Civil Service

America's Largest Weekly for Public Employees

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See Page 16

Appeals Court Judge Grants 30-Day Stay in Rochester To CSEA; Full Hearing On Dec. 3



HALF CENTURY OF SERVICE - H. Eliot Kaplan, left, president of the State Civil Service Commission, is seen as Dr. Wallace S. Sayre, president of the Civil Service Reform Association, presented him with a silver tray marking Commissioner Kaplan's 50th year of service with the Reform Association. The presentation was made at a luncheon in New York City. In accepting the tray, the noted civil service figure said "My work could never have been accomplished had it not been for the unflagging loyalty and hard work of my two former assistants, Margaret Whelan and Helen Drummond (Kerker)." Both were at the luncheon, attended by public officials, important figures in the Civil Service, representatives of employee organizations and the press.

Top Level Meeting Held

CSEA Moves To Expand 3 CSEA Proposals Career Incentives For Mental Hygiene Aides

ALBANY, Nov. 12-A top level meeting on reallocations and new promotional opportunities for Department of Mental Hygiene Attendants was held last week in Albany between CSEA representatives and ranking State officials.

The meeting, at which CSEA ant from Grade 7 to Grade 11. proposed two new titles and reallocation of seven existing titles. was attended by Joseph F. Feily, CSEA president and members of CSEA's headquarters staff; T. Norman Hurd, Director of the Budget; J. Earl Kelly, Director of Compensation and Classification; Granvil Hills, personnel director of the Department of Mental Hygiene, and members of their staff.

The Association requested the following action:

- 1. Establishment of Attendant Traines title, Grade 5.
- 2. Reallocation of Attendant from Grade 5 to Grade 7.
- 3. Reallocation of Attendant, TBS, from Grade 7 to Grade 9.
- 4. Reallocation of Staff Attend-

New Position

- 5. Establishment of position of Senior Attendant. Grade 9.
- 6. Reallocation of Staff Attendant, TBS, from Grade 9 to Grade
- 7. Reallocation of Supervising Attendant from Grade 11 to
- 8. Reallocation of Head Attendant from Grade 14 to Grade 16.
- 9. Reallocation of Chief Supervising Attendant from Grade 17 to Grade 19.

The CSEA proposals were formulated by its Special Attendants Committee and approved by Mental Hygiene delegates at the Employee Association's annual meeting at Buffalo last month.

(Continued from Page 3)

Favor Lower Paid Aides

ROCHESTER, Nov. 12 - A revised salary plan, favoring the lower paid employees of Monroe County, has been submitted to the County Board of Supervisors.

Under the new pay schedule, almost half of the county employees, most of them in the lower pay brackets, would gain the greatest share of the increases.

CSEA Urged New Scale

The revised study came after the Board of Supervisors' Salary Committee took issue with an earlier salary recommendation made by the Bureau of Municipal Research which called for substantial raises for higher ranking employees and token increases for rank and file workers.

Following the first recommendation, the Monroe County chapter of the Civil Service Employees Association urged the county to reconsider the salary schedule.

Action on the new salary proposal is expected later this year or early next year.

Schenectady Weighs

SCHENECTADY Nov. 12-Schenectady City Manager Peter F . Roan is studying three requests submitted for city employees last week by County Schenectady Chapter of the Civil Service Employees Association.

Pay, Sick Leave, Vacations The proposals would:

- 1. Allow city employees to 20 days of vacation after seven years of service. At the present time, they must have 20 years of service to earn 20 days of vacation.
- 2. Require the city to pay employees for all unused accumulated sick leave credits upon retirement on the basis of 25% of the cash value of such accumu-
- 3. Require the city to pay for accumulated vacation credits upon death or separation from service for any reason other than disciplinary.

Representing city employees at the meeting with Roan were Nicholas Pintavalle, Schenectady Chapter President, and Patrick G. Rogers, area field representative for CSEA.

Monroe Plan To Membership Drive Rolls On; Feily Denounces 'Contract'

(Special to The Leader)

BUFFALO, Nov. 12-The Chief Judge of the State Court of Appeals last week stayed the City of Rochester from granting payroll deduction of dues authorization to a union which the city has attempted to recognize as sole bargaining agent for municipal employees.

The order was issued here last Wednesday by Chief Justice Charles S. Desmond and is effective as bargaining agent for all city promises of job security. employees. Desmond signed the torneys representing CSEA and valid and an insult to the intel-

Coercion Charged

The union's claimed memberuntil December 3, when the full ship in Rochester is made up of appeals court will hear arguments dues deduction authorizations on the merits of a suit by the signed by city employees. CSEA Civil Service Employees Associa- has charged that many of the tion aimed at upsetting a city signatures were secured by the ordinance which empowers Ro- American Federation of State, chester City Manager Porter W. County and Municipal Employees Homer to recognize a single union by means of coercion and false

Meanwhile, CSEA President order following arguments by at- Joseph F. Peily denounced as in-

(Continued on Page 3)

Don't Repeat This!

