

# Civil Service LEADER

America's Largest Weekly for Public Employees

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THOMAS COYLE  
P O DRAWER 125  
CAPITOL STATION

## CSEA To Study Automation Effects

ALBANY 1 N 1 1N97V

See Page 3

## CSEA Backs Wyman Stand On Social Welfare Aides, Hail His Recommendations

ALBANY, June 24—A call by State Welfare Commissioner George K. Wyman for improved procedures for the recruitment and retention of qualified public welfare personnel on the local level of State government, brought immediate endorsement and commendation from the 115,000-member Civil Service Employees Assn.

Speaking at the 93rd meeting of the New York Public Welfare Assn. at Grossinger's Hotel in Grossinger last week, Wyman said that "none of the 65 local welfare departments in New York State have staffs adequate in number, training and experience to administer the rehabilitation services many welfare recipients require to become self-supporting or self-caring."

Public welfare today is so complex it can only be properly administered by an adequate staff with adequate leadership, he said.

### Halls Mandated Salaries

Felly declared that the CSEA was "particularly pleased with the Commissioner's suggestion that one of the steps in reaching (desired) goals might be mandating salaries for public welfare workers."

Mr. Felly said further:

"It is a shocking thing that certain communities are paying substandard salaries to case workers who are required by law to have a college education and special training. In certain localities the turnover rate caused by inadequate salaries literally guarantees to the community the poorest kind of social welfare services. In some case, the recipients of welfare receive almost the same monies that the caseworker receives after the payment of withholding and other deductions. This cannot help but be destructive of the morale of the employees. Even worse, however, the low salaries in the name of fru-

gality costs the community money in the long run because of substandard screening of welfare recipients."

"In addition," he said, "there

seems little justification, where so much of the local salary commitments are borne by the State, to permit the paying of substandard (Continued on Page 20)

## Garden City Unit Plans Fight

# 'Village Fails Aides' Grievances'; Justice From Voters Sought

GARDEN CITY, June 24—Charging that officials of the Village of Garden City have consistently failed to make good on promises to meet with employees to discuss working conditions, the Garden City unit of the Nassau chapter, Civil Service Employees Association, has decided to embark on a campaign to take their case to the village residents.

John J. Corcoran Jr., Long Island regional representative of the CSEA, said that the unit which has 185 members out of the 225 non-police village workers, was preparing to place advertisements in local daily and weekly news-

papers in an effort to spotlight "the village's refusal to meet with employees."

Corcoran said the purpose of the advertising campaign, and a mail order campaign that might go with it, was to "inform the citizens of the village of the manner in which the village officials are trying to ignore discussion of legitimate grievances with employee representatives."

Corcoran pointed out that, in any event, state law would require the village to meet with workers on grievances after Nov. 1. "If they refuse, we intend to take legal action," he said.

The CSEA in Nassau, which is the largest county chapter in the state with some 8,000 members, has won wide acceptance in the county, townships, villages, schools and other special districts. Many other public officials are members of the organization in Nassau.

## Like Daughter; Like Father

ALBANY, June 24—Kenneth Blanchard is the new president of the Agriculture and Markets Bowling League. He succeeds his daughter, Brenda, in the post.

The result was an unprecedented legislative stalemate existing from the time the Governor's budget was first introduced on the 30th day of January 1963, until the 21st day of March, 1963 when the Governor's budget, after substantial revision by the Legislature, was finally accepted.

As a result of the requirements of New York State Constitution, during this entire period, the Legislature through its committees was in a state of "limbo", neither able to approve or disapprove any bills relating to the expenditure of monies until the Governor's budget had been approved first.

### Bad Salary Climate

In this climate, the salary resolution of the Association was rendered a legislative "impossibility." The Association, therefore, attempted in its meetings with the administration to discuss and urge the enactment of a bill to provide a non-contributory retirement system with provisions for accompanying increases and guarantees in the retirement allowances. The Association also strongly urged a non-contributory health plan and payment for un-

(Continued on Page 20)

## Tour Space Only Left On Aug. 16 European Tour

No more "air fare only" seats are available on the August 16 Grand Tour of Europe and only eight tour spaces are left, it was announced last week. The tour, which is a typical "Grand Tour" of Europe is open only to members of the Civil Service Employees Association and members of their families.

Those wishing to apply to take the full tour should write at once to Civil Service Travel Committee, P.O. Box 4131, Grand Central Station, New York 7, N.Y. Full price of the tour, including round trip jet transportation via KLM Dutch Airlines, is \$803. This figure also includes all transportation in Europe, all hotels, most meals, sightseeing tours, etc. Countries to be visited include Holland, Germany, Switzerland, Italy and France.



**QUARTER CENTURY** — Recently honored members of the quarter century club of Harlem Valley State Hospital, Wingdale are shown during the ceremonies at which they were awarded pins for 25 years of service. Shown are, left to right, front row: Horatia Benson, Dr. Alfred F. Rizzolo, Leslie VanNostrand, Montrose Conditto and Armand Bessette; Second row: Patricia Dis-

brow, Rita Hughes, Caroline Thornton, Mildred Terpening, Mildred Schoonmaker, Elsie Kaiser, Adeline Carey and Michael Stefanacci and Third row, same order: Alfred Terpening, Franklin Selfridge, Mary Quinlan, Carl Soracl, Patrick Furlong, Marion Spaulding, Helen Clark, William Clark, William Vitek, William Ketchin, Velada Colteux and Dr. David Greenburg.

Don't Repeat This!

## GOP Primary Race Seen As Major Test Of Albano's Ability

THE recent skirmishes in Manhattan GOP circles over who the New York County Republican Committee would endorse for the new post of City Councilman-at-Large has again focused attention on the growing importance of Committee Chairman Vincent Albano, Jr. as a leader in Republican politics. Albano has been a "comer" in GOP ranks since (Continued on Page 2)



# Graduates—Think Towards Careers In Civil Service

By **JOE DEASY, JR.**  
City Editor

Many high school and college graduates are now finding it difficult to find positions, in their chosen fields. Are you one of them? Have you looked into a career with civil service? This week we present a listing of positions which are or will soon be available for June, 1963 graduates of high school and college. This list pertains to New York City employment. In subsequent issues we will present similar opportunities in the State and Federal service.

### Benefits

What are the benefits of working under the civil service system? Most important is the security offered by working for a governmental organization. Once a person passes the probationary period, usually six months, he is assured of a steady well-paying job and cannot be removed without proven charges of incompetency or dishonesty.

If the employee does a satisfactory job, he is assured of automatic yearly salary increases. In addition, City employees have ample opportunity to develop their abilities. They may take courses at reduced rates at the many municipal schools, including the City colleges. Scholarships are also available to continue one's education in institutions of higher learning. Special classes are also given to employees interested in promotion opportunities.

### Promotions

Promotions are made on a basis of merit and fitness, without regard to race, religion or nationality through competitive civil service examinations.

Job security is followed by retirement security. A City employee is eligible to join the New York City Employees' Retirement System or one of the pension systems reserved for members of uniformed forces or members of the Board of Education. These systems provide income for life after retirement and insurance in case of death or inability to work because of ill health or injury. It is possible for employees to retire at half pay after 25 years of service at the age of 55 in the regular retirement system. This is reduced to 20 years of service at any age in the uniformed forces of the Police and Fire Departments. Money paid into these pension funds pays interest and may be withdrawn upon separation from City service.

In addition, employees are eligible for social security benefits at a moderate cost. Between pension and social security, municipal employees can look forward to a period of retirement with little worry about financial security.

### Suggestion Plan

City employees also participate in highly profitable suggestion award programs which provide employees with prestige, recognition and money for suggestions

which promote efficiency and economy in the everyday operation of the City's business. One employee, a fire alarm dispatcher in the Fire Department, a civilian position, has won some 10 awards in a three year period. His suggestions have concerned every City department, not just the Fire Department.

A part-paid medical plan, Health Insurance Plan—Blue Cross, is offered with the cost to the employee deducted from his bi-weekly salary. This plan provides medical and hospital care for the employee and his family. There is currently a study underway to broaden the scope of the medical plan to include three other plans which offer a wider choice to the employee. This choice was promised by Mayor Wagner during his last campaign for re-election but has not yet been implemented. It is expected in the very near future, however.

City employees work a 35-hour week, normally, and enjoy a shorter work-week during the summer. New employees are granted an annual vacation leave allowance of four weeks. Greater allowances are given to employees with longer service. A sick leave credit of 12 days is granted as are 11 paid holidays per year.

The positions that are open to college graduates are, with starting salary, listed below. In some cases, specialized courses in the field of employment are required while most require only the basic baccalaureate degree. The Department of Personnel, in

cooperation with the Leader, will send complete information and application blanks to interested readers who fill in the coupon printed on this page.

### College Graduates' Positions

Assistant accountant, \$5,450; assistant actuary, \$5,150; assistant statistician, \$5,150; assistant assessor, \$4,850; housing assistant, \$5,450; social investigator trainee, \$5,150; personnel examining trainee, \$5,150; management analysis trainee, \$5,150; housing, planning and redevelopment aide, \$5,450; real estate management trainee, \$5,450; computer programming trainee, \$5,450; assistant youth guidance technician, \$5,150; investigator, \$5,150; recreation leader, \$5,150; assistant rent examiner, \$5,030; senior children's counselor, \$5,150; junior bacteriologist, \$5,450; junior chemist, \$5,450; junior geologist, \$5,450; junior physicist.

(Continued on Page 19)

### Two Teachers Chosen For Summer Institute

Murray Davis, chairman of social studies at Abraham Lincoln HS, Brooklyn, and Arthur Auerbach, teacher of social studies at Martin Van Buren HS, Queens, have been selected for the first National Science Foundation Summer Institute in Economics.

The institute, a pioneering venture for the social studies, will be held at the University of Illinois from July 8 to August 16.

### The true story of Lt. John F. Kennedy's incredible adventure in the South Pacific!



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## Don't Repeat This!

(Continued from Page 1) the late 1950's but the real test of his leadership will come in the results of the Republican primary elections of September 5.

The usual orderliness of GOP politics, as compared to the wide-open brawling that Democrats are prone to engage in, was somewhat broken over endorsement by the New York County Committee of a candidate for the new City post. The leading candidate, Richard S. Aldrich, won the Committee endorsement over the opposition of Congressman John V. Lindsay, who "strongly favored" Richard Lewisohn. Lewisohn has threatened a primary race against Aldrich, a cousin of Governor Rockefeller.

To date, Albano's role in the endorsement was outwardly confined to making no choice until the Committee met last week, at which time he cast the 90 odd votes of his district for Aldrich. Insiders say, however, that Albano was for Aldrich right along and the effectiveness of Albano's leadership will be put to the test at primary time should Lewisohn carry out his threat to run against Aldrich.

### Past Performance

Albano's past performances on putting across candidates indicates he will do a smooth job in getting the nomination for Aldrich with a minimum of outward fuss.

Albano entered GOP politics actively in 1949 when he captured leadership of the 6th A.D., which runs from East 20th to 42nd St., includes Peter Cooper Village and is strongly Democratic. He never really got the chance to show his stuff, however, until 1958 when he decided to support a candidate for Congress in the 17th (Silk Stocking) District against the

regular party candidate. Party regulars had chosen Peter Goodwin to seek the post. Albano decided he had a better man for the spot—a young comer named John V. Lindsay—and backed him all the way, serving as Lindsay's chief political advisor and strategist. With Lindsay's victory, Albano made his first wide swath among GOP regulars.

The second important Albano victory came in 1959 when he got behind the Republican candidate, William S. Shea, for the post of what was then the office of Municipal Court Judge. Shea was a member of Albano's club and was running in an almost solidly Democratic district. Shea won by 76 votes, was the only Republican elected to city office that year and was the first Republican to win in the history of that district.

Victory Number Three came only last year when Albano backed another upset winner. This time the race was for Assemblyman and Albano's candidate, Paul Curran, unseated Joseph J. Weiser, who had held the office for four terms.

### Up To The Top

When Bernard Newman gave up the post of County Chairman in March, 1962, to accept a Rockefeller appointment to the Supreme Court, it came as no surprise that Albano was invited to take a top spot with the Committee—chairman of its executive committee. In December of that year, Albano succeeded to the post of chairman of the County Committee when Wall St. broker Joseph A. Gimma resigned the post because of the press of business affairs.

