correction Officer, Stockroom Aid Head 30 State Exams

(Continued from Page 1)

- Maintenance supervisor, No. 6109, \$4,983 to \$6,078 a year.
- Marine fisheries protector, No. 6116, \$3,500 to \$4,350 a year.
- Property Sales examiner, No. 6113, \$4,070 to \$5,010 a year.

- Public buildings maintenance supervisor, No. 6112, \$4,740 to \$5,790 a year.
- Senior clerk (Public Works maintenance), No. 6103, \$3,500 to \$4,350 a year.
- Senior engineering materials analyst, No. 6104, \$6,098 to \$7,398 a year.

LEGAL NOTICES

WIGHAM, REGINALD E.—In pursuance of an Order of Hon. Joseph A. Cox, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Reginald E. Wigham, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscriber at his place of transacting business at the office of Harry Krieger and Philip Krieger, Esqs. his attorneys, at 20 East First Street, Mount Vernon, New York, on or before the 15th day of July 1961.

Dated, Mount Vernon, N. Y. the 27th day of December 1960.
Reginald Eastman Wigham, Executor.
HARRY KRIEGER and PHILIP KRIEGER, Attorneys for Executor, No. 20 East First Street, Mount Vernon, N. Y.

AUTO INSURANCE
NO DOWN PAYMENT
TAYLOR — UL 5-3561

TERRIFIC SAVINGS CITY EMPLOYEES BIG DISCOUNTS

- FORDS
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A-1 USED CARS
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SCHILDKRAUT FORD

LIBERTY AVE. & 145th ST.
JAMAICA RE. 9-2300

LEGAL NOTICE

ROGERS, HELENA H.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT, TO: THE SALVATION ARMY, THE ATTORNEY GENERAL OF THE STATE OF NEW YORK, THE PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, THE HEIRS AT LAW, NEXT OF KIN AND DISTRIBUTEES OF HELENA H. ROGERS (also known as Helena Hoffman Rogers), deceased (daughter of the late Hoffman Rogers and the late Lucy D. Rogers and granddaughter of the late Helena Rogers and the late Harriet S. Perdon, or Perdon), if living, and the personal representatives of each and every one of them, if any, who shall have survived the said Helena H. Rogers and thereafter died, who and whose names and addresses are unknown and cannot with due diligence be ascertained, being the contingent executor named in the Will and the heirs at law, next of kin and distributees of Helena H. Rogers (also known as Helena Hoffman Rogers), deceased, SEND GREETING:

WHEREAS, The Bank of New York, a New York corporation with its principal office at 48 Wall Street, New York in the County of New York, State of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated the 24th day of December, 1958, relating to both real and personal property, duly proved as the Last Will and Testament of Helena H. Rogers, deceased, who was at the time of her death a resident of Blackstone Hotel, 50 East 54th Street, City, County and State of New York.

THEREFORE, you and each of you are 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 4th day of May, one thousand nine hundred and sixty-one, at half-past ten o'clock in the forenoon of that day, why the said Last Will and Testament should not be admitted to probate as a Will of real and personal property.

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, Hon. S. Samuel Di Falco, a Surrogate of the said County of New York at said county, the 23rd day of March in the year of our Lord one thousand nine hundred and sixty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.
FINCH & SCHARFLEER, Attorneys for Petitioner, 30 West 44th Street, New York 35, New York.

- Senior industrial hygiene engineer, No. 6107, \$7,818 to \$9,408 a year.
- Senior maintenance supervisor, No. 6111, \$5,516 to \$6,696 a year.
- Senior research analyst (vocational rehabilitation), No. 6102, \$7,818 to \$9,408 a year.
- State veteran counselor, No. 6117, \$5,796 to \$7,026 a year.
- Supervising janitor, No. 6108, \$3,680 to \$4,560 a year.
- Supervisor of milk sanitation, No. 6114, \$10,908 to \$11,968 a year.
- Unemployment insurance accounts examiner, No. 6900, \$4,070 to \$5,010 a year.