The Winners: RFK, Bailey, Javits, Levitt—And Gov. Rockefeller, Too

AST WEEK'S election results were a study in paradoxes, a particularly in the use of the word "victory." In beating out Richard Nixon by 200,000-plus votes, Governor Edmund Brown in California is considered to have won a "great victory." Yet, when Governor Rockefeller beat opponent Robert Morgenthau by more than a half-million votes here in New York, Rockefeller cheer leaders were disappointed. Victory, to them, would have been a plurality of 700,000 or more votes.

Rockefeller's win was dimmed not only by the so-called topped Rockefeller's. "spite vote" of the Conservative Party, but also by the fact that political experts feel he had little competition from the Morgenthau campaign which got off to a late and a slow start and, basically, was poorly financed. Even plurality of 518,218 votes was 55,000 less than his margin of

Talk of the Town

New York State went to Sen. Onondaga Courthouse. Jack Javits on the GOP ticket and to Comptroller Arthur Levitt on the Democratic ticket. Right behind these two John J. Bachman, Hilda Young, champion vote-getters is At- Raymond Schumacher, torney General Louis J. Lef- Snigg, and Genevieve Viau.

kowitz, whose plurality also

(Continued on Page 2)

Convention Reports Scheduled For Onondaga Meeting

The Onondaga Chapter delemore important was that his gates to the 52nd annual State Convention of the Civil Service Employees Associaton will present their convention reports at & chapter meeting on Tuesday, November 13th at 5:15 p.m. in The stunning victories in the comptrollers office at the

> Representing the Onondaga chapter at the annual meeting were president Leona M. Appel,

DON'T REPEAT THIS

course, is on the Javits and state of Connecticut, he was certainly going to want to Levitt wins. Some weeks ago, not as involved in other deal with Bailey because he this column predicted that if areas as much as he would has shown he knows how the Javits won big enough and like to have been. Rockefeller won small enough Javits would be a contender for the vice president slot on the to resign his national post. His next GOP national ticket. Couple his million-vote margin with the fact that Javits ful that the President and is the first Republican to Attorney General Kennedy, carry New York City and it is obvious that he looms as a giant in GOP politics on any score.

Levitt's New Status

One year ago, Arthur Levitt's status in the Democratic Party was near an all-time low following the debacle of the New York City primary of Health Education and Welcontest for mayor. His tremendous victory of last week has erased the memories of Connecticut and pull acting last year off the slate. While Governor John Dempsey it was generally conceded that along with him. There were he would slip in as Comptroller again, few expected the tremendous victory that was genuinely his. Most political experts were quick to note errors with the "pros" in Con- make it. And any combinthat Levitt quietly emphasized | necticut - and Dempsey won | ations of the above, the memo that he was not running particularly as a party candidate but, in his own words, as "Comptroller of the people." He looms very big in revitalizing the Democratic markable success in judge- come. Party, torn by bickering and feuding at the state convention in Syracuse.

None of this is to say that Rockefeller doesn't still rate big as the GOP presidential contender for 1961. While some new glamour boys have emerged on the Republican scene - William Scranton in Pennsylvania and George Romney in Michigan-Rockefeller still has the widest national reputation and will enter the contest as the most experienced and, at this point, best known GOP figure. His victory here is still a big vic-

RFK and John Bailey

The New York results were, most political experts believe, a vindication of the political judgement of Attorney General Robert F. Kennedy. Up until the last minute, he that either Mayor Robert Wagner or Manhattan District Attorney Frank S. Hogan take on Rockefeller but, in the end, left the choice to New Yorkers. By the time Morgenthau was agreed on locally, it was really too late for the campaign to catch is proportionately attractive-exfire. Because of this, the pensive land at low cost, local "pros" are expected to lend government- financed industrial an even more attentive ear to Kennedy in the future.

For National Democratic Committee Chairman John Bailey, the election results were of particular signifi-

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cance, Because of the cam- | ment. The result - "pros" The talk of the town, of paign pressures in his own throughout the country are

> he might have been inclined tactics in Connecticut, however, were so highly successwho are close friends as well, undoubtedly will not only insist he stay on as National Committee chairman but also will draft him for greater action on the national scene.

Bailey's Strategy

What was his strategy? It was to get former Secretary fare Abe Ribicoff to run and to win big as U.S. Senator in fears that Dempsey was a weak candidate, but Bailey backed him, worked hard for his election and made no bigger than Ribicoff. Add to said, would produce the best this the fact Democrats chance of winning. elected four of Connecticut's five Congressmen and the result is that Bailey scored a re- arguing it for some time to

job can be done. And as the If he had lost in Connecticut saying goes in politics, "victory is sweet."