Albano's skill as a party leader will now be put to the test on a larger scale. Time will tell just how important he is in GOP circles—and Albano is confident.

For further information and applications for positions in New York City service, paste this coupon on a 4-cent post card and mail to Charles S. Lewis, Room 721, 299 Broadway, New York 7, N.Y.

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# THE PUBLIC EMPLOYEE

By **JOSEPH F. FEILY**  
President,  
Civil Service Employees Association



## Union "Sell-Outs"

LAST WEEK in this column, I discussed at some length unions in public service and dealt specifically with various union misrepresentations concerning collective bargaining and so-called union contracts.

AS I MENTIONED in that column, the union and its officials are fond of citing the cities of Philadelphia and Rochester as jurisdictions where the union has been able to obtain contracts with the local administrations. In reference to Philadelphia, I quoted that city's director of personnel as stating that every provision of the union contracts, with the exception of one clause, is already contained in existing civil service regulations, and as stating flatly that "the contract with the union is largely an instrument of psychological and prestige value to the union." To be candid, I not only question the psychological and prestige value of such contracts—which actually are not worth the paper they are written on—but also believe that in return for this questionable value, which the union feels it is gaining, the employees who are supposed to be represented by the union are literally sold out.

HERE IS HOW IT works. A union goes to whatever administration happens to be in power (or whatever political party the union expects to be in power) and makes a deal of one kind or another. In return for recognizing the union, the union promises to make certain tangible returns to the administration. In the resulting contract, if there even is one, the union representatives agree they will negotiate at specified periods of the year with certain intermediate officials, who, in most cases, do not have the power or authority to make binding, or final, decisions or agreements.

THE UNION, incidentally, in entering into this type of agreement, usually gives up its rights to go any higher than the officials with whom it is meeting, even if it is not satisfied with the results of the negotiations.

FOR INSTANCE, when the union and the jurisdiction's representatives come to agreement on a particular matter, the government officials must go to their superiors to determine if the agreement is acceptable. If the superiors say no and abrogate the agreement, completely or in part, the union has no recourse in law or any other place.

LET'S LOOK at what happened in Rochester, recently, for instance. The AFSCME supposedly sat down with the City Manager there and ultimately "agreed" to a four and one-half per cent raise for city employees. When the time came for a public hearing on the city budget, CSEA appeared and presented a 7-point employee program, which included a request for a 15 per cent salary increase and which CSEA was able to prove was the minimum hike employees needed to keep pace with increased costs of living and competitive salary schedules in other jurisdictions. Despite this need, the union made no proposals for employees at this most-important public hearing. I need not spell out the reasons for this lack of representation for its members.

IN PHILADELPHIA, also, it has become a part of life that whatever the union and city officials agree to, at annual meetings, the City Council, with whom the union does not meet, slashes drastically before giving final approval.

IN STILL another locale, New York City, whose union contract procedures are pointed at with pride by public employee unions, a prominent newspaper there recently branded as a farce the long-standing collective bargaining arrangement which calls for bargaining after the budget is approved.

AND THE LIST goes on and on. Each union claim of a new victory or a refinement of an old one, or a significant break-through, or all the other time-worn extravagances doted on by the union, prove worthless when examined by even the most uninformed layman.

FOR YEARS, CSEA has followed the same general rule—a rule which, if you will pardon my pride, has been exceptionally successful in New York State and local government. It is this. In its negotiations on all levels of New York State government, CSEA has always resisted any attempts that would have it forego the right to go the very top if it is not satisfied with agreements on the intermediary level. We reserve the right, also, to go to whatever branch of government, legislative or executive, with which we feel we can successfully negotiate our programs. We will not sacrifice or sell out this right for the simple expedient of gaining a questionable psychological and prestige advantage at the expense of our 115,000 members.

## Syracuse State School Chapter Installs Officers

SYRACUSE, June 24—The installation dinner of the Syracuse State School chapter, Civil Service Employees Association, was held June 13, at Raphael's Restaurant on State Fair Boulevard at 7 p.m.

The newly installed officers are: Charles J. Ecker, president; Clarence M. Laufer, Jr., vice-president; Jane Dankow, corresponding secretary; Donna M. Windhausen, recording secretary; Felix L. Munn, treasurer; Margaret L. Whitmore, delegate; and Ethel J. Murphy, alternate delegate. Members of the executive council are: Carolyn A. Bell, Thomas A. Angiolillo, Robert S. Sipes, Florence K. Forbes, Arthur A. Sheley and Howard T. Gray.

Raymond G. Castle, second vice-president of the statewide Association, served as the installing officer for the newly-elected officers. Lloyd E. Watts, M.D., assistant director of the school, served as toastmaster for the dinner. The co-chairmen for the affair were Margaret L. Whitmore and Arthur A. Sheley.

## Total Up To 115,000

# CSEA Membership Rolls Reach All-Time Peak

ALBANY, June 24—An all-time membership high, for The Civil Service Employees Association, has been announced by its president, Joseph F. Feily. A total of over 115,000 members has been attained with approximately 86,000 state employee members; 28,000 local government members, and 1,000 associate, retired members.

The record membership was announced at a recent meeting of the CSEA Statewide Membership Committee at which ways and means to gain additional membership strength for CSEA were fully discussed.

### Doing the Work

Co-chairmen of the CSEA Statewide Membership Committee are Irving Flaumenbaum, County Division, president of the Nassau County chapter, and Albert Schuler, State Division, who until recently was President of the Motor Vehicle Department chapter.

Other members of the committee are as follows: Ruth Bickel, Creedmoor State Hospital; Christ Dromazos, Craig Colony; Emmett J. Durr, Ray Brook State Hospital; Charles Ecker, Syracuse State School; Julia E. Duffy, Edgewood Division, Pilgrim State Hospital; Dorothy Haley, Division

of Employment, Yonkers; Clark LeBoeuf, Department of Health, Albany; Paul Maleski, Department of Audit and Control, Albany; Arnold Moses, Brooklyn State Hospital; Larry Newman, Special Investigation Bureau, Tax Department, New York City; Winifred Parker, Motor Vehicle Department, Albany; Ruth Sanderson, Public Works Department, Albany; Maurice Sokollinsky, Binghamton State Hospital; Nellie Davis, Hudson River State Hospital; Robert Clift, Sealer Weights & Measures, County Office Building, Syracuse; Donald Joy, County Highway Department, Falconer; Marian Murray, Public Welfare Department, Canton; Donald Rich, City Planning Board, White Plains; Consultants: Charles E. Lamb, Sing Sing Prison, and Vernon A. Tapper, City Parks Department, Syracuse.

### Requests Welcomed

Members of the CSEA Statewide Membership Committee welcome requests from any officials of CSEA chapters who may desire advice or assistance relative to their chapter membership drives.

## Legislators Speno & Huntington To Be Cited By Long Island PBA

FARMINGDALE, June 24—State Senator Edward J. Speno of East Meadow and Assemblyman Prescott Huntington of St. James, will be honored by the Long Island State Parkway Police Benevolent Association, at its annual dinner-dance to be held Thursday, June 27 at 8 p.m. in the Huntington Town House, Jericho Turnpike, Huntington Station.

Ptl. Barney Aversano, PBA president, said citations will be awarded both legislators to denote the PBA's appreciation for their many legislative efforts in behalf of the Long Island State Parkway Police.

"Senator Speno and Assemblyman Huntington have been good friends of our organization as well as for all policemen," Aversano declared. "They have always found time to discuss our various problems and needs and have done their utmost to make a police career a better one. We are grateful and we wish them many years of continued success."

Ptl. George J. Koch, dinner-dance chairman, reported over

700 reservations have been made for the affair, an all-time high. The proceeds will be used for PBA welfare activities.

Committee members in addition to Koch and Aversano, include: Ptl. Alfred J. Lees, Philip Ferrato, Richard Borchers, Albert Stocker, Maurice Paul, James McGreevy, Bernard Eble, William Lee, Jean Dozier, Albert Ruthenberg, Sal Del and Sgts. Anthony Guzowski and Thomas Dixon.

### Grant

ALBANY, June 24—Onondaga County will receive a \$40,105 state grant to study sewage needs in seven communities.



**HONORED** — Two State University Medical Center maintenance employees were honored by staff members recently. Shown being congratulated by Dr. Carlyle Jacobsen, president the Upstate Medical Center, and dean, College of Medicine, are, center, Bennett Teague, recipient of the first merit award from the State Civil Service Commission for his work suggestion, and Isaac King, 12-year employee of the Medical Center who retired, right. Also attending was King's son, Dr. Abraham King, who was graduated from the Medical College in 1959, and is an otolaryngology resident at the Center presently.

## Personnel Council Names Executive Committee Members

ALBANY, June 24—John H. Blendell, newly elected chairman of the New York State Personnel Council, and director of personnel of the State Office of General Services, has announced appointments to the Council's Executive Committee: Bette Dowling, director of personnel, Banking Department; Frances M. Smith director of personnel, Department of Civil Service, and Thomas E. Houlihan, director of personnel, Department of Motor Vehicles.

Serving as elected members of the Council's Executive Committee are: William Livingston, director of personnel, Education department; Eugene Harkavy, associate personnel administrator, Workmen's Compensation Board and John Lagatt, director of personnel, Thruway Authority.

The personnel Council is made up of the personnel directors of the departments and agencies of New York State government. It was created by Executive Order of the Governor in 1945.

The Personnel Council provides an organized forum to all personnel officers in the departments and agencies for the purpose of analyzing, discussing and making recommendations on personnel policies, practices and procedures in State government.



## 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. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

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. Both lines have exits to Duane Street, one block from the Personnel Department.

**STATE** — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArcley 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on 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 42nd Street (at 2nd 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 mailed requests for application forms.

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## U.S. Service News Items

By MARY ANN BANKS

### Federal Executive Board Names V.A. Manager as Head

The New York Federal Executive Board, which is one of twelve bodies in the United States charged by President Kennedy with coordinating Federal field activities of common interest with a view to promoting economy and efficiency in the field service of the United States Government, recently elected officers for the 1963-64 term.



Thomas V. O'Keefe, Manager of the Veterans Administration Regional Office, will succeed Arthur Miller, Regional Administrator, General Services Administration, as chairman.

Regional Director of the Internal Revenue Service Howard S. Taylor was selected to succeed Captain Hewlett R. Bishop, Atlantic Coast Director, Maritime Administration, as vice-chairman.

A primary objective of these Boards is to bring together top Federal executives in order to share knowledge and exchange information on subjects which cut across agency lines.

### New Eight-point Plan Designed To Raise Efficiency, Cut Cost

A new program, designed to raise efficiency and cut costs in the Federal service, was introduced recently. U.S. Civil Service Commissioner L.J. Andolsek, in an address to 150 Federal managers attending an incentive awards conference in New York City, presented the following eight-point plan:

- Tell employees about the objectives and goals of their work group.
- Ask employees for their help in meeting and exceeding goals; foster a spirit of pride in their ability to exceed the goal.
- Tell employees about operating-level problems that need attention; be sure they know about solutions that were tried without success.
- Ask employees for their ideas and suggestions for overcoming these problems.
- Set a goal for each division and section in terms of the number of awardable improvements

### Suffolk Unit Formed, Ruggiero New Pres.

RIVERHEAD, June 24 — Pat Ruggiero of East Islip, has been elected president of the Suffolk County Police Department unit, Civil Service Employees Association, after its recent formation. Other officers elected by the unit were: Al Volpe, first vice president; Mrs. Joan Barry, secretary; and Dorothy Gallagher, treasurer. The unit, with 70 members, covers clerical workers and auto mechanics working for the Suffolk County Police Department.

you want to get each year through employee ideas and efforts.

- Make sure you recommend an award for the constructive idea that goes beyond job responsibility.
- Remember that you present an award to a supervisor who does a particularly effective job of motivating the manpower resources of his group.

### 4-Year Scholarships Presented to Five P.O. Employee Children

The second Annual Award of Scholarships sponsored by the New York Post Office Employees Recreational and Welfare Fund, were presented recently in the office of Postmaster Robert K. Christenberry.