Mrs. Dittmar Dies

Mrs. M. Foster Dittmar of Gloversville, N.Y. died last week at the age of 59. Mrs. Dittmar was a clerk for the last 15 years in the legal department of the Fulton County clerk's office and a charter member of the Fulton chapter, Civil Service Employees Association.

Mrs. Dittmar is survived by her husband, Frank Dittmar, and a daughter, Diane Dittmar.

Resorts

SPEND YOUR VACATION IN MIAMI BEACH, FL. BLUE J APPTS. 4901 Indian Creek Dr., write for brochure for special rates.

LEGAL NOTICE

P-833-1961. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT.
TO: CARL STURZENEGGER, AMANDA KIPP, JOAN MC ELHENNY, EDMUND STURZENEGGER, MINA MAFFAUCCI.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on April 20, 1961, at 10:30 a.m., why a certain writing dated June 20, 1958 which has been offered for probate by ALBERT W. EPSTEIN, residing at 143-43 41st Avenue, Flushing, New York, should not be probated as the last Will and Testament, relating to real and personal property, of OLGA CORWIN, also known as OLGA STURZENEGGER CORWIN, deceased, who was at the time of her death a resident of 390 Riverside Drive, in the County of New York, New York.

Dated, Attested and sealed, March 13, 1961.
(Seal) HON. S. SAMUEL DI FALCO, Surrogate, New York County
PHILIP A. DONAHUE, Clerk

THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT.
TO: PAMELA ARMOUR MINFORD; LEVISA MINFORD SANDS; TIMOTHY MARK SANDS; LEVIA W. MINFORD III; DEBARAH ANNE MINFORD, an infant under the age of 14 years; EMILY MINFORD WARDELL; GAIL WARDELL and JOANNE WARDELL, infants over the age of 14 years; BETH WARDELL, an infant under the age of 14 years; LEVIA W. MINFORD III; SUSAN A. MINFORD, an infant over the age of 14 years; LEVIA W. MINFORD IV, THOMAS MINFORD, RICHARD LEVIA MINFORD and PETER W. MINFORD, infants under the age of 14 years; RUDOLPH V. MARTINSEN; HAROLD O. MARTINSEN; PHYLLIS MARTINSEN, an infant over the age of 14 years; THOMAS KING MARTINSEN; JOYCE MARTINSEN GARDINER; MARTIN THOMAS MARTINSEN, an infant under the age of 14 years; THOMAS M. MARTINSEN, JR. and PETER NORMAN MARTINSEN, infants over the age of 14 years; RICHARD L. MARTINSEN, an infant under the age of 14 years; CATHLEEN M. OSTHUES; KERRY STEPHEN OSTHUES, an infant over the age of 14 years; CATHLEEN OSTHUES MCGUY; KIMBERLEY ANN MCGUY, JAMES E. MCGUY and MELINDA MARY MCGUY, infants under the age of 14 years; PATRICIA M. DRESCHLER; ROBERTA GAY DRESCHLER, an infant under the age of 14 years; and MINFORD WOLCOTT BOND, individually and as Executor of the will of Anne Bond, deceased; The County Trust Company of White Plains, as Executor of the will of Edith Minford, deceased; Send Greetings:

Upon the petition of The Hanover Bank, a domestic banking corporation having its main office and principal place of business at No. 70 Broadway, in the City, County and State of New York, as Trustee of the Trusts created by Article FOURTH, subdivision (8), TWELFTH and THIRTEENTH of the Last Will and Testament of Agnes A. Minford, who died a resident of the City, County and State of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court, New York County, held at the Hall of Records, in the Borough of Manhattan, City of New York, on the 16th day of May, 1961, at 10:30 o'clock in the forenoon of that day, why a decree should not be made judicially settling and allowing the account of proceedings of The Hanover Bank, as said Trustee.

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

(Seal) WITNESS, Hon. S. Samuel Di Falco, a Surrogate of our said County of New York, at the Hall of Records, in the Borough of Manhattan, in said County, this 10th day of March, one thousand nine hundred and sixty-one.