One for the Back Benchers

One added note. Prior to the Syracuse convention, Bailey is reported to have received a confidential memorandum from an intimate local source, (a memo he showed to Robert Kennedy) which indicated that Morgenthau could not win in New York. The memo went on to suggest that a combination of Mayor Robert Wagner for Governor, either Robert Morgenthau or Congressman Sam Stratton for Lieutenant Governor, Manhattan DA Frank S. Hogan for U.S. Senator, Queens DA Frank O'Connor or Morgenthau for Attorney General, and an upstate Supreme Court Justice of Italian-American descent for the Court of Appeals could

Maybe so. You can bet that the back benchers will be

Your Public Relations 10 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.

Winning A Battle

areas in the sharply competitive Alabama and Florida. battle to lure industry.

THE STAKES ARE high-thousands of jobs, millions of dollars in taxes, and many more millions of dollars in consumer and industrial expenditures.

THERE IS HARDLY a state or city which isn't doing battle to

BECAUSE THE end results are so lucrative for these states and cities, the bait used on business buildings, free water, special access roads, free utility lines, and special tax advantages.

.. THE FIGHT to grab industry goes on in the financial pages of the nation's principal newspapers, in the magazines, on TV and radio, in the U.S. Mails with brochures and leaflets.

SOME STATES even mobilize its leading citizens to make pilgrimages to large cities where big business is headquartered. Some groups travel to Europe to make sure that European exporters ship to ports in the state being promoted.

STATES WITH active industrial dispensable.

PUBLIC RELATIONS has de- development programs include veloped into the principal tool New York, Pennsylvania, North for states, cities and regional Carolina, West Virginia, Georgia,

THE CITY of New York, which has had a good industrial development program going for some years, is now about to embark on even a better one.

THE DEPARTMENT of Commerce and Public Events has been divided into two parts. The job convince industry that its location of promoting, retaining, attracting and expanding business in the city will now be handled by the new Department of Commerce and Industrial Development

> AS ONE OF the first steps in implementing the new department, Louis Broidi, a distinguished New York City businessman, was appointed commissioner at \$1-ayear-salary,

> AND TO MAKE sure that the city has a better than even chance in the rough-and-tumble of grabblng industry-in which public relations activity looms so largea real pro, Lou Shainmark, was chosen as public relations advisor.

THE FIELD OF industrial development for states and cities is no place for amateurs with do-ityourself public relations kits. This is one area where the boys play rough - and for keeps - and the public relations professional is in-

Welfare Official Louis Flamm Succumbs At 64

Louis Flamm, 64, executive officer in charge of personnel administration for the New York City Department of Welfare, died last Tuesday, November 6 in Mt. Sinai Hospital.

Funeral services were held on Wednesday in the Park West Funeral Home. The Interment in Riverside Cemetery in Rochelle Park, New Jersey, was attended by some 300 persons, including City, State, and Federal officials.

In his position, Flamm served as liason officer between the City and State Departments of Welfare. He had been with the City Welfare Department for over 28 years.

Welfare Commissioner James R. Dumpson in announcing his death said, "It is with deep regret that I announce the death of Louis Flamm, one of my most valuable official colleagues, a valuable friend, and a dedicated member of our staff for over 28 years."

Survivors include his wife, Irene; a daughter, Mrs. Lillian Tales; a son, Alex; and a sister, Mrs. Catherine Singer.



LOUIS FLAMM



YOU AND **ARMED SERVICES**

Housing Allowance May Be Flexible

The uniform quarters allowance | 100 percent. which pays the same housing allowances all areas of the U.S. may go by the boards if the recommendations of a current study group are accepted.

Of all the living costs, the cost of housing has been found to be the most varied location and some help for the enlisted-man is anticipated.

Slow Learners May Be Dropped From Armed Forces

What happens to the technologically unemployable in the armed forces? With the forces equipment, especially those taken studied. The manpower will be arships.

replaced with regular draftees by increasing allotments. Estimates of the draft increase run as high

The study is now being staffed and it may be some time before the slow learners are replaced. Another probable result of the study will be the creation of mental induction tests which requires some knowledge of simple electricity or an ability to learn this, so that inductees can be trained for the operation of modern weapons.

ROTC Incentives Planned Soon

Improvement in both qualtiy and quantity of junior officers is expected as a result of a prohighly mechanized and many gram now awaiting Budget Bur-GI's unable to cope with modern eau approval before being presented to Congress. The program in under Category IV (low stand- would extend aid to college men ard), some personal will probably preparing for two to four year be relased under a plan now being services under the ROTC schol-



"My name is Miller...I'm a cop--- a New York City Cop!

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CSEA Wins New Stay In Rochester; Fight Goes On

(Continued from Page 1) that the city would grant all em- matter. ployees a five cents an hour raise, effective next January 1.

Calls Deal "Sell Out"

was entered last week at a secret said. meeting is evidence of the extent to which city employees have been sold out."

He said the announced five cents an hour raise "is a patronizing slap in the face that will Vacation, Leave backfire on city officials who are a part of this blatant sell out of Rochester's dedicated public servants." The CSEA president said "this paltry proposal would amount to about \$100 a year per employee" and noted that "half of it, if city officials have their way, would go to pay AFSCME's exorbitant annual dues of almost \$50 a year."