Five winners were selected according to their ranking in the nationwide Scholastic Aptitude Tests conducted by the Education Testing Service of Princeton, New Jersey. Each recipient will receive \$500 per year through four years of college beginning in September of this year.

Alice A. Cunningham, of River Dell Regional High School in Oradell, New Jersey, was the only girl to receive a scholarship. She is the daughter of John Cunningham who is a foreman at the Morgan Station. Other winners are: Mark Plovnick, son of Jacob Plovnick, supt., W.S.T., Morgan

Station, Bronx High School of Science; Richard Russo, son of Rockwood J. Russo, foreman, G.P. Trans., Bronx High School of Science; Andrew M. Barcan, son of Abraham Barcan, clerk, Mobile Unit, Asbury Park High School; and Michael B. Gross, son of Max Gross, clerk, Claims & Inquiry Sec., Flushing High School.

### Federal Business Assn. Honors Both Civilian & Soldier

The organization comprised of the heads and principal assistants of the various departments and agencies of the Federal Government located in the New York-New Jersey area, The Federal Business Association of New York, recently announced the annual winners of its Federal Service Awards.

Dr. Eugene F. Murphy, Chief of Research and Development Division of Prosthetic and Sensory Aids Service, Veterans Administration, has been named outstanding Civilian Servant of the Year. He was selected for his "outstand-

ing national and international contributions in the development and improvement of prosthetic and sensory aids for the physically handicapped".

Colonel William J. Marquette, Deputy Commander, U.S. Army, Brooklyn Army Terminal, was selected as the Outstanding Military Servant of the Year. Marquette commands the largest military marine terminal in the world, the Brooklyn Army Terminal. His "Twenty-one year devotion and dedication to the Federal Service and contributions made to the transportation industry which have benefitted the general public", earned him the high honor.

### Staten Island Hosp. Needs Medical Tech.

The U.S. Public Health Service Hospital on Staten Island is seeking a medical technician (GS-7) at a salary of \$5,540 per annum.

Application forms or additional information may be obtained from the Executive Secretary, Board of U.S. Civil Service Examiners, U.S. Public Health Service Hospital, Staten Island.

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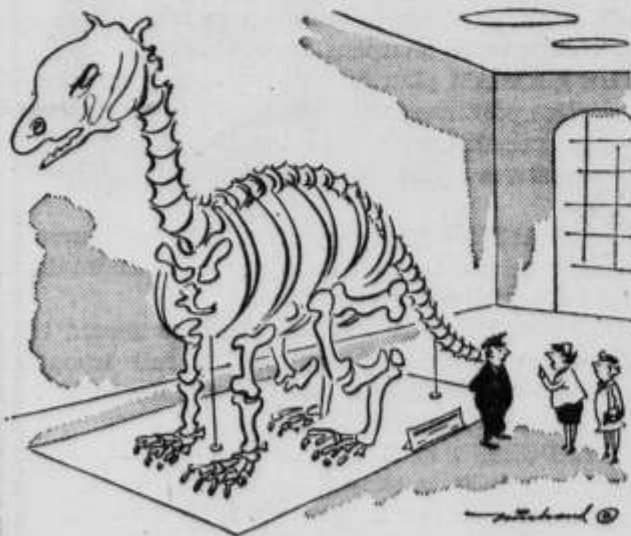
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## A Dedicated Civil Servant

# Went to Work At 46. She's Retiring At 80

On April 16, 1930, a 46-year-old widow came to work for the City as a messenger to support her three daughters.

The Board of Estimate's Bureau of Retirement and Pensions is now processing the retirement papers of Mrs. Angela Bolger, of 272 First Avenue.

Mrs. Bolger is retiring as a senior clerk from the Department of Highways. Her retirement is effective October 30, her 80th birthday.

Commissioner of Highways John T. Carroll said that "in the 33 and a half years of her city employment, Mrs. Bolger has gained the respect, admiration, affection and interest in everyone she met. We shall miss her very much."

Her physical appearance and activity belie her 79 years. She

looks like a matron in her fifties.

On March 16, 1931, Mrs. Bolger transferred from the Bronx Borough President's office, where she started her City employment, to the Manhattan Borough President's office.

For about 15 years, she had been assigned as clerk to the deputy chief engineer. She then worked up to the present as secretary to the borough highway maintenance engineer. On January 1 of this year, she was transferred along with other Borough President employees to the new Department of Highways.

"Conscientious, efficient, kind," is how Emil J. Kochman, Manhattan borough maintenance engineer, describes Mrs. Bolger. "She works harder and produces more than many younger employees. Since she was 70, we repeatedly obtained extensions of her employment from the Board of Estimate so we wouldn't lose her. But we can't do that anymore, since retirement is mandatory at 80."

## Tentative Key For Saturday's Porter Exam

The New York City Department of Personnel has released the following tentative key answers for the railroad porter examination, number 9386, which was held on Saturday, June 22. Candidates who wish to file protests must do so before midnight, July 11.

- 1. B; 2. A; 3. A; 4. C; 5. B; 6. C; 7. B; 8. C; 9. D; 10. A; 11. A; 12. B; 13. B; 14. C; 15. D; 16. D; 17. B; 18. B; 19. D; 20. D; 21. B; 22. C; 23. A; 24. C; 25. D;
- 26. B; 27. D; 28. A; 29. D; 30. C; 31. A; 32. A; 33. C; 34. B; 35. B; 36. D; 37. A; 38. C; 39. A; 40. A; 41. D; 42. C; 43. C; 44. B; 45. B; 46. B; 47. A; 48. A; 49. C; 50. B;
- 51. C; 52. C; 53. A; 54. D; 55. B; 56. D; 57. C; 58. B; 59. B; 60. B; 61. C; 62. C; 63. C; 64. D; 65. B; 66. D; 67. C; 68. C; 69. A; 70. A; 71. D; 72. D; 73. B; 74. D; 75. D;
- 76. C; 77. B; 78. B; 79. D; 80. B; 81. D; 82. D; 83. C; 84. C; 85. D; 86. C; 87. B; 88. C; 89. A; 90. D; 91. C; 92. D; 93. B; 94. C; 95. A; 96. A; 97. C; 98. A; 99. D; 100. C.

## Dr. Schillinger Presented Annual ASPA Award

The American Society of Public Administration's Metropolitan chapter presented its annual award to Dr. Arnold A. Schillinger director of the Northport Veterans' Administration Hospital, at its annual meeting recently at the Sheraton Atlantic Hotel. The business meeting and elections were followed by a dinner at which the principal speaker was John J. Corson, Professor of Public and International Affairs at the Woodrow Wilson School of Public and International Affairs at Princeton University.

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## Aviation Agency Seeks Navigator

The Federal Aviation Agency, Eastern Region, is announcing an examination for Navigator, grades GS-11 and GS-12 for duty at the Flight Inspections District Office, Overseas Sector, New York International Airport, Jamaica. Salaries range from \$8,045 per annum to \$9,475 per annum.

No written test is required. Applicants will be rated on experience and training. Applications and further information may be obtained at any U.S. Post Office where this examination announcement is posted or by writing to the Executive Secretary, Board of U.S. Civil Service Examiners, Federal Aviation Agency, Federal Building, New York International Airport, Jamaica 30.

### Trustee

ALBANY, June 24—Governor Rockefeller has reappointed Marlon B. Folsom of Rochester as a member of the Board of Trustees of Monroe Community College.

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TUESDAY, JUNE 25, 1963



## Wyman Proposals Could Bring Double Benefit

ONE OF THE many aims of the 115,000-member Civil Service Employees Assn. is to bring quality personnel to the civil service, as well as to obtaining the kind of pay and working conditions necessary to attract such personnel.

The Employees Assn. got important support for one group of public employees—social welfare aides—from State Social Welfare Commissioner George K. Wyman last week. Wyman, speaking at the 93rd annual meeting of the State Public Welfare Association, said, in essence, that none of the 65 local welfare agencies in New York State were adequately staffed to do the job that needs to be done.

Wyman's proposals to correct this situation were to mandate salary schedules throughout the State, apply uniform job requirements (which would be set up by the State Welfare and Civil Service Commissions) and plan means to retain quality personnel.

The CSEA has sought for years to get the Legislature to mandate salary schedules in important employment areas such as welfare and to set up competitive titles on the administrative level.

What is interesting is the double effect action in this area could achieve. Those who are dependent upon public welfare would be properly served. But perhaps even more important, as Commissioner Wyman hinted, qualified personnel could train more people away from the need to rely on welfare. Action on these proposals, therefore, would serve the public not only by giving proper care to indigent citizens but also by reducing the welfare tax strain through proper rehabilitation away from relief rolls by those persons who can be helped to make it on their own.

## Unnecessary Delay

ALTHOUGH we do not agree with all points brought out by the Brookings Institution's recent survey of civil service in New York City, one of the most important suggestions the report advised was a decontrol over hiring replacements by the Budget Director.

All too often, needless delays in the hiring of replacements for employees who leave the service are caused by the slow issuance of budgetary certificates.

New York City prides itself on being efficient. It will become more efficient when the necessity of budget certifications is restricted to hiring personnel for newly-created positions.

## An Unfulfilled Promise

ABOUT two years ago, Mayor Wagner promised members of the New York City civil service community that he would seek to have a choice of part-paid health plans instituted as a fringe benefit.

From action on this promise to date, we must point out that, instead of working hard, the Mayor is hardly working on this benefit. We hope we are wrong and that this choice will be granted before the promise must be repeated in another political campaign.

### Youth Board Publishes Teen Summer Guide

The New York City Youth Board has published a 17-page booklet, "Program Guide to Summer Activities for Teenagers". Issued by the Community Services Department of the Board, copies are available

gratis by writing to the Board at 70 Madison Avenue, New York 16, New York.

This comprehensive brochure contains suggested programs for leisure time activities for teenagers and should be of interest to young people, parents as well as church and social organizations.

## 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 send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, New York.

"I want to know if my brother is eligible for social security disability checks. He is 59 and can't work now because of emphysema. He has a wife and two children to support, but has been forced to sell his business since he got sick."

If your brother has been disabled for at least four months, he should get in touch with his local social security office right away. The people there will be glad to help him apply for disability benefits and will give him the proper forms to take to his doctor.

"I am a retired school teacher and do substitute work when they call me. I try to hold my earnings to \$100 a month but some months I have a chance to make more money. Must I report to the Social Security Administration when I run over \$100 or should I wait until the end of the year?"

It is best to report when you run over \$100 in a month so that your social security benefits can be suspended. Then, report again when you are not making over \$100 a month. In this way you will be getting your social security benefits when your earnings amount to \$100 or less in a month and you need your social security benefits more. It is better to have social security payments suspended during the year instead of having to refund a substantial amount at the end of the year, or have your benefits suspended the following year when you may not be working. Of course, if only a small amount of money over \$1200 is earned, the adjustment can be made at the end of the year when you file your annual report with the Social Security Administration.

"My husband died a year ago, leaving me with 3 small children. I now have a chance to work part time. Will my children lose any benefits if I should happen to earn over \$1,200 a year?"

No matter what your yearly earnings may be your children will not lose any of their benefits. The number of Social Security checks you lose will depend on how much over \$1,200 your earnings are in any calendar year.

"I've notified the local post office of my new address. Will this notification be sufficient to change the address on my social security checks?"

No. You should also notify your local social security office in addition to the post office. If your notice is received by the Social Security Administration before the middle of the month, your next check will be sent to you at your new address. If you can't notify the Social Security Administration until after the 15th of the month, your notice to the post office will enable them to forward the check to you.

"My husband and I have been receiving social security benefits for the past 4 years. I've never worked under social security. My husband died 2 weeks ago. It is

## Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.)

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

### A Solution?

ANY MOVE which raises the standards of any endeavor, civil service included, also enhances the good public relations of that activity.

THAT'S WHY our interest is whetted by the recent suggestion of George A. Graham, of the Brookings Institution, Washington, to help solve the personnel problems of smaller governments.

QUITE ACCURATELY he points out that smaller local governments can't afford a civil service commission or even a personnel officer. More often than not, these smaller governments are too small or too far away to be serviced by a state civil service commission.

THE GRAHAM suggestion is to attack this problem by borrowing a leaf from school authorities and adopt the certification principle.