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

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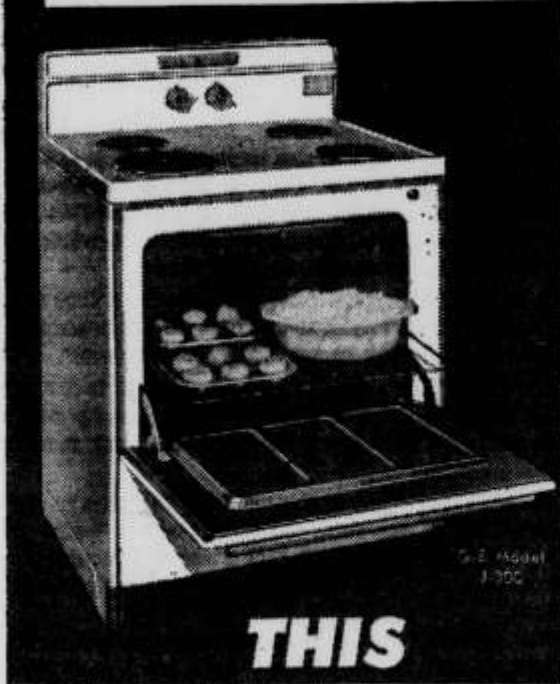
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Newest "Spacemaker" range—big master oven with removable door, 4 Calrod® surface units. Fingertip pushbutton controls, no-drip cooktop, focused-heat broiler and other features. Mix-or-match colors.

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Automatic Sensi-Temp Unit ends pot-watching! Other features include 23" master oven with big window, removable oven door, automatic oven timer, focused-heat broiler, pushbutton controls, no-drip cooktop. Mix-or-match colors.

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SUN AND FUN: Seen here are some of the many CSEA members who escaped winter snows via a cruise on the Maasdam in February.

CSEA Member Writes Ode To Cruise

Several members of the Civil Service Employees Association fled the winter snows and storms in February and took the sunnier climes of the Caribbean via a special cruise for civil servants aboard the Maasdam, arranged by Specialized Tours, Inc.

The event was put into poetry by a tour member, Lillian Stephens, an employee in the New York City Division of Employment offices. Her tribute reads:

"Wintercruise, 1961"

"Let us take a winter cruise" so said C.S.E.A.
"Forget your woes and winter snows,
come on with us and play."
So loyal civil servants
Just like you and me
Left home behind that we
might find

adventure on the sea.
We basked in golden sunshine
On Haiti's tropic shore,
Bought souvenirs and
bargains,
In every Haitian store.
Then back and forth past
Nassau
We sailed and sailed and
sailed

To land—Oh just this once to
land,
At first all efforts failed.
The crew they really spoiled
us,
They've given us their best,
By any set of standards,
They always pass the test.
And now it's almost over,
The fun, the feast, the rest,
No longer will we hover,
Up in the Owl's Nest.
Before we return to the winter
snow,
We'd just like everyone to
know,
We made new friends, we
shared new fun,
So ends our cruise of '61.

Pay Bill Signed; Feily Says Full Parity Is In Sight

(Continued from Page 1)

upon a study which an independent consulting firm conducted at my request last Fall. The study demonstrated that throughout the range of civil service grades the salaries of State employees were four per cent to 39 per cent lower than those paid for comparable positions in private employment, and agency and department head salaries were 65 per cent lower. Individual studies by the Division of the Budget and by the State Civil Service Commission reached similar conclusions.

As a result of this salary differential, valuable employees have left State service. In the Mental Hygiene Department, for example, 25 psychiatrists obtained jobs elsewhere in recent years at average pay increases of 52 per cent. The Health Department

recently had 56 staff vacancies—an alarming 20 per cent—for reasons dramatized by the case of a senior cancer research surgeon earning \$9,104 with New York State who went to Illinois for \$18,000. There have been all too many such instances in varying degrees throughout State government.

Where Raise Went

This bill makes New York State fully competitive with private industry at the lower salary level, provides almost three fourths of the increase necessary to make competitive the major bulk of State employees in clerical and junior management positions and grants half of the increase recommended by the consultants for the State's civil servants of the highest rank. Two thirds of the total benefits under this salary plan will go to employees earning less than \$6,000.