Union Withdrawal

CSEA has demanded that Homer withdraw his previous order recognizing the union and that he conduct a secret ballot to allow the employees themselves to dein appropriate city units. The Em-

H. M. Olmsted, Of PSC, Honored On Retirement

Harold M. Olmsted, one of the senior hearing examiners of the Public Service Commission, has retired after 22 years with the state agency. He was honored by the staff and members of the Commission at a dinner last week. Mr. Olmsted resides with his wife at 172-67 Henley Road, Jamaica.

Olmsted was appointed to the PSC staff in August 1940 as a valuation engineer, and in 1943 he was promoted to the position of hearing examiner. He conducted many important cases, including the Third Avenue Transit Reorganization case.

Prior to his service with the PSC, Olmsted was a consultant on utility matters to various municipalities and state commissions.

He was graduated from Case Institute of Technology in 1915. He participated in the affairs of the National Municipal League, Citizens Union, American Society of Public Administration and other organizations.

ployees Association claims that ligence of city employees an an- Homer made up his mind months nouncement by Homer last Wed- ago to recognize the union and supervisor of field men for the nesday, the morning of the court to declare it the sole representa- Civil Service Employees Assodecision, that the city had signed tive of all city employees without ciation. Announcement of the a contract with the union and giving employees any say in the appointment was made this week

Despite manipulations by Feily. Homer and the union, membership in CSEA has passed the 700 Feily said "the fact that Homer mark and is being bolstered daily waited until Wednesday to an- by employees withdrawing from nounce a pact which he admits the union in favor of CSEA, Feily

Master Plan On Set For Auburn

(From Leader Correspondent)

AUBURN, Nov. 5-A master plan to clarify and correct inequities in vacations and sick leave of city employees here may result from the announced plan by City Manager Oliver S. Taylor, of compiling a record of time off taken by all city employes for vacations and sickness.

Taylor termed "extremely loose" the vacation and sick leave regutermine who shall represent them lations adopted by the City Council more than 10 years ago and now still in effect. These regulations exclude department heads.

Cites Concern

The city manager said earlier that he was "seriously concerned" about any policy "which does not apply to all employees. I intend to rectify it as part of the general salary problem being studied."

Saying that "it is a very time consuming job to do right," Taylor added: "Not until now I have had the opportunity to go into the question as deeply conclusively as I should before making a recommendation to the council. A piecemeal revision would have been undesirable."

Discrepancies Exist

He declined to comment on employees practices under the current program, which gives many-but not all-city employees three weeks of vacation time, two weeks in the summer and one in winter, and one day of sick leave for each month of employment up to a total accrued leave of 60 days. No council resolution or other measure is on record for employees not covered by the

Employees covered by the program include firemen, policemen, and hourly workers.

Rochester State Chapter Cites 1,000th Member **During Recent Dinner**

Rochester State Hospital Chapter, Civil Service Employees Association has reported a membership increase of 160, bringing its total to over a thousand-83 percent of all employees.

Dr. C. F. Terrence, director of the hospital was principal speaker the dinner included Robert Beneat the membership dinner recently which honored the one thousandth member, John Register, a five week employee.

Retiring chapter president Edwas toastmaster. Other guests at and Powell.

dict, president of the Board of higher class his salary shall be Visitors, Ruth Lewis, chief supervising nurse, Ruch B. Warren. principal at the school of nursing, Claude Rowell, fifth vicepresident of the CSEA, James ward Brennan, who left State Powers, CSEA field representative service after 35 years on Nov. 3. and Thomas Canty, of Ter Bush increment in the higher position.

Rogers Named **CSEA Field** Supervisor

ALBANY, Nov. 12-Patrick G. Rogers of Troy has been named by CSEA President Joseph F.



PATRICK G. ROGERS

Rogers, formerly a Warrant and Transfer Officer with the State Division of Parole, joined the headquarters staff of CSEA in 1959 as a field representative after thirteen years of state service. He is a veteran of four years service with the U.S. Marine

In his new duties, Rogers will fill a post held by Frank M. Casey until his death last month.

The new supervisor of field men and his wife Eileen have seven

County Ignores Jefferson Aides On Fringe Benefits; Health Plan Feared Lost

WATERTOWN, Nov. 12-Officials of the Jefferson chapter, CSEA, today expressed "bitter disappointment" over the fact that none of its fringe benefit requests to the county board of supervisors appears to be included in the proposed 1963 county budget.

County employees are especially upset over the fact that the leading proposal on the list of recommendations-adoption of the state health insurance plan-has apparently been rejected by budget-makers.

"We have not pressed for pay raises but we think the health program is a vital county need

Notice to CSEA **Group Life Plan Policy Holders**

Changes in payroll deductions for CSEA group life insurance plan members took place on or near Nov. 1 and are in accordance with the terms of the insurance contract. They are caused by increases in the amount of insurance issued as a result of increased salaries during the year or increased attained age, which places policy holders in the next higher premium bracket (or a combination of the foregoing).