HE WOULD apply certification to such key positions as city or village clerks, chief fiscal officers, chiefs of police, chief engineers, health officers, and possibly a few others where it would be possible to apply professional standards.

PERSONNEL expert Graham justifies his idea this way:

"IF VALID professional qualifications for these officers were established, and a realistic way of evaluating those who meet the standards were set up, it would be a boon both to the employing municipalities and to the employees.

"IT WOULD give professional recognition to employees who are entitled to it, and it would give assurance to local authorities that their chief officers who hold such professional certificates are professionally competent."

THE GRAHAM plan cannot help but lift the standards of civil service, and thereby raise the public relations image of all civil service.

NOT ONLY would it improve the performance of key municipal officers, but it's bound to improve the performance of others down the line.

ANOTHER advantage to the certification idea is the fact that it would provide a training ground for key municipal officials, enabling them to move up to the "major leagues" as their experience sharpens their abilities.

THE GRAHAM plan is urged at the moment only for top executive positions in the smaller local governments. The personnel specialist feels that the idea can be applied to junior executives later, once the blueprint has been established.

WE'RE ALL for any suggestion that will promote the good public relations of civil service, while maintaining the established principles of civil service.

SOMEWHERE along the line, someone should take the initiative to give the Graham plan a fair tryout. There should be no inertia. It is a fact that the image of the civil servant can still stand some improvement.

THAT DOESN'T mean that competence is lacking in civil service. Far from it. It simply means that the efforts to improve civil service's public relations must be continuing because there are always people ready to becloud even a lustrous, well earned image.

necessary for me to go to the social security office and make application for the death benefit and my widow's payment?"

No new application will be required from you. However, you should notify your social security office of the death of your husband. Action will then be taken to pay you a widow's benefit instead of a wife's benefit.

"I'm 74, and I applied for social security retirement benefits in October 1961. I was turned down because I had not worked long enough under social security to qualify. Would voluntary payments into social security made by me be acceptable?"

No. Voluntary contributions

cannot be accepted since the Social Security Law makes no provision for this arrangement. You must work on a job covered by social security or have self-employment income from your own business in order to pay the social security tax and get the credit.

"My son and I have both been receiving survivors benefits for 2 years. I understand my son's benefits will stop when he becomes 18 in November 1963. I am age 56. Will my widow's benefit stop at the same time?"

Yes. Since you are under age 62 your benefit will be terminated.



## Final Key— Asst. Chemist Prom. Exam

The following are the official key answers for the promotion examination to assistant chemist, number 9510, which was given on April 6. The answers below were adopted by the Commission at a meeting held on June 4.

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

## Tentative Key For Sr. Sewage Worker Exam

Presented below are the tentative key answers for the promotion to senior sewage treatment worker examination which was given on June 8. The exam was number 9491. Applicants wishing to file protests must do so before midnight, June 26.

- 1.B; 2.D; 3.C; 4.B; 5.C; 6.C;
- 7.D; 8.D; 9.A; 10.A; 11.B; 12.C;
- 13.A; 14.C; 15.B; 16.C; 17.B; 18.D;
- 19.A; 20.C; 21.B; 22.D; 23.B; 24.C;
- 25.C.
- 26.A; 27.C; 28.D; 29.C; 30.A;
- 31.D; 32.D; 33.D; 34.B; 35.C; 36.C;
- 37.D; 38.B; 39.D; 40.C; 41.A; 42.A;
- 43.C; 44.B; 45.B; 46.B; 47.D; 48.A;
- 49.C; 50.D.
- 51.C; 52.B; 53.C; 54.B; 55.B;
- 56.D; 57.A; 58.C; 59.D; 60.C; 61.D;
- 62.C; 63.B; 64.C; 65.B; 66.B; 67.D;
- 68.A; 69.B; 70.D; 71.B; 72.A; 73.A;
- 74.B; 75.A.
- 76.C; 77.B; 78.A; 79.D; 80.B;
- 81.C; 82.B; 83.A; 84.C; 85.D; 86.C;
- 87.B; 88.C; 89.C; 90.D; 91.B; 92.C;
- 93.A; 94.D; 95.D; 96.B; 97.D; 98.C;
- 99.D; 100.A.

## AEC Seeks General Business Personnel

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\$4,565 (GS-5) or \$5,540 (GS-7), depending upon college grades and/or experience.

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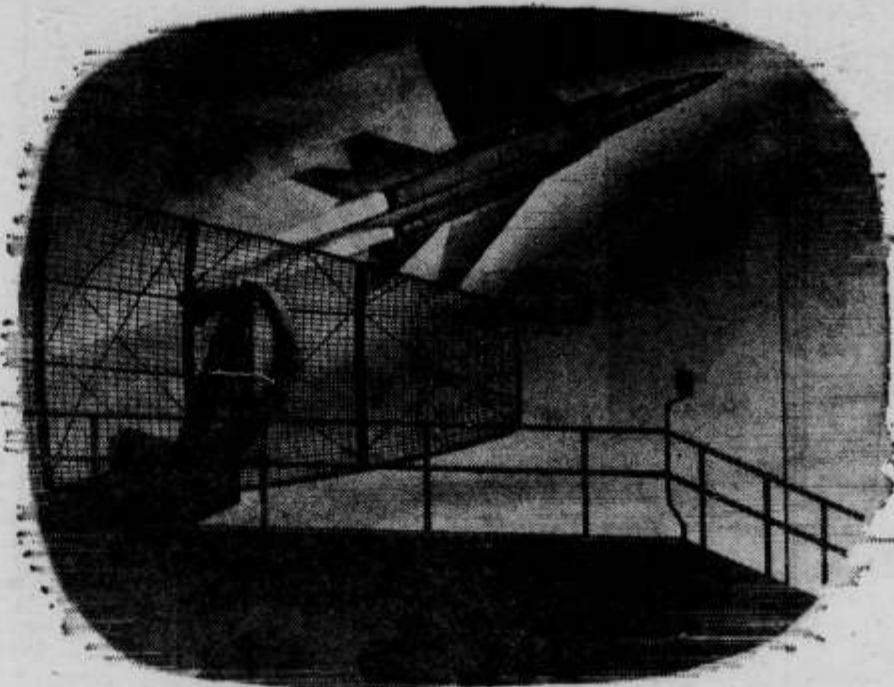
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### 24 Faculty Members Awarded State Grants

ALBANY, June 24 — The State University Awards Committee has announced grants-in-aid totaling \$10,546 to 24 faculty members of State-operated colleges and university centers.

The purpose of the program is to encourage research and scholarly activities in the State University. The awards are supported by the Research Foundation of the State University.

The spring awards went to: Zack R. Bowen, Fredonia; Frederick Crane, Harpur; Werner C. Baum, Albany; David M. Benen-

son, Buffalo; Ashley M. Bryan, Albany; D.A. Cadenhead, Buffalo; Paul C. Lauterbur, Stony Brook; Arnold Nemerofsky, New Paltz; P.G. Olafsson, Albany; Walter Sheppe, Buffalo; J.S. Waterhouse, Plattsburgh.

Also awarded were: William Clarkin, Albany; Peter Dodge,

Harpur; David I. Fand, Buffalo; Stanley Ferber, Harpur; Norman Greenfeld, Albany; Nathan Hakman, Harpur; Ching-wen Kwang, Buffalo; Leo A. Loubere, Buffalo; Abid A. Al-Marayati, Plattsburgh; Jay M. Pawa, Oneonta; Edward Wert, Buffalo and Ann Ruth Willner, Harpur.

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Mobile Maid Dishwasher  
Now Only

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WASHES, RINSES, DRIES, TABLE SERVICE FOR 10! —  
No Pre-Rinsing Needed! Portable—Rolls on Wheels!

- "Power Scrub" eliminates hand rinsing and scraping
- Washes, rinses, dries, sanitizes
- Cleans bulky pots, too, like new
- Liquefies food particles and flushes them down exclusive Flushaway Drain
- No screens to clean

No Down Payment  
Easy Terms!

\*Minimum Retail Price  
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105-07 FIRST AVENUE  
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#### COLONIE Summer Theatre

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THE ETHEL MERMAN  
SHOW

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With An All Star Revue  
Eves. 8:40, Sat. (2 Shows) 5:30 & 9:15, Sun. 8 P.M. Tickets at Box-Office, Write Box 156, Latham, N.Y., or Phone 785-8559.

July 2 - July 7  
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"The Tender Trap"

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UNROLL IT  
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in just 10 seconds!



You'll go first-class  
in this packable  
Stetson casual hat  
... so light and  
comfortable—it  
weighs but 3 ounces,  
so flattering—because  
you shape it yourself!  
Stop in and see it today.

\$13.95

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At Pearl Street

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Model  
TB-402X

## Frost-Guard Refrigerator- Freezer



FROST NEVER FORMS  
Labels easy to read.  
Ice trays never frozen in.  
Best of all,  
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#### General Electric Quality!

- 2 door convenience • No defrosting ever
- Zero-degree freezer holds up to 81 lbs.
- 2 ice trays on handy shelf • Porcelain Vegetable Drawer • Butter Compartment

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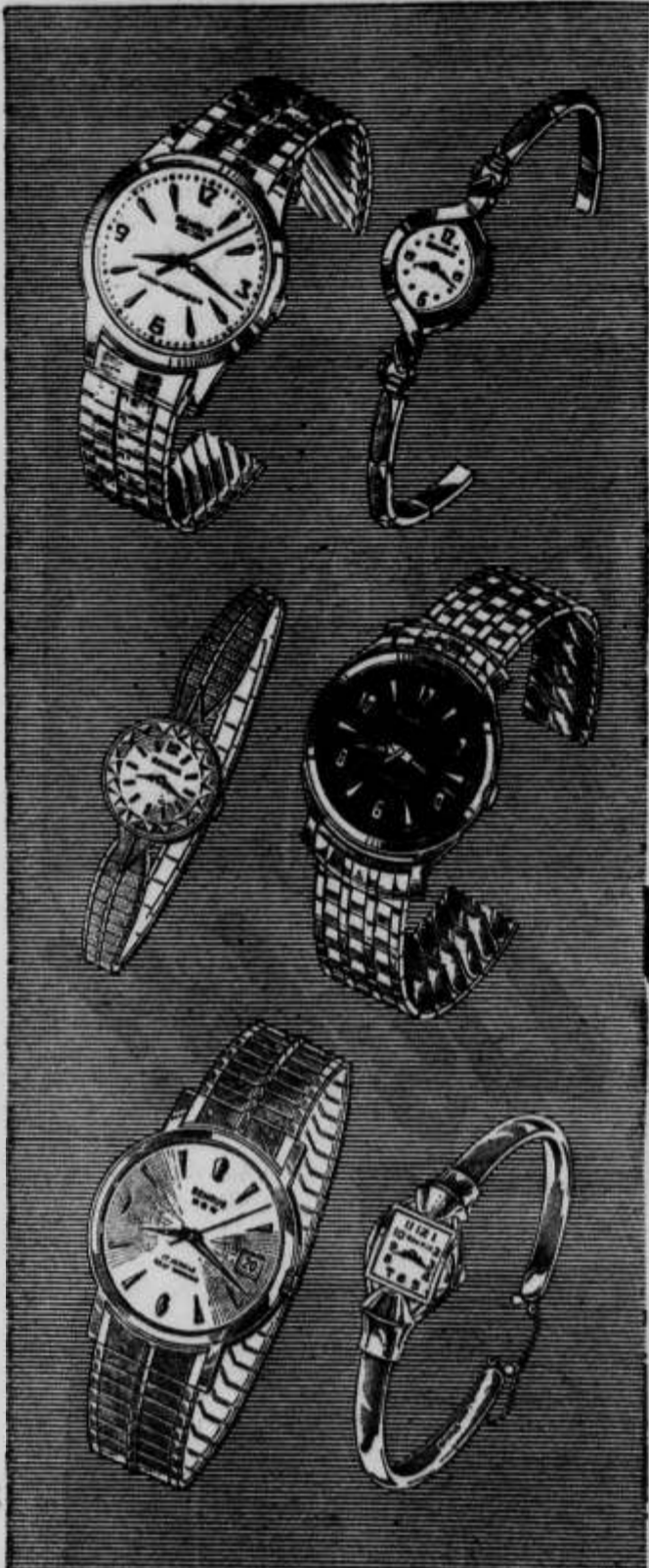
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3629 WHITE PLAINS AVENUE