The bill also provides an additional longevity increment and places on a full time annual salary basis more than 4,000 workers now paid on an hourly or per diem basis.

In addition, this measure implements the sound recommendations of the Lieutenant Governor's Committee to Eliminate Salary Inequities, affecting about 42,000 State employees, most of them institutional workers which had resulted from reduction of their work week several years ago.

This act, effective May 1, 1961, is a major step toward pay equity for State employees and increased efficiency in State government.

WORKSHOP

(Continued from Page 1)

the dinner meeting of April 23 and Attorney General Lefkowitz will be speaker for the closing dinner session.

The full facilities of the Concord Hotel will be made available to all those participating. An entertainment program has been planned as well.

Those planning to attend are again reminded that reservations must be made at once.

Nassau Sets Special School District Meet

A special meeting for representatives of school districts in Nassau County has been set by Nassau County chapter of the Civil Service Employees Assn. for April 22 at noon in the Salisbury Club in Nassau County Park. All representatives are invited to attend.

Principal speaker will be Forest Kaylor, who is the Assistant Superintendent of Buildings and Grounds for the Sewanaka Central High School District and is also Director of Instructions for Buildings and Grounds employees of School Districts for the Nassau County Extension Service.

Mr. Kaylor will discuss all phases of the Custodians work load and will follow his talk with a question and answer period.

Employees of School Districts (Custodial Staff) who are interested in attending this informative meeting can do so by sending a letter to Edward Perrott, P.O. Box 91, Hempstead N.Y. As this will be a luncheon meeting the cost will be \$1.50 per person. Don't forget to send your reservations to Mr. Perrott so that the proper arrangements can be made."

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).

The Challenge

A CONGRESSIONAL Commission, after a five-year study of the nation's No. 1 health problem, mental illness, reported that present facilities for the treatment of the mentally ill are so inadequate that more than half the patients in this country's State hospitals receive no active treatment of any kind. It challenges the United States to become the first society in human history to provide humane and healing care for the mentally ill.

THIS 45-MEMBER Commission and 38 organizations, representing every national association and agency interested in mental health, included doctors, nurses, psychiatrists, psychologists, social workers, fund raising groups and governmental agencies. Their 100,000-word report, calling for widespread reforms and tripling of funds (from one billion to three billion a year) to fight mental illness over the next 10 years, was sent to Congress and State Governors.

THE COMMISSION reported that despite repeated exposes of "snakepit" conditions that exist in many State mental hospitals, comparatively little has been done to improve them. The facts show that fewer than 20 per cent of the 277 State hospitals are considered therapeutic hospitals and the rest are still functioning as old fashioned insane asylums. All are overcrowded.

MANY RECOMMENDATIONS were made. Some of these to fight mental illness will require a greater understanding of the problem, new policies, new techniques, more research and a general willingness to help.

TAKE THE STIGMA out of mental illness—give it an aura of respectability so that the public grows to accept it as a sickness not unlike heart trouble, cancer or diabetes. Modernize the treatment of the mentally ill so as to take the emphasis off incarceration in large, poorly staffed mental hospitals. Greatly expanded programs of basic research into mental illness should be conducted.

SMALLER HOSPITALS containing not more than 1000 beds was a specific recommendation. The report said society is presently using mental hospitals as "dumping grounds for social rejects".

ALARMING NEWS! We think so. Whose fault is it? We are all to blame. Public attitudes and approaches are hardly commendable. And this disregard thrives as the number of our mentally ill increases.

THE CARE AND treatment of the mentally ill varies in different States. New York State, we feel, considers itself a leader in the field of the care of the mentally sick. Our State and Mental Hygiene Department is already on top of many of these existing problems and recommendations.

GOVERNOR ROCKEFELLER has recommended that greater attention be given to the 25,000 patients once considered incurable and it is planned that new drugs and techniques would be employed in this program. Nevertheless, in this writer's judgement, many changes and improvements could take place.

POSSIBLY, WITH large Federal grants, in addition to an ever-increasing State budget for our Mental Hygiene Department, continued and greater gains can be made.