These changes are explained in the insurance certificate issued to each member of the group plan.

and one especially wanted by county employees," said Mrs. Fannie W. Smith, president of the civil service chapter in the county.

City Has Coverage

Health insurance for employees, she said, is a prudent investment by private business. The City of Watertown provided the plan for its officers and employees a year

"The board of supervisors must recognize that some kind of medical protection - preferably the state health plan-must inevitably be provided for county workers," Mrs. Smith asserted.

She said that in a recent employee survey, countywide county workers expressed preference for the state program.

Mrs. Smith said that while all fringe benefit recommendations made to the board of supervisors by the civil service organization "are important," the outstanding one "needed and wanted by county employees is health insurance."

She said that she hopes there will be serious study of the medical protection problem involving county employees by the board of supervisors.

"We sincerely hope that before the new budget is adopted a health insurance program will be included," said Mrs. Smith.

Poughkeepsie Policeman

Receives Promotion But Takes Pay Cut

(From Leader Correspondent)

POUGHKEEPSIE, Nov. 12-William F. Moehrke, executive secretary of the Dutchess County Civil Service Commission, said on Oct. 11 that it would seem that anyone getting a promotion should receive a salary increase, but added that he has no knowledge what salary plan is being used now for the Poughkeepsie Police department.

Earlier this month Detective Roland Massie, 43, was promoted to uniformed sergeant and received a \$350 cut.

Moehrke explained that he is aware that a patrolman receives more money for serving as detective, even though his civil service the Police Department. status rating is that of patrolman.

Moehrke noted that the County Civil Service Commission made a salary study for the Police department in 1960 with the aid of the State Civil Service Commission. This plan was scheduled to become effective Jan. 1961, but Moehrke said he had no knowledge whether this plan is in use.

Not Consulted

Moehrke said the salary plan provided that when an employe is promoted to a position in a increased to the minimum rate in the higher class. But he explained there was a further provision that when the former rate exceeds the new minimum, that the employe should receive one Moehrke said it did not appear

that Massie had been treated that

Moehrke further pointed out that Poughkeepsie City Manager Kenneth E. Pearce does not consult him about salary raises in

Hudson River Hosp. Attendant's Unit Sets Special Meeting

Stephen Knickerbocker, chairman of the Attendant's Committee of the Hudson River State Hospital Civil Service Employees' Association, has called a special at 7:30 p.m. at the hospital ing to its requests. pavilion.

The purpose of the meeting, according to Knickerbocker, is "to prepare for the Association's work toward obtaining better salaries and promotional opportunities for the attendants in the Department of Mental Hygiene."

Pass your copy of the Leader To a Non-Member

H.R. Hosp. Mourns Willis S. Chapman, Retired Employee

Willis S. Chapman, a retired employee of the Hudson River State hospital and a member of the Civil Service Employees' Association for many years, died Tuesday at the Jennings Nursing Home, Highland.

In 1948 Mr. Chapman received "Firemanic Oscar" which was presented to him in recognition of 50-years of service and loyalty to the H. W. Rogers Hose Co. No. 2 of Hudson, N.Y. He served as a member of the fire company while employed at the hospital as a chauffeur.

He was past master of the Chapel Corners Grange and a member of St. Paul's Episcopal Church, Poughkeepsie. Survivora include three daughters, Mrs. Gertrude Hallenbeck of Hudson, Mrs. Alma Chambers of Poughkeepsie, and Mrs. Marion Murdoch of Rochester.

Mental Hygiene Talks

(Continued from Page 1)

CSEA Submits Costs Along with the proposals, CSEA submitted rough cost estimates meeting of the group for Nov. 20 and other pertinent data relat-

> The Association feels that the proposals would greatly extend career opportunities to State employees in positions classified in the Attendant Series. Approximately 25 per cent of the total number of State employees would be affected by the proposals.

The State officials said they would give immediate atudy to the CSEA program.

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

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 year in grades GS-1 and 2 to \$515 that grade. wes of Broadway, across from in grade GS-15 in 1964. The Leader office.

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

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope 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 with the specified filing fee in the form of a check or money order, 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. All these are but a few blocks from the Personnel Department.

STATE - First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 100 at 155 West Main Room Rochester (Wednesdays Street, 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.

FEDERAJ. - 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.

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

U.S. Service News Items

Pay Increase Questions

Because of the number of questions on the federal pay increase bill which was signed by President Kennedy recently, John Macy, Chairman of the U.S. Civil Service Commission has answered the most frequently asked questions for The Leader. The concluding section will be printed next week.

within-grade increases? They range from \$105 per

Q. Is a minimum raise provided for an employee who is promoted from one grade to another?

Yes. His salary will be increased an amount that is at least the equivalent of two withingrade increases in the grade from which he is promoted. For example, an employee in the 9th rate of GS-6, whose salary is \$6.395 and whose within-grade increases are \$170, would be pro-moted to a rate in GS-7 that is at least \$340 (twice the \$170 within-grade increase) more than his \$6,395 salary. In this case, the employee would be promoted to the 8th rate in GS-7, \$6,835.