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# BENRUS WATCHES



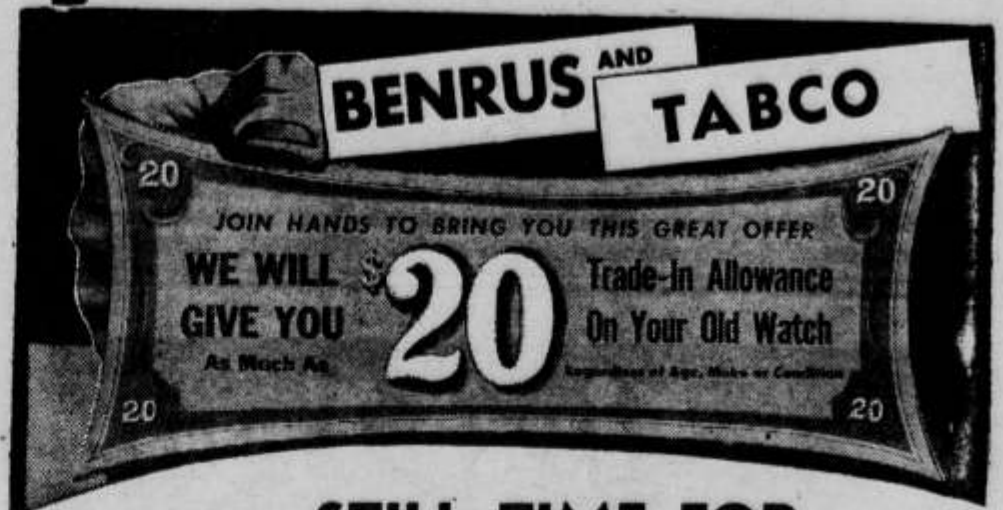
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Your Choice of A **\$59<sup>50</sup>** Benrus Watch  
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 You Pay Only **\$39<sup>50</sup>**



## Sabbaticals Granted Five Education Dept. Members

(Special to the Leader)

ALBANY, June 24 — Five State Education Department staff members have received professional development leaves. The recipients and their projects are:

• Theodora B. Reeve, associate in child development, granted six months leave with full pay from June 28, 1963 to August 9, 1963, and February 1, 1964 to June 30, 1964. Miss Reeve will take gradu-

ate courses at Teacher College, Columbia University and the College of Education, University of Maryland as a basis for revising the Department's program in kindergarten and primary grades.

• Vincent C. Gazzetta, associate in teacher certification, granted one year academic leave with half-pay, from September, 1963 to May, 1964. Gazzetta will complete the course requirements for a doctoral degree at the State University of New York at Albany.

• Dorothy E. Cook, supervisor of elementary education, granted a one year leave with half pay from June 1, 1963 to June 30, 1964. Miss Cook will complete the course requirements for a doctoral degree at Teachers College, Columbia University and will

make an appraisal of the skills and abilities involved in reading.

• Harold A. Laynor, associate in art education, granted one year's leave with half pay, from September 1, 1963 to August 31, 1964. Laynor will complete the course and dissertation requirements for a doctoral degree at State University of New York at Albany.

• Everett C. Lattimer, associate in agricultural education, granted one year's leave with half pay from September 1, 1963 to August 31, 1964. Mr. Lattimer will take graduate courses in a doctoral

degree program at the National Center for Advanced Study and Research, Ohio State University.

### Consultant

ALBANY, June 24—Charles F. Biggs of Guilderland has joined the State Social Welfare Department as a mental health care consultant. His salary is \$10,885 a year.

Biggs will help nursing homes, and public homes for the aged to develop mental health care practices.

# First Truly Portable Portable Big-Screen TV



# Only 22 lbs. Light!

**NEW 1963  
GENERAL  
ELECTRIC  
ESCORT TV**

*Specially Priced!*

**\$139<sup>95</sup>\***  
EASY  
TERMS

**Half the weight of  
most other portable TV!**

- New Aluminum Chassis!
- Console Picture Quality!
- 3 IF Amplifying Stages! (not 1 or 2)
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Model M 500X  
16" Overall Diagonal Tube,  
125 Sq. In. Picture

**90-DAY SERVICE and PARTS WARRANTY INCLUDED**, covering manufacturing defects, if delivered to G-E Service Depot.

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# SPECIAL!

## Power Shower, 2-Way Action, 3-Cycle GENERAL ELECTRIC Mobile Maid DISHWASHER



***ROLLS ON WHEELS!***  
***NEEDS NO INSTALLATION!***

**NOW ONLY** \$**169**<sup>95</sup>  
**ACCENT ON VALUE**

**TOP-OF-THE-LINE FEATURES! NO MORE HAND RINSING OR PRE-WASHING!**

This remarkable dishwasher saves hours of drudgery. It has 3 selective cycles—one for fine china & crystal, one for utensils, pots and pans, one for mixed loads. It rinses, washes and dries 11 NEMA table settings, gets them sparkling clean. Power Shower washes down, Power Impeller washes up. Exclusive Flushaway Drain eliminates hand rinsing, liquefies and flushes away food particles. And there are no filters or screens to clean. Silverware basket loads "handles-up" and the interior is vinyl cushioned. Does bulky pots and pans. Automatic reset detergent dispenser and Indicator dial lets you skip or repeat portions of cycle. Full width chrome handle. Colorful, decorative top.

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# City Offers 17 Titles On Continuous Basis

Applications are being accepted on a continuous basis for positions in 17 different titles offered by the New York City Personnel Department. The examinations, held on an open-competitive basis, are for jobs in various positions and locations.

For most of the exams, applications are available at the Applications Section, New York City Department of Per-

sonnel, 96 Duane St., New York 7.  
 Assistant architect \$7,100 to \$8,900 a year.  
 Assistant civil engineer, \$7,100 to \$8,900 a year.  
 Assistant mechanical engineer, \$7,100 to \$8,900 a year.  
 Assistant plan examiner (building), \$7,450 to \$9,250 a year.  
 Civil engineering draftsman, \$5,750 to \$7,190 a year.  
 Dental hygienist, \$4,000 to \$5,080 a year.

Junior civil engineer, \$5,750 to \$7,190 a year.  
 Junior electrical engineer, \$5,570 to \$7,190 a year.  
 Junior mechanical engineer, \$5,750 to \$7,190 a year.  
 Occupational therapist, \$4,850 to \$6,290 a year.  
 Patrolman, \$6,132 to \$7,616 a year.  
 Public health nurse, \$5,150 to \$6,590 a year.  
 Recreation leader, \$5,150 to \$6,590 a year.

Senior street club worker, \$5,150 to \$6,950 a year.  
 Social investigator trainee, \$5,150 a year.  
 Social case worker, \$5,430 to \$6,890 a year.  
 X-ray technician, \$4,000 to \$5,080 a year.  
 For the following secretarial positions apply to the Office Personnel Placement Center, 575 Lexington Ave., Manhattan. After passing the test, candidates will be given City application forms

which they will then file at the application section of the Department of Personnel, 96 Duane St., New York 7.

College secretarial assistant, Group "A", \$4,050 to \$5,450 a year.  
 Stenographer, \$3,500 to \$4,580 a year.

### Stein Named

ALBANY, June 24—Chandler Stein of Albany has been appointed Albany County Clerk by Governor Rockefeller to succeed Joseph E. Gilmartin, who died May 1st.

# GE BIG 13 Refrigerator with 2-Door Convenience



**ZERO-DEGREE FREEZER!**

**AUTOMATIC DEFROST!**

**13.2 Cu. Ft. CAPACITY!**

**SLIDE-OUT SHELF!**

The big freezer holds up to 108 lbs. of frozen food and its door shelf accommodates 1/2 gal. cartons of ice cream. The refrigerator door shelves include one deep enough to hold 1/2 gal. containers of milk. With 4 cabinet shelves (1 slides out) and 2 vegetable drawers, you'll find a place for everything. So many conveniences, so much room, so low a price!

# \$268

**NO DOWN PAYMENT!**  
 Easy Terms!

Model TB-304X  
 \*Net Storage Volume  
 †Minimum Retail Price



Other most wanted features include: 2 Mini-Cube ice trays, butter compartment, temperature control, automatic interior light, flush-fitting back (no coils at rear), magic corner hinges and protector doorstops. All these and automatic defrosting, too!

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## 27 Staff Members At Otisville Awarded

As a culmination of the eighth anniversary program for the Otisville State Training School for Boys, 27 staff members of the school were presented five-year awards for service recently.

The awards were presented by Benjamin J. Hill, superintendent of the school, in conjunction with other honors which were given to boys at the school for field day activities.

Staff members cited were: Warren Gardner, Nathan King, Gerald Ketcham, David Tarrlo, Sylvia C. Butzgy, Angie H. Coppola, Harold L. Ashworth, Jr., Vincent Graziano, Marcolina Villafuerte, Samuel L. Tucker, Claudine Johnson, Charles B. Grimm, Harry C. Townsend, Marie Coppola, Harry A. Miller, Leo Hillenbach, Girard Franklin, Robert Allen, James R. Johnson, Raymond J. Giza, Charles E. Bellia, Mary J. Duffy, Ernestine Tucker, Herbert Alexander, George Behrent, William M. De Mouth, and Russell Hovencamp.

### College President

ALBANY, June 24—Dr. Richard K. Greenfield of Merrick will be the first president of Sullivan County Community College.

Appointment of Dr. Greenfield, which is effective July 1, was announced by the State University.

### LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: JOSEPH J. EDGERTON as co-trustee of the trusts under the will of Florence A. Ellis, deceased; ALICE H. ADAMS individually and as co-trustee of the trust under the will of Louis R. Adams, deceased; GEORGE J. ADAMS, EDWIN J. ROULETT and THE CHASE MANHATTAN BANK as executors of the will of Elizabeth Flood Adams, deceased and HORACE DES ROSIERS and FREDERICK A. DES ROSIERS as executors of the will of Frederick A. Rosebush, deceased, co-executor of the will of Thomas Adams, deceased, being persons interested as beneficiaries or otherwise of the Estate of THOMAS ADAMS, deceased, SEND GREETING:

Upon the petition of United States Trust Company of New York, a domestic corporation having its principal place of business at 45 Wall Street in the City, County and State of New York, You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York to be held at the Hall of Records in the County of New York, on the 9th day of July, 1963 at 10:00 o'clock in the forenoon of that day, why the final account of proceedings of Frederick A. Rosebush and United States Trust Company of New York as executors of the will of Thomas Adams, deceased, for the period from September 29, 1928 down to and including February 17, 1946 and the final account of proceedings of United States Trust Company of New York as sole surviving executor of the will of said decedent for the period from February 17, 1946 down to and including December 27, 1962 should not be judicially settled and allowed and why such other and further relief as the Court may deem proper should not be granted.

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, Honorable S. SAMUEL DI FALCO, a Surrogate of our said County, the 20th day of May, in the year one thousand nine hundred and sixty-three.  
Philip A. Donahue,  
Clerk of the Surrogate's Court.

CITATION. — FILE NO. 1646/1963 — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT. — TO: ERNST SCHAAL, SOFIE KITTELBERGER, AMALIE SCHNAIDT, HELGA SCHNAIDT, HANS SCHNAIDT, HEIDI DEUTSCH, SIEGLINDE W A S C H E C K, INGE SCHNAIDT, ELSA HAFNER, FRIEDA SCHNAIDT, RUDOLF SCHNAIDT, AUGUST SCHNAIDT, 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 July 25th, 1963, at 10:00 A.M., why a certain writing dated December 29th, 1955, which has been offered for probate by WILLIAM I. WEISS, residing at 453 Newport Street, Brooklyn, New York, should not be probated as the Last Will and Testament, relating to real and personal property of MARIE SCHAAL, a/k/a MARIE R. SCHAAL and MARIE ROSINE SCHAAL, Deceased, who was at the time of her death a resident of 190 West 10th Street, in the County of New York, New York, and that the Will dated January 10th, 1901, be denied probate. Dated, Attested and Sealed, June 13th, 1963.  
HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk (L.S.)

## Volunteers Needed At Joint Diseases Hosp.

Volunteers are urgently needed at the Hospital for Joint Diseases, Madison Avenue at 123rd Street during the summer months.