THE REPORT ASKED that general hospitals treat the mentally ill and that local mental health clinics be established in a ratio of one for every 50,000 residents. It also asked that more individuals, including general practitioners, psychologists, social workers and other non-medical mental health workers be trained to practice short term psychotherapy.

WITH PROPER TREATMENT, the Commission felt that three out of every five of our schizophrenic patients would undergo spontaneous remission of their disease, thereby enabling them to return to useful lives in the community.

CERTAINLY OUR STAFFING can be improved, better promotional opportunities made available and in-service training expanded. Payment for overtime, better working conditions, higher salaries, (to mention only a few matters) would go a long way in recruiting, holding and making for more satisfied employees.

UNHAPPILY, POORLY PAID and frustrated mental hygiene workers cannot properly care for our mentally ill. Any proposed plan to alter and improve patient care, to speed recoveries, to better public and human relations must also include a step-upped understanding of the fundamental needs of the mental hygiene employees.

Gen. Castellano on Air Force Base Tour

ALBANY, April 10—A state military official has been selected to participate in a special staff visit to observe the Air Force operations in Europe.

He is Brig. Gen. Vito J. Castellano, assistant Adjutant General for Air of the State Division of Military and Naval Affairs. He also is deputy chief of staff for the New York Air National Guard.

General Castellano left on his trip April 7 from Washington, D.C. and will visit various Air Force headquarters and NATO bases in France, Germany and Great Britain.

Onondaga Hears Past Presidents

The Onondaga chapter, Civil Service Employees Association held its quarterly meeting at the American Legion Club. Past presidents Vernon Tapper, Joseph Settineri, Robert Clift, Mrs. Norma Scott, Dave Rogers and Arthur Darrow of the Onondaga Chapter were honored by a St. Patrick's Day dinner.

The entertainment was provided by these past officers (who were allowed a time limit on a quiz about their terms in office.) 200 members of the Onondaga Chapter enjoyed this dinner provided by the chapter.

Exam Study Books

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.

Raises Were Needed To Give Minimum Standard Of Living, Survey Shows

ALBANY, April 10—If Governor Rockefeller and the Legislature hadn't raised state salaries, effective May 1st, for state workers, New York State, as an employer, would be wearing a very red face.

The State Labor Department has reported that any working woman living at home with her family needs \$2,936 a year or \$56.46 each week, to support herself adequately, according to minimum living costs.

Without the new state pay raise, a woman working for the state as a file clerk now earns as a first-year employee only \$2,920.

With the new raise, the minimum salary goes to \$3,100.

NYC Averages

The Labor Department said the minimum subsistence figure for a working woman in New York City is \$2,948. In the remainder of the state, the estimate was \$2,907 or a state average of \$2,936.

Of the average wage, the department said \$2,061 was needed to cover the cost of goods and services, and \$875 was required for taxes, insurance and savings.

The Scale

The estimates were made by the Department's Division of Research and Statistics for use by wage boards which recommend changes in minimum wage. They are based upon a budget which enables a working woman to keep up her appearance, morale, and self-respect; and to compete for and hold her job. The weekly budget, which was designed to provide continuous self-support and meet present-day needs, follows:

Total	\$56.46
Housing, food at home, other household expenses	14.92
Lunches	4.24
Clothing	7.04
Clothing upkeep and personal care	2.05
Medical care	2.48
Leisure-time activities	4.62
Other living essentials, including transportation	4.28
Income taxes	8.68
Insurance	2.50
Savings	5.65

How Dollar Is Spent

Out of every dollar in a working woman's budget, 34 cents was needed for food, housing, and other household expenses. Clothing and its upkeep required 13 cents. Leisure-time activities and other living essentials together required 16 cents out of every dollar; personal care, medical care, and insurance together accounted for 12 cents; state and federal taxes, 15 cents; and a reserve for

contingencies not covered elsewhere in the budget, 10 cents.

All items in the budget showed an increase over September 1955, the date of the previous survey. The cost of living increase for the total budget of a working woman living as a member of a family was 13.5 per cent; the increase for total goods and services, 10.5 per cent. Other percentage increases were: housing (including fuel and light), 11.5; food at home, 8.0; lunches, 15.0; other household expenses, 9.7; clothing, 4.2; clothing upkeep, 10.1.