Q. The new law provides that an employee will receive on promotion an increase equivalent to at least two within-grade increases in the grade from which he is What size increase would an employee receive when promoted from gade 3, where within-grade rates are not all equal?

A. To meet this special situation, employees in grade 3 at the time of promotion receive a minimum of two within-grade in-creases in the following way: (1) employees in rates 1 through 4-(2) employees in rate \$210: (3) employees in rate 6-\$235; (4) employees in rate 7 or above—\$250.

Q. Does the pay reform law continue to provide longevity rates?
A. In effect, yes, although they

are not so named. Instead of 7 rates to the top of the grade in GS-1 through GS-10 and then 3 longevity rates, for example, the new law provides 10 regular rates. This eliminates the requirement for 10 years in grade in order to be entitled to the first longevity rate, a provision that caused inequities to employees who, on promotion, entered a grade at an intermediate step.

How about employees who had been in the seventh rate of the grade for a long time but who prevented from getting longevity rates because they had been in the grade for less than 10

A. They will be converted to the corresponding rate, and then their time in the 7th rate will be applied toward the time requirement for the next rate. For example, a person who had served 4 years in the top (seventh) rate of GS-5 will be put in the 7th rate of the new grade 5, then moved to the 8th because he had served the 3-year service requirement for that rate. However, the extra year will not count toward his 3 years for moving up to the 9th rate.

Q. How would the conversion affect employees in grades GS-12 to GS-17 who under the former system served 18 months in order to earn an increase?

A. They too will be put in the corresponding rates. For example, a GS-12 employee in the 2d rate will be converted to the 2d rate. If he has already served at least a year at the 2d rate, he will be moved automatically to the 3d rate. However, if he has already served less than a year, his con-version will be to the 2d rate and, upon conversion, he will continue serving his 1-year requirement for the 3d rate.

Q. Employees in grades 1, 2, and 3 are entitled to an extra withingrade increase when the law becomes effective. Employees in these grades who are in the top longevity rate are, in effect, in the tenth rate. On conversion, how will they be given an extra within-grade increase when there are only ten rates in the new salary schedule?

A. The law recognizes this situation by providing that such employees be paid at the highest rate

What is the size of the of the grade plus an amount equal to the value of the maximum within-grade increase provided for

> Q. What is meant by "acceptable level of competence" and who determines when work is of an acceptable level of competence?

Where specific work standards have been established for position, the determination as to whether an employee's work is of acceptable level of competence would ordinarily be made on the basis of whether the employee meets these standards. Generally, work of an acceptable level of competence denotes work of a degree above that typified by the marginal employee. To state it differently, work is not of an acceptable level of competence when quality or quantity of work is such that the employee concerned barely escapes removal from his position. Mere retention in the job does not justify the conclusion that work is of an acceptable level of competence. The actual determination of what is an acceptable level of competence is a responsibility of the employing agency.

Q. If an agency determines that an employee's performance does not meet an acceptable level competence, what right does the employee have?

A. First, an employee may quest a reconsideration of the agency's determination that his work was not of an acceptable level of competence. If the determination upon reconsideration is favorable to the employee, the

new determination replaces the earlier one and is effective as of the date of the earlier determina-tion. Second, when an employee's work is determined not to be of an acceptable level of competence, the agency shall make a new determination within one year. If the new determination is favorable to the employee, the effective date for the within-grade increase is the first day of the first pay period beginning on or after the day the new determination is made.

Q. Does the new law contain a "saved pay" provision for em-ployees who are downgraded for reasons beyond their control?

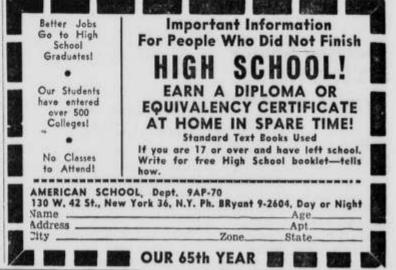
A. Yes. In fact, salary retention provisions have been liberalized in two respects. First, this protection has been extended to include employees who are in positions in grades 16, 17, and 18. Second, the requirement for eligibility for salary retention-that is, that the employee served two continuous years "in the same grade or the same and higher grades"-has been changed to "in any grade or grades higher than the grade to which demoted."

Q. What happened to the proposal regarding establishment of new grades GS-19 and GS-20?

A. The law does not provide for these two new grades, not be-cause Congress disagrees with the proposal but, rather, because it believes that appropriate salary levels for the relatively few career positions of this order can be determined in a more appropriate manner in conjunction with a reform of top-level executive salaries. The Senate Post Office and Civil Service Committee, in fact, has urged the President to recommend increases in Federal executive salaries at all levels.

Q. Will the new law correct the situation that sometimes occurred when a supervisor received no more or even less pay than some of his subordinates paid under another pay system?

A. Yes. The situation sometimes occurred when a supervisor was paid under the Classification Act and his employees were paid at wage-board rates. The new law authorizes raising his pay to any rate of his grade necessary to make his salary higher than the pay of his employees.