Interested persons are requested to contact Mrs. Elizabeth Styres, Director of Volunteer Services,

TR-6-7000, Extension 220 or Mr. Arthur Murray Aibinder, Volunteer Department, Hospital for Joint Diseases, 1919 Madison Avenue, New York 35.

• Use postal zone numbers on your mail to insure prompt delivery.

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**\$8 DAILY PER PERSON**

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Have your family join you at special Week-End rates (Fri. thru Sun.)—\$7.00 per adult (2 adults in room; children under 14 free in same room). Includes private bath and full breakfast (50c for each child's breakfast).

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#### MEN - WOMEN

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#### Typewriter Bargains

Smith \$17.50; Underwood \$22.50; others Pearl Bros., 470 Smith, Bkn. TR 5-3024

#### Auto Emblems

CSEA AUTO EMBLEM, Attractive Blue-Silver, Reflective Scotchlite, 3 inch Emblem, \$1.00. Discount To Chapters For Resale. Inkwell Printers, 1220 Hertel, Buffalo 16, New York.

#### Appliance Services

Sales & Service record Refrigs, Stoves, Wash Machines, combo sinks. Guaranteed TRACY REFRIGERATION—CY 3-5900 240 E 149 St. & 1204 Castle Hills Av. Bx TRACY SERVICING CORP.

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NO DOWN PAYMENT—Start Immediately Enjoy Independence & Hi Returns, can you spare a few hrs per week collecting money from COIN-OP machines? This is a chance to join in the rapidly Expanding and Lucrative Coin-Op Industry. If you are sincere—can furnish references—Call YU 6-0374, ext. 17.



**Adding Machines**

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Guaranteed. Also Rentals, Repairs

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Chelsea 3-8000  
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—When it comes to doctor bills!



You need 20/20 vision to search out the hidden gaps and loopholes in today's health insurance. Before deciding on a program for doctors' care, ask yourself these basic questions:

- Does the plan provide its benefits without extra charges\* over and above the premium?
- Does the plan cover the cost of today's many kinds of specialist services?
- Does the plan assure coverage of the full cost of an operation—regardless of how difficult or extensive the surgery might be.
- Does the plan concern itself with the quality of care rendered to you?
- Can you continue with full benefits if you leave your employee group—regardless of age?

ONLY ONE HEALTH PLAN — H.I.P. can give a "yes" answer to all these questions.

\* In H.I.P.'s group plan the only extra charge is \$2 for a home call between 10 P.M. and 7 A.M.



**HEALTH INSURANCE PLAN OF GREATER NEW YORK**

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Plaza 4-1144



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Located in Golden Isles, Miami Beach area, 1/2 mile to Beach & Golf. Large swimming pool, wall to wall carpeting, stove & refrigerator.

Just completed. Faces open waterway. Fishing 100 yds. from door. Shuffleboard. Total price \$7,350 (\$1,600 down). \$93 per mo. pays everything.

For brochure and details write:

**ROBERT R. AIKEN, Builder**  
(Former N.Y. Police Capt.)

300 Layne Blvd., Hallandale, Fla.

### Farms & Acreages Schoharie County

113 ACRE FARM, 11 room home, 2 barns, 30 acre apple orchard, nice view, good road, \$11,000.  
100 ACRE DAIRY farm, excellent bldgs. & land, \$10,800.  
LOVELY MODERN 4 room home, garage, 2 1/2 acres, \$5,500. Terms.  
VERY GOOD poultry farm, modern 7 room home, henhouse 24 by 150, 2 car garage, 2 acres, \$9,400. Terms.  
DENNIS CARRASCO, Licensed Broker, East Main St., Cobleskill, N.Y., Dial 518 AF 4-915. — ALVAH FRISS, Salesman, Central Bridge, N.Y., Tel. 71W.

**Bronx  
WHY PAY RENT?  
A FINE SELECTION  
1-FAMILY HOMES  
MANY LOCATIONS  
\$1,500 CASH DOWN  
SILHOUETTE TU 2-2600  
OPEN 7 DAYS  
1296 EAST GUNHILL RD., BX.**

**Farms & Acreages - Ulster Co.  
UNUSUAL OPPORTUNITY  
PRIVATE LODGE, 70 acres, favorably located, excellent grounds, hunting, swimming, yr. round living quarters, 11 other fully equipd apartments, \$16,500. Charles Freedman Agency, Accord, N.Y., Kerhonkson, 4371.**

**For Sale - Vacation Resort  
PROPERTY - SPRING GLEN, N. Y.  
Ulster County vacation resort, 30 rooms, 15 apt., completely furnished on beautifully landscaped 3 acres, 200 artesian wells, recreation building year round home and many extras. Ideally located, convenient to everything. Cash \$15,000. For details write Box 735, c/o The Leader, 97 Duane St., N.Y. 7, N.Y.**

**Farms & Ac. - Delaware Co.  
FULL PRICE \$9,400  
3 BEDROOM house, all utilities, garage. Newly decorated & repaired. Very easy terms. Hamilton Realty, Stamford, N.Y.**

**Farms & Acreages  
Columbia County  
CHOICE LOTS & ACREAGES  
FROM  
\$10 DOWN  
\$10 MONTHLY  
2000 ft. private beach on 10 miles  
COPAKE LAKE**

Water skiing, free dockage, 3 golf courses. Full price from \$295. Inspect this valuable land now for your retirement home site which can be purchased on such an exceptionally easy plan. 2 hours from N.Y. City. Write for Brochure. Office near Shell Station on Shore.

**Lakeshore Acres,  
Copake, N.Y.**

### LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; The City of New York, Department of Hospitals; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Harry Pietzuck, also known as Harry Pietzuch, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Harry Pietzuck, also known as Harry Pietzuch, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Harry Pietzuck, also known as Harry Pietzuch, deceased, who at the time of his death was a resident of 289 Second Avenue, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 209, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 9th day of July, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (Seal) WITNESS, Honorable S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 20th day of May, in the year of our Lord one thousand nine hundred and sixty-three. Philip A. Donahue, Clerk of the Surrogate's Court.

## Screvane Addresses Recent Delehanty Institute Graduates

City Council President Paul R. Screvane was the principal speaker at the graduation exercises of Delehanty High School which were held in the Golden Auditorium of Queens College recently.

Among the 177 boys and girls of the class of 1963 were a number of honor students who received medals and citations from Bernard B. Galway, principal. These included New York State Regents Scholarships for Judith M. Anderson, Allen L. Engel, Robert B. Galway and William Moran.

In addition, Inger-Marie Chamberlain received both the Sellig Award and the Long Island Press Lamp Award. Vivian M. Warfield, class president, was Salutatorian and Walter D. Lacey gave the valedictory.

### New P.R. Man

ALBANY, June 24—Gerald T. Houllhan of Amsterdam, a former account executive with the Barlow-Johnson Agency, has been named public information officer for the State Parole Division.

### Brooklyn

1-FAMILY, brick attached, seven rooms, gas heat, 1 fare zone. Settle estate, quick sale \$10,500. For appt. write Box 245 c/o The Leader, 97 Duane St., N.Y. 7, N.Y.

### Farms & Acreage - Greene Co.

ATTRACTIVE yr. rd. resort boarding house, New recreation room with bar & license in scenic hamlet nr ski slope. Will talk business.  
TO SETTLE estate, 3-6 rm homes, lake rights, 2 1/2 acres \$15,000 all 3.  
4 ROOMS & bath, retirement home, oil heat, full cellar, near churches & general store, \$7,500.  
TAVERN, small hotel on well traveled highway, full license with package permit, \$18,000.  
MAURI REALTY  
Palenville, NY Dial 518 OR 8-3315  
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**W. F. BENNETT**  
Multiple Listing Photos  
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## COUNTRY LIVING WITH ALL CITY CONVENIENCES WORLEY HOMES

Corner of Hopewell Road (White Corners Road) and Route 82, Hopewell Junction, New York.

### DIRECTIONS

Take Taconic State Parkway to Highway 52 to Route 376 to Route 82, left on 82 to Models.

## Split Ranches \$14,500

FAMILY ROOM OR EXTRA BEDROOMS & 2ND BATH OPTIONAL

## 3-Bedroom Ranches \$12,500

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Large Lots, Fully Landscaped  
Blacktop Driveways  
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NEW modern 4 rm bung., insulated, modern kitchen, elec. range, refrigerator. Large lot. \$6,000.

CHOICE lots, \$500 to \$1,000 per acre. Excellent location, panoramic views. Off Rt. 28.

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Saratoga Springs — Live Rent Free PLUS INCOME, newly remodelled, 9 bldgs., 4 garden appts., lawn, fruit trees, grass arbor, nice residential sec. Close to everything. Sacrifice \$14,500.  
Herzog, 87 Ludlow, Saratoga Springs, NY

INTEGRATED  
IN BEAUTIFUL  
CAMBRIA HEIGHTS  
**BRICK, STONE & TIMBER**  
**8 ROOM TUDOR**  
**4 BEDROOMS**  
Modern eat-in kitchen, 1 1/2 Hollywood baths, full party basement, many appliances, separate garage, large garden plot. Only  
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**Swivel-Top  
VACUUM  
CLEANER**  
MODEL C-9

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- Rolls Easily
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- Swivel-Top
- Complete set of Attachments with double-action Rug and Floor Attachment

PHONE FOR OUR LOW, LOW PRICE  
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**SENSATIONAL NEW DEAL!**  
FOR CIVIL SERVICE EMPLOYEES

ON THE 'ALL NEW' 1963 **RAMBLER** MOTOR TREND AWARD "1963 CAR OF THE YEAR"

**4 YEAR PAYMENT PLAN**  
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**REPRESENTATIVE NAMED** — Frank Seitz, former Special Representative of Associated Hospitals, discusses new procedures with Herbert S. Bauch, president of Terminal Employees Local 832, which operates one of Associated Hospital's largest local groups. Left to right: Seitz, who now moves up to Manager of Union Enrollment, Bauch, and Michael J. Lawless, new Special Representative.

### Final Key For Open-comp Asst. Chemist Exam

The New York City Department of Personnel has announced the final key answers for the open competitive examination No. 9508, assistant chemist, which was given on April 6. The following is the final key as adopted by the Commission at a meeting held on June 4.

- 1.A; 2.B; 3.C; 4.C; 5.D; 6.B; 7.C; 8.D; 9.D; 10.A; 11.D; 12.B; 13.D; 14.B; 15.B; 16.C; 17.B; 18.C; 19.A; 20.C;
- 21.D; 22.A; 23.A; 24.C; 25.D; 26.B; 27.C; 28.A; 29.B; 30.B; 31.C; 32.C; 33.D; 34.C; 35.D; 36.D; 37.B; 38.A; 39.C; 40.C;
- 41.A; 42.D; 43. delete; 44.D; 45.C; 46.B; 47.A; 48.C; 49.C; 50.D; 51.C; 52.B; 53.B; 54.B; 55.A; 56.B; 57.D; 58.A; 59.B; 60.C;
- 61.D; 62.B; 63.D; 64.A; 65.B; 66.A; 67.D; 68.D; 69.B; 70.B; 71.B; 72.C; 73.B; 74.B; 75.C; 76.B; 77.C; 78.C; 79.B; 80.A.

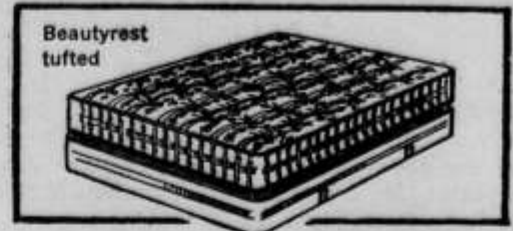
Pass your copy of the Leader To a Non-Member

### Laborers Sought For VA Hospitals

POUGHKEEPSIE, June 24 — The Executive Secretary, Board, U.S. Civil Service Examiners, Veterans Administration Hospital, Castle Point, N.Y., has announced an examination to obtain personnel for the position of laborer (general), WA-2, \$1.87 per hour.

Vacancies to be filled in this position are in the VA Hospital, Castle Point. This registration may also be used to fill positions in other Federal agencies located within a 35 mile radius of Castle Point.