Also: personal care, 12.7; medical care, 16.8; leisure-time activities, 17.6; other living essentials, 8.4; income taxes, 21.5; savings, 13.5.

Oneonta Will Host Central Conference Meeting On April 22

The Spring Meeting of the Central New York Conference will take place at Oneonta, New York on Saturday, April 22, with all sessions at Jerry's Restaurant, 15 Dietz Street, Oneonta, New York. Host for the meeting is Oneonta chapter, CSEA, and arrangements are under the direction of Agnes J. Williams. Marion Wakin, 250 Main Street, Oneonta, New York is in charge of reservations for Conference members.

Arrangements have been made with the restaurant for a buffet luncheon at 12:00 noon and no advance reservations are necessary. The Conference business session will be held at 2 P. M. in the upstairs banquet hall. At the same time, the Central New York Coun-

ty Workshop will conduct its meeting in the downstairs dining area. An interesting program has been arranged for both groups. Among the items to be discussed are the accomplishments of the recent legislative sessions.

The host Chapter will honor out-of-town visitors at a social hour, starting at 6:00 P. M. Later, the Oneonta Chapter will be host to the Conference and Workshop visitors at dinner at 6:30 P. M. The piece de resistance will be prime ribs of beef. This will be pleasing to Conference visitors who have experienced the fine cuisine at former Conference meetings in Oneonta.

Albright to Speak

Harry Albright, counsel to the Civil Service Employees Association has been invited to speak to the combined groups at the afternoon meeting. Paul Kyer, editor of The Leader, is also expected to be in attendance, as well as State and Conference officers.

Delegates planning to stay overnight will find adequate accommodations at the Riverview Motel, Travelers Motel and the Good Year Homestead Motel. Also, the Oneonta Hotel, which is closest to the meeting place, has reopened under new management and is accepting reservations.

Among the speakers at the evening session will be Joseph F. Feily, president of the Civil Service Employees Association.

A special committee has been appointed by the Oneonta Chapter and a fine program is assured.

Committee members include Rosalie Kompre and Marguerita Waters, Homer Folks Hospital; Mina Weir, Marshall Palmer and Larry Boland, State University College of Education; Marion Wakin, Health Department; Gladys Butts, Conservation Department and Vivian Hogan, Division of Employment.

Borelly Leads Workshop

The Workshop program in the afternoon will be under the direction of S. Samuel Borelly, President of the Central New York County Workshop. Other officers of the Workshop are Vice President Kenneth Hulbert, Johnstown, New York and Secretary-Treasurer Mary Manning, Ogdensburg, New York.

Committee Chairmen from the Central New York Conference who will participate in the sessions are Social, Marion Wakin (Oneonta); Membership, Emmett Durr (Raybrook); Budget, Tom Ranger (Upstate Medical Center, Syracuse); Legislative, Robert Wilbur (Rome State School); Resolution, Morris Sokolinsky (Binghamton Chapter); Planning, Peter Volmes (Syracuse Chapter).

Officers of the Central New York Conference are Florence A. Drew, President; Edward Limmer, First Vice-President; Tom Ranger, Second Vice President; Gertrude H. White, Secretary and Irma German, Treasurer.

CS Attorneys Meet

The Board of Directors, of The Association of the New York State Civil Service Attorney will meet April 11, at the offices of the Rent Commission at 270 Broadway, New York City.

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

New Deadline For Supplemental Pension Benefits

ALBANY, April 10—Governor Rockefeller has signed legislation extending the deadline for applications for supplemental pension benefits to July 1.

The bill, sponsored by Assemblyman John E. Johnson, Genesee Republican, makes benefits available under the supplemental pension act to those who retired prior to July 1, 1961 and retroactively to those similarly eligible who retired after June 30, 1960.

In signing the bill the Governor explained that benefits under the Act were closed for those retiring after June 30, 1960. He added that because of the inadequate notice of the June deadline he and the Legislative leaders and State Comptroller agreed to support an extension of the deadline.