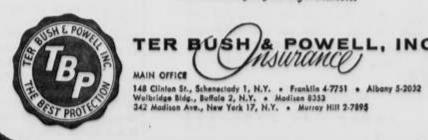


Have you ever stopped to think that in everyday life your earning power is really the source that produces golden nuggets. These "golden eggs" in terms of dollars and cents provide the food, clothing, shelter and the other things you have, and do, to make your family comfortable and happy.

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Border Patrolmen Receive \$5,355 During Trainee Year

A new examination for immigration patrol inspector has been announced by the U.S. Civil Service Commission to fill positions paying \$5,355 a year with the Immigration and Naturalization Service of the U.S. Department off Justice.

These positions offer young men interested in immigration law enforcement, an opportunity to begin a career in such work with on-the-job training for positions of greater responsibility.

As immigration patrol inspectors, they patrol areas along international boundaries by automobile, on foot, by boat, or as observers in aircraft, in search of aliens who have entered or are attempting to enter the United pointment. States unlawfully.

No experience is required for these positions. To qualify, applicants must pass a written test of verbal abilities, judgement, and aptitude for learning a foreign

Starting Salary \$73.60 Offered Typists By Army

The U.S. Army Transportation Terminal in Brooklyn is accepting applications for clerk typists GS-3, salaries to start at \$73.60 hygienists, and analytical radioper week. High school graduates chemists are being sought to fill who can pass a typing test at a positions open with the Atomic We left with an exceedingly speed of not less than 40 words per minute will qualify.

For further information and application forms interested per- fer salaries beginning at \$7,290. sons should contact Civilian Personnel Division at Brooklyn Army Terminal, 1st Avenue and 58th ing to the Personnel Officer, U.S. Street, Brooklyn, or phone GEdney Atomic Energy Commission, 376 9-5400 Extension 2111.

language; those who pass the test will be interviewed to determine if they have the personal qualities needed for the work. Since the duties are arduous, applicants must be in sound physical condition. They must be at least 68 inches tall, weight at least 140 pounds, and have reached their 21st birthday at the time of ap-

The closing date for receipt of information is given in announcement Number 298B which may be obtained, with application cards, from the Executive Secretary, Board of U.S. Civil Service Examiners, General Post Office, disappointed and discouraged. Room 413, 271 Washington St., Brooklyn 1.

Professional Jobs Open At \$7,095

Health physicists, industrial Energy Commission. These positions, which require a bachelor's degree in the respective field, of-

Further information and applications may be obtained by writ-Hudson St., New York City.

Teacher Groups Demand Wagner State Position On Health Plan Choice

The Secondary School Teachers Association and the City Teacher's Association have written an open letter to Mayor Robert F. Wagner urging passage of the choice of health insurance plans for City employees.

The associations, through their consultant on health insurance, Max Weinstein, have asked for a meeting with the mayor and answers to several questions on his stand in relation to the health plan option.

The text of the letter follows. Dear Mr. Mayor:

Your personal failure and that of Messrs. Beame and Screvane, applications is December 14. Full in to redeem your pre-election pledge to provide Optional Choice of Health Insurance for New York City employees, with its implication for early enactment, has left many of us shocked, dismayed,

The many New York City employee organization representatives who sought to be heard at the May 10, 1962 Board of Estimate hearing were preemptorily denied this privilege by Mr. Cavanaugh and at the previous meeting by Mr. Screvane, Both based undemocratic ruling on the statement, "the hearing is closed!" frustrated feeling on May 10, 1962 and found cold and exceedingly small comfort in Mr. Cavanaugh's statement, (in reply to my representations), "the Board views Optional Choice with favor but there just isn't the money for it."

Too, we are not encouraged by: 1.) the thousands upon thousands of dollars voted in salary increases for those you consider deserving, commencing yourself and

2.) Availablity of funds for

every purpose you view with favor. Whatever the cost would be for 90% or even full participation by all New York City employees in the favored H.I.P., it would be no greater if our City employees (who thus far are disenfranchised by your actions) were to join any of the three remaining choices studied and presented in the Report of the New York City Health Insurance Board.

It is our sincere hope that you will initiate the necessary positive action to remove the Optional Choice resolution which you and your colleagues relegated to "deferred status" and restore it on the Board of Estimate Calendar for quick passage.

Mr. Mayor, after reading the above, can you not understand and sympathize with our disenchantment and discouragement? Can you not gauge our dismusionment and growing bitterness at your lack of interest in the New York City employees hopes

City Seeking Psychologists; Start At \$6,400

Openings for psychologists have been announced by the New York City Dept. of Personnel, These positions have a salary range from \$8,400 to \$8,200 per annum.

Applications will be issued and received daily, until further notice. These applications are obtainable at the Application Section of the Department of Personnel at 96 Duane Street, New York.

based on your promise - never kept-for Free Choice of Health Insurance?