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



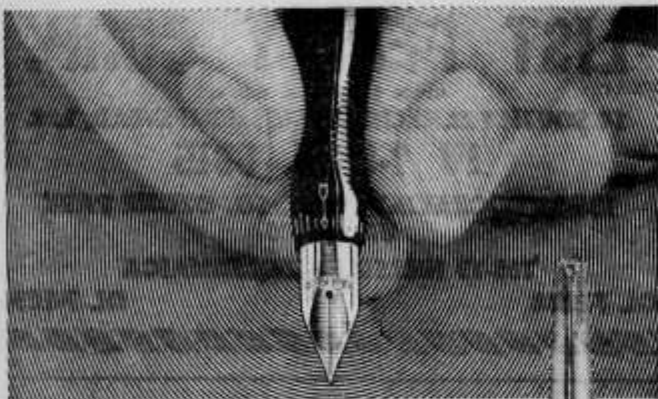
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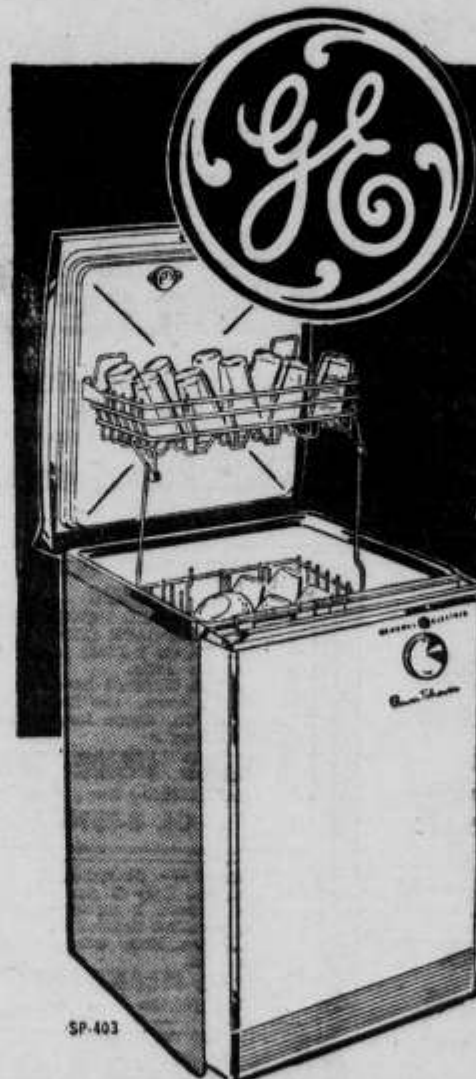
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**Jewish State Aides Set Meeting June 26**

Jack J. Weiser, past state commander of the Jewish War Veterans, will be the guest speaker at the next meeting of the Jewish State Employees Association of New York on Wednesday, June 26. The meeting will be held at the State Office Building, 80 Centre St. at 5:30 p.m.

This will be the final meeting before the Summer recess, according to Alfred Grey, president

of the association. Grey, A. B. Shavelson and Louis Berkower are members of a committee to expand membership and centralize meeting places for the future, the association noted.

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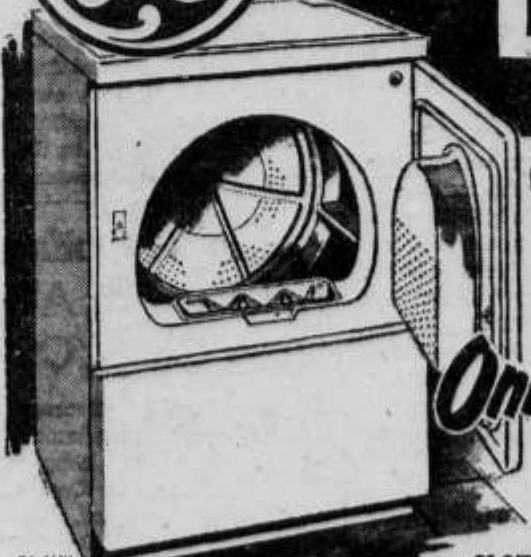
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# Re-Elect Felice Amodio Middletown President

(From Leader Correspondent)

POUGHKEEPSIE, June 24—Felice Amodio was re-elected president of the Middletown State Hospital chapter of the Civil Service Employees Association at the group's annual meeting conducted recently. Others elected and re-elected were Nick Cortese, first vice president; Richard Mitteer, second vice president; Otti A. Brewer, third vice president; Edward Benson, secretary; Agnes Henry, treasurer, Carl Berry, delegate; and Howard Culver, sergeant-at-arms.

The Executive Committee is composed of Charles Hit, John Duzer, Stanard Boyer, Russell Wood and Everett Riggs.

In conjunction with the election and installation, a membership drive was conducted and retirement certificate awards were presented. Those with one to ten years of service include Robert D. Stewart, Elwood J. Worden and Carrie E. Sherwoods; ten to 20 years, Mary Falconer, Herbert Falconer, Howard C. Decker and George Ivory, twenty to thirty years, Olive Sauer, Fred Carey and thirty years and more, Thomas Cooney, Margaret Coleman and Daisy Sparks.

Guest speaker for the event was Charles Lamb, fourth vice president of the New York State CSEA, and Thomas Brann, field representative of CSEA.

Mrs. Muriel B. Whitaker was chosen to receive the "Psychiatric Aide of the Year" award.

## Dr. Donohue Appointed

ALBANY, June 24—Dr. Francis J. Donohue of New Rochelle is the new director of academic planning for the State University. His salary will be \$15,600 a year.

Since 1960, Dr. Donohue has been executive director of the self-study program of Fordham University and assistant to the University's executive vice president. Dr. Donohue will begin work in his new post July 1.

## Principal Attorney

ALBANY, June 24—Donald A. MacHarg has returned to state service as principal attorney for the State Health Department.

The Albany attorney once served as an assistant attorney general and junior corporation examiner with the Department of State.

# Stenglein Retiring From Suffolk County Completing 26 Years

RIVERHEAD, June 24 — Joseph Stenglein, senior accountant in the Suffolk County Department of Public Welfare will retire Aug. 1 after 26 years of service.

Stenglein, who he the guest at a luncheon in his honor June 25, is the treasurer of the Suffolk County Welfare unit of the Suffolk chapter, Civil Service Employees Association. He has served in this post for two years.

Originally from Brooklyn, Stenglein has lived in Lindenhurst for 40 years where he was a volunteer fireman for many of these years. He joined the County Welfare Department in 1937 after working as an accountant for a steel company in New York City for 20 years.

Working first in the Welfare Department in the Town of Babylon, he supervised the surplus commodities and school lunch program for Babylon, later doing the same on a county-wide basis. For some years, he has been handling the Suffolk County "recovery" accounts in the county department's accounting division.



**WINNER** — Viola Gustafson, of Blauvelt, holds one of her prize sculptures which won third place in the sculpture group in a national ceramic contest, which was held recently at Asbury Park. Mrs. Gustafson is employed at Rockland State Hospital as an art therapy instructor in the occupational therapy department.

# June 26 Outing Is Planned by Albany Law Chap., CSEA

The Albany Law chapter, Civil Service Employees Association, will hold its annual chapter picnic on June 26, at Crooked Lake Hotel, Averill Park, it was announced by Max Benko, chapter president.

The program will consist of swimming, lawn games, boating, sun-bathing, and picnicking in the afternoon, and a full course dinner followed by dancing in the evening.

Chairman of the affair is Sam Latin, who will be assisted by Helen Grace, Joseph Fitzgerald, Dorothy Taplin, Frank Chrystal, Noni Kepner, Walter Agnew, Jane Hope, Estelle Rogers, Ann Moorman, Ben Sprung, Al Posner, Bernard Dunn, Julius Feinstein, Anita Felgueroso, Norbet Kahn, Dennis Hurley will be in charge of the lawn games and Harry Ginsberg is handling publicity.

# Syracuse Switch Opens Door For First Female

(From Leader Correspondent)

SYRACUSE June 24 — A member of the Syracuse Police Department's Youth Bureau has become the first woman to take a Civil Service promotion examination in the history of the department.

Mrs. Dorothy Mowins of Syracuse, the attractive 34-year-old mother of two daughters, recently took the test for promotion to sergeant. She was the only woman in the 148 policemen that took the examination.

Mrs. Mowins is one of four policewomen on the Syracuse department's roster. She has worked in the Youth Bureau since her appointment more than four years ago.

## NYC Precedent

Louis Harrolds, County Personnel commissioner, said Mrs. Mowins was admitted to the test on the basis of the precedent set in a New York City case last year. In that case, the courts ruled that a policewoman could not be barred from a promotion examination because of her sex, if she fulfilled the other requirements.

Since then, Harrolds said, several women have been promoted to sergeant in the New York City Police Department.

He said Mrs. Mowins met all the requirements of qualifications and experience for the test.

Mrs. Mowins said she took the test because it was "a chance for advancement." She would not estimate how she did on the examination.

Results of the test will not be known for several weeks.

# Jones to Head Metro D. of E. Unit, CSEA

Robert Jones was recently elected chairman of the Building Guard unit in the Metropolitan Division of Employment chapter, Civil Service Employees Association. Also elected were William Foy, vice chairman, and Warren D. Ray, secretary.

At a recent meeting of this unit, Fred Cave, chairman of the Metropolitan Division of Employment chapter's Grievance Committee, discussed the inclusion of building guards under Counsels Office or Business Administration; final approval for a supervisory building Guard given; training; floating guards (four of them) who will fill in for absent guards; and reallocation.



**MARRIED** — Sandra Lee Binn Wurzer was recently married to Dale Joseph Wurzer, United States Air Force. Mrs. Wurzer is the daughter of Melba R. Binn, second vice-president of the Western New York Conference of the Civil Service Employees Association.

# MILTON BINGHAM

Milton H. Bingham, 60, a civil engineer and maintenance supervisor in the State Department of Public Works, Binghamton District, died recently at his home.

Mr. Bingham, a graduate of Ohio Northern University, started work in State service in 1927 in District No. 1, Albany working on many construction contracts and doing design work on the New York State Thruway. He came to Binghamton on June 15, 1954 to take his present job. Mr. Bingham was a member of the Broome area chapter of the New York State Society of Professional Engineers, a past Secretary of the New York State Association of Highway Engineers and was an active member in Albany and in Binghamton in the Civil Service Employees Association.

His survivors include his wife and two sons, Milton Bradford and Edward all of Loudonville, a daughter, Mrs. Edward Butler of Arlington, Virginia, and three grandchildren.

# Traffic Situation Meeting Topic Of Gilleran Chap.

A meeting of the executive council of the George T. Gilleran chapter, New York State Department of Public Works, of the Civil Service Employees Association, was held on June 17.

A discussion was held regarding the working hours at the State Campus, the traffic problems involved and what could be done to improve the situation.

Russell Taylor, chapter president, appointed a Constitution and By-Laws Committee to study changes made necessary by the relocation of the department to the State Campus. Committee members are Leslie Barnes, William Delaney, Maria Barone, James Carmody and John Raymond.

A publicity committee was appointed consisting of John Raymond as chairman, Mary Normile and James Churan.

It was also announced that the annual picnic would be held at Crooked Lake Hotel on July 30.

# Sweeneys Retire

Mr. and Mrs. Harry Sweeney have retired from State service after being employed at the Ray Brook Hospital for nearly twenty-five years. Mrs. Sweeney was directress of nurses and Mr. Sweeney, the night telephone operator. They were guests of honor at an open house at the hospital at which time they were presented with a check and personal gifts.

# Two Named

ALBANY, June 24—George M. Jacobson of Old Hurley and Benjamin Schecter of Kingston have been appointed members of the Board of Trustees of the Senate House Association.

They succeed Mrs. Florence A. Crosby of ... and Robert V. St... of ... whose terms expired.

# Lochner Named to Board By Dental Service Corp.

(Special to The Leader)

ALBANY, June 24—Joseph D. Lochner, executive director of the Civil Service Employees Association has been elected to the Board of Directors of the New York Dental Service Corporation, Dr. Matthew Besdine, corporation president, announced last week.

The Dental Service is a corporation sponsored by the New York State Dental Society for the purpose of handling payment of claims under a new non-profit dental insurance plan in New York City and ten nearby counties. It is the result of an agreement between the Dental Society and Blue Cross which will act as agent.