Middletown to Hold Spring Dance April 15

The Middletown State Hospital chapter of the Civil Service Employees Association will hold its spring dance on Saturday, April 15 at 9:00 p.m. at the American Legion Lodge. Music will be by Heinie Smith and his band. A buffet supper will be served at 11:00 p.m. Mrs. Flora Doolittle is chairman of the dance.

Four members of the Chapter retired recently. They are: Raymond Butler after 35 years of service as a carpenter; Charles Downing after 26 years as a painter; Henry Reutzler after 21 years as a mason; and Mrs. Margaret Bender.

Martinson Retires

ALBANY, April 10—S. Samuel Martinson has completed 35 years of service with the State Labor Department. On retirement, he was serving as chief inspector of the Bureau of Construction, Division of Industrial Safety Service. He and his wife live at Rocky Point, L.I.

CSEA Members Take 13 Of 20 Suggestion Awards

Thirteen CSEA members are among 20 state employees who have shared in merit awards totaling \$1,115 so far in 1961. H. Elliot Kaplan, president of the State Civil Service Commission, announced last week.

In addition to the cash awards, they received Certificates of Merit for ideas which improved methods or produced economies in their departments.

Certificates of Merit without cash awards went to 10 other employees, eight of whom are CSEA members.

The two highest cash awards, \$250, went to CSEA members. They are John C. Herlihy, a senior offset printing machine operator in the Department of Education, and Daniel O'Brien, supervisor of payroll analysis in the Department of Civil Service.

The Ideas

Mr. Herlihy, of 40 Raymo St., Albany, earned his award by suggesting the purchase of a double-headed duplicating machine to speed up his department's printing. Mr. O'Brien was awarded for contributing toward mechanization of clerical procedures connected with civil service examinations for large groups of candidates. Mr. O'Brien resides at 2

Clinton Ave., Waterford.

Ira T. Balsley, a roofer and tinsmith in the Department of Mental Hygiene at Letchworth Village and a CSEA member, received the next-highest award of \$100 for modernizing old-style food containers.

Other CSEA members receiving cash awards included:

Laurance L. Clough of Delmar, assistant director of Milk control of the Department of Agriculture and Markets, \$75; Rodger Whelan of Westbury, a motor vehicle referee in the Department of Motor Vehicles, \$50; Beatrice Fay of South Ozone Park, Queens, a Department of Motor Vehicles clerk, \$35.

Also, Louis Torres of Kings Park State Hospital, \$25; Frederick V. Pingotti of Middletown, an attendant at Middletown State Hospital, \$25; David Hurwitz of New York City, a senior unemployment insurance claims examiner, \$25; Helen Kehrler of Albany, a principal clerk in the Department of Agriculture and Markets, \$25; Hugh McCabe of Levittown, a senior tax collector, and Maurice Kaplan of Malverne, an associate tax collector, joint \$25 award; and Samuel Marks of Albany, a publications production assistant in the Department of Health, \$15.

Certificates Awarded

CSEA members awarded Certificates of Merit included: William Lenkowsky of Brooklyn, an unemployment insurance claims examiner in the Labor Department's Division of Employment, two certificates; Louis Slavin of New York City, a senior unemployment insurance examiner in the Labor Department's Division of Employment; Max Albert of Staten Island and Beatrice Gold of New York City, both unemployment insurance claims examiners in the division; Harry Cohen of The Bronx, a senior accountant, and Hugh Jackson of New York City, a rent accountant, both of the Rent Commission; Margaret Fennell of Albany, a clerk in the Department of Motor Vehicles.

A Certificate of Achievement was awarded to Lewis VanHuben, a CSEA member who recently retired as Chief Engineer of the Department of Hygiene's Rockland State Hospital.



MIDDLETOWN MEMBERSHIP CAMPAIGN: Shown above is Felice Amodio, right, president of the Middletown State Hospital chapter, Civil Service Employees Association, and George Freer, left, first vice president, discussing the annual membership drive with Agnes Henry, chairman of the drive. This discussion took place at the second annual dinner for the membership committee at the American Legion Lodge.