## Comprehensive Service

Under the plan, insurance coverage would be granted for comprehensive dental services to groups of twenty-five or more

members with the provision that seventy-five per cent of the group join.

Lochner is also a member of the Board of Directors of the Associated Hospital Service of the Capital District (Blue Cross). He has been an active supporter of Blue Cross since it began in 1936, helping to make the plan available to Association members and eventually to all State employees.

He joined the CSEA staff in 1931 as business manager. Today, as executive director, he guides the programs of 113,000 members who are employed on all levels of government in New York State.

A U.S. Army veteran, Lochner is a native of Albany. He and his wife, Annette, have four children.

Lochner plans to attend the first meeting of the Dental Board this week in New York City.

# June 26 Outing Set By Albany Workmen's Comp. Chap. CSEA

The Albany Workmen's Compensation Board chapter of the Civil Service Employees Association will hold its annual June picnic at McKown's Grove in McKownsville on Wednesday, June 26.

A feature of the outing, a softball game between the Division of Employment "Raters" and the Board "Splinters", was announced by Peter Goedtel, chairman of the social committee. Other members of the committee are Midge Wolfgang, Ann Turton, Lucia Teta, Mary Shaban, Mary Glock, Gloria Grube and Joan Fleuren.



**LONG SERVICE** — Mrs. Edith Podd was recently retired after 25 years of service as a nurse of the hospital unit of the New York State Training School for Girls at Hudson. Fellow employees and members of the hospital staff presented her with a gold watch at a retirement dinner held in her honor.



### Careers Available To H.S. And College Graduates

(Continued from Page 2)

\$5,450; dietitian, \$4,780; school manager, \$5,150; occupational therapist, \$5,090; physical therapist, \$5,090; speech and hearing therapist, \$5,090; information assistant, \$4,250; script writer, \$4,850; program production assistant, \$4,000; junior architect, \$5,750; junior landscape architect, \$5,750; junior civil engineer, \$5,750; junior electrical engineer, \$5,750; junior mechanical engineer, \$5,750.

#### High School Graduates' Positions

**Police Work:** patrolman, \$6,180; policewoman, \$6,180; transit patrolman, \$6,180; housing patrolman, \$6,180.  
**Fire Fighting:** fireman, \$6,180.  
**Toll Collection and Traffic**

**Control:** bridge and tunnel officer, \$4,475.

**Clerical Work:** clerk, \$3,500; department library aid, \$3,250.

**Secretary - Stenographer:** stenographer, \$3,750.

**Typing:** typist, \$3,750; transcribing typist, \$3,500.

**Bookkeeping:** account clerk, \$3,750.

**Bookkeeping Machine Operator:** Remington bookkeeping machine operator, \$3,500; Burroughs no. 7200 operator, \$3,500; n.c.r. 3100 operator, \$3,250; n.c.r. 2000 (payroll) operator, \$3,500.

**Key Punch Operator:** alphabetic key punch operator (IBM), \$3,500; numeric key punch operator (IBM), \$3,500; alphabetic key punch operator (Remington-Rand), \$3,500; numeric key punch

operator (Remington-Rand), \$3,500.

**Tabulator Operator:** tabulator operator trainee (IBM), \$3,500; tabulator operator (Remington-Rand), \$4,000.

**Comptometer Operator:** comptometer operator, \$3,500.

**Office Appliance Operator:** clerk and office appliance operator, \$3,500.

**Draftsman:** junior draftsman, \$3,750.

**Fingerprint Technician:** fingerprint technician, \$4,000.

**Court Officer and Clerk:** court attendant and uniformed court, \$5,871.

**Sanitation Service:** sanitation man, \$5,002.

**Chauffeur - Bus and Truck Driver:** surface line operator, \$2,625 an hour; motor vehicle operator, \$4,550; R.R. conductor, \$2,465 an hour.

**Park Maintenance and Gardening:** assistant gardener, \$4,440.

**Building and Structures Maintenance and Cleaning:** housing caretaker.

**Building and Structures Maintenance and Cleaning:** housing caretaker, \$3,000; railroad porter, \$3,425; junior building custodian, \$4,000; maintenance man \$25.20 per day; housing fireman (low pressure boilers), \$3,800.

**Rapid Transit Equipment and Bridge and Tunnel Maintenance:** maintainer's helper, group A (electrical), \$2,5175; maintainer's helper, group C (power), 2,5175; maintainer's helper, group B (mechanical), \$2,5175; maintainer's helper, group D (structures), \$2,5175; R.R. maintainer, \$2.85 an hour.

#### Laborer-Type Careers

**Laborer:** laborer, \$5,360 and up, depending upon duties.

**Trackman:** trackman, \$2.70 an hour.

**Elevator Operator:** elevator operator, \$3,750.

**Stock clerk:** assistant stockman, \$3,750; housing supply man, \$3,750.

**Guard - Watchman - Attendant:** attendant, \$3,500; special officer, \$4,200; housing guard, \$3,300.

**Messenger:** messenger, \$3,500; attendant, \$3,500.

**Cashier-Coin Box Revenue Collector:** railroad clerk (change booth attendant), \$2,357 an hour; cashier, \$4,250.

**Food Service:** meat cutter, \$4,550.

**Animal Caretaker:** menagerie keeper, \$4,850.

**Movie Projectionist and Sound Equipment operator:** visual aid technician, \$4,550.

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# CSEA Counsel's Report On 1963 Legislative Gains

(Continued from Page 1)  
used sick leave. The retirement program, which would have had no impact upon the Governor's budget this year, was unacceptable as well as all other employee benefit programs with the one exception of the inclusion of \$535,000 for a uniform allowance. Even this sum was placed in serious jeopardy and only through the support of the Governor and the active support of our members, was the Association able to hold on to these new monies during the budget cutting period.

This session, therefore, was one without any important or significant gains, but one within which civil servants did not, in general, lose benefits previously won. Putting it another way, the success of the Association this year was that it avoided disasters which befell other important groups within the State.

### 1963 Summary

The Legislature convened on January 9, 1963. Before it adjourned on April 6, some 3,786 bills had been introduced in the Senate and 5,191 bills in the Assembly. Left with the Governor for action at the time of adjournment were 1,288 bills passed by the Legislature. Of that number, the Governor signed into law 1,022, and vetoed 266. Of the approximately 80 bills drafted and introduced or co-sponsored by the Association, 14 were signed into law. The others have met varying fates. The Governor vetoed two of our bills; four passed one house and not the other; some of the others were not reported out in either house

because other measures substantially identical to our own bills already had been approved.

The purpose of this report is to outline in some detail those bills which are now law, as well as those which, for one reason or another, failed.

### Condon Wadlin

One of the areas which might well have seriously impaired the ability of the Association to act on behalf of its members was a proposed amendment to the so-called Condon-Wadlin Law, that portion of the Civil Service Law which prohibits strikes among public employees. Early in the session, the Joint Legislative Committee on Industrial and Labor Conditions submitted their bill amending the Condon-Wadlin Law which provided, in addition to amending the penalty provision of the law, a comprehensive employer-employee relations act. This proposal in its definition of "appropriate bargaining units" would have segregated supervisors from non-supervisors, professionals from non-professionals and in general, "fractured" employee organizations into smaller, less effective, separate units.

### Deep Study Was Urged

All of these proposed provisions violate the principle that this Association can contain within itself a wide range of all employees of government, at all levels, and still effectively represent the employees of this state. The Employees Association strongly urged the Governor as an alternative to the Committee report, to make a study in depth of the general

area of employer-employee relations in the public service. It was our stated view that the Condon-Wadlin Law was an anti-strike law only and should not be transformed into a labor relations act.

Thus, although the Association supported the elimination from the Law of some of the unduly harsh forfeiture provisions which have made the Law so ineffective in the past, the Association urged that the general subject of employer-employee relations be dealt with on a separate basis. The Association received the full support of the Governor in this regard and he has announced his intention to appoint a committee to study the issue of employer-employee relations in the public service.

Although the Law still continues to prohibit strikes among public employees, Chapter 702 of the Laws of 1963 reduces from three years to six months the period following restoration to service during which a striker's compensation may not be increased. It also reduces from five years to one year the period during which a striker is on probation and without tenure following his restoration to service. Newly provided for under the Law is an automatic penalty of two days pay for each day that an employee is on strike. This penalty must be deducted from the employee's compensation within the first two pay periods, but in no event longer than thirty days, following his restoration to service.

### CSEA Stand

The provisions of this new law are, in a sense, impliedly experimental because the Law, which became effective on April 23, 1963, only remains in effect until July 1, 1965. At the time the bill was introduced, Joseph F. Feily, Association president stated as follows:

"The bill . . . falls short of the mark of total repeal (sought by the CSEA), yet we believe it effectively accomplishes the purpose of mitigating penalty provisions under the (then) present law, which are unduly harsh. For this reason, we favor this measure as a significant improvement of the existing statute."

(To Be Continued)



**MERIT AWARD** — Dr. Martin Lazar, director of Utica State Hospital, presents merit award to Rosella Schrempf, a stenographer in the hospital's business office, for her suggestion on work simplification.

## CSEA Applauds Wyman On Welfare Proposals

(Continued from Page 1)

salaries to employees performing almost identical duties to state employees who meet exactly the same requirements and qualifications."

Feily noted that, in the past, legislation sponsored by the Association provided for the Department of Social Welfare to withhold State funds, at its discretion, for communities that pay substandard salaries, rather than

mandating the denial of reimbursement to these communities.

### Uniform Standards

Feily also singled out as a forward and necessary step, Wyman's recommendation from the Moreland Commission, "New York State Welfare, that "qualifications for the position of local welfare commissioner be established by the State Board of Social Welfare and the State Civil Service Commission . . ."

Feily said it was unthinkable that, in the words of the Moreland Commission, "New York State should continue as the only state in which local welfare commissioners do not have to meet minimum qualifications for the position and the only State in which commissioners and their deputies are exempt from the merit system."

### Two Appointed

ALBANY, June 24—Montgomery E. Mitchell of Wellsville and Sherman E. Shults of Hornell have been appointed members of the Council of the Agricultural and Technical Institute at Alfred.

## Automation Study Committee Formed By CSEA to Protect The Interests of Membership

ALBANY, June 24—A special committee to study the effects of automation on state employees has been formed by the Civil Service Employees Association in order to "protect" the interests of its members.

Joseph F. Feily, Association president has appointed Alfred A. Castellano of the Motor Vehicle Department, Albany as chairman of the five-member committee which was requested at a recent delegate meeting of CSEA.

In making the announcement, Feily said, "Naturally, our Association is desirous of achieving the greatest efficiency possible in State service and thus we do not oppose automation as a means of achieving efficiency, but we do wish to take every means possible to protect the interests of our members in securing the closest

cooperation possible from state officials in reducing to a minimum ill effects of automation on our members."

Other members appointed to the committee are John Blendell, Office of General Services, Albany; Sam Freeman, Civil Service Department, Albany; Fred Tierney, Tax Department, Albany, and Robert Custis of Mount Vernon.

## Steigman Receives Fellowship Award

Arnold L. Steigman, personnel officer of the State Liquor Authority, received the Arnold L. Fein Fellowship Award for his work as a graduate student in public administration at the Graduate School of Public Administration at New York University.

Steigman is the first recipient of this award which was established in honor of the contributions to public service made by Mr. Fein to promote good government in both New York City and New York State.

### Promoted

ALBANY, June 24—Dr. Paul M. Schneider has been named director of the Binghamton State Hospital at a salary of \$17,680 a year.

He will succeed Dr. Ulysses Schutzer, who retired earlier this year.

Dr. Schneider has been serving as assistant director of Manhattan State Hospital since 1950. He is a graduate of Albany Medical College.



**RETIREES** — Recent retirees from Harlem State Hospital, Wingdale were honored by members of the local chapter, Civil Service Employees Ass. . . . Shown during the celebration are, left to right; front row; Inex Mulkins, Ethelyn

V. Dasse, Olive Howland, Jennette Hamilton, Lillian Peterson and Lillian Bard. Second row, same order, are: Gladys Carroll, Charles Parsons, Norman Davis, Willard Vail, Russell Haynes, Raymond J. Heinchen and Madeline Matthews.