Will you graciously grant us an interview that we may have the privilege of presenting our plea

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- 3. Extending the benefits of Blue Cross?

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TUESDAY, NOVEMBER 13, 1962 31

Jefferson County Should Give Aides Health Plan & Choice Needed In NYC

HEALTH INSURANCE coverage is an employee benefit that New York City pioneered in and the State's public employees have enjoyed coverage under a variety of insurance plans designed to fit varying family needs. Health insurance is a standard benefit throughout industry. In all these areas, part of the cost is borne by the employer.

When the State health insurance program was approved Leader has published letters and by the Legislature, the law was written so as to allow local units of government to share the cost of this vital fringe benefit, should they choose to do so. Happily, most of the forward looking communities in our state have taken advantage of this law.

Upstate, employees of Jefferson County find themselves Mangano, has even "attempted" in a state of bitter frustration. They placed a good deal of to help these men out of their importance on getting the excellent coverage available under the State health plan, so much that they put aside requests for pay raises this year. Now comes word that the county budget for 1963 will make no provision for any fringe benefits, including the health plan.

We urge the County Board of Supervisors to have deep second thoughts before committing themselves to rejecting maze of "political" intrigues and this badly-needed coverage, requested by the Jefferson double-talk. County chapter of the Civil Service Employees Assn. The cost is not excessive, the program is of the highest quality. It is not a question of whether or not these employees "deserve" such a fringe benefit. They need it!

In another vein, the pioneer city-New York-has fallen far behind the State and Federal governments in their health plan coverage. Although many City employees are satisfied with the single plan offered them, they all want

Three alternate plans have been suggested by the Health Insurance Committee, a group set up under former Comptroller Lawrence Gerosa, and introduced into the Board of Estimate by Borough President John Clancy of Queens. In its many reports to the Board, the committee pointed out that such a choice would cost the City no more than the present plan if all employees were to take advantage of HIP, the only plan now available.

A breakthrough in the offering of a choice to City employees took place a year ago when the Transit Authority, in a contract with two labor groups representing hourly employees, granted the choice as a fringe benefit.

The Board of Estimate, to make the City's health insurance program a "modern" fringe benefit, should vote to give employees a choice in order that they might choose the type of coverage that best suits their individual needs.

Plans Made For World's Fair Display

ALBANY, Nov. 5 - Seymour H. Knox of the State Council on the Arts has outlined plans for making a New York State showcase of the arts during the World's Fair opening in April, 1964.

The State Theatre in Lincoln Center, slated for completion that spring, will bring from around the world and throughout the state to visitors in New York City.

Named To New Post

Mrs. Lee Goodwin, of New York City, has been appointed executive assistant to the commissioner, according to James Wm. Gaynor, State Commissioner of Housing and Community Renewal.

In her new capacity, Mrs. Goodwin will report directly to the Commissioner, serving as liaison officer between the Division of Housing and Community Renewal, other State agencies and civic and community groups. She will also assist the Commissioner in co- to make yourself. If you begin ordinating the policies and legis- getting benefits at 62, you will the finest in the performing arts lative recommendations of the Division.

LETTERS TO THE EDITOR

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

Says Editorial Capsules Problem

In the November 6th issue of The Leader, there appeared an editorial captioned, "Human Side Of Police Must Be Recognized". As usual, The Leader has put into capsule form the problem of civil servants in fine journalistic style.

As for the president of the Patrolman's Benevolent Association, John J. Cassese, he is correct in stating that the "human side of being a policeman must be recognized too". If any group in the City of New York can truly represent a victim of callus indifference and "political dishonor", it is the N.Y.C. Welfare Patrolmen and their families.

Just as The Leader so aptly put it, "Certainly, a man whose job involves the possible loss of his life is entitled to the highest of considerations on all scores".

On numerous occasions, The editorials declaring the shocking and condoned plight of welfare patrolmen. It has also made the obvious fact known that not one public official, outside of the Senator Compasto and Assemblyman "barrel". Instead of trying to maintain the concept of "clean" city government, the groups of self-seekers continue to misuse their powers and "pressure" public officials at the expense of the civil servant and engulf him in a

> PTL. BERT BEZA Vice Pres. W.P.B.A.

Social Security

"When I applied for social security benefits, my estimate of this year's earnings was "less than \$1,200" and I have been getting my checks ever since the first of the year. I based this estimate on my last year's net earnings from self-employment of \$1,000. Business is good, though, and I think I might net anywhere between \$1,400-\$1,900, depending on the last part of the year. Should I change my estimate at this time or let it go until the

It would be best if you made than waiting until the end of the year. By submitting this revised estimate now, you will stop your checks for the remainder of this year and avoid any possible overpayment. When you submit your annual report for this year, we can determine if you were overpaid or if too many checks were withheld.

"I plan to retire when I am 62 later this year. Should I apply for social security benefits now, or would I get more out of it if I waited until I am 65?"

This is a decision you will have get 20 percent per month less than lty?" had you waited. On the other Yes. You can get \$100.00 of by the Social Security Act.



Civil Service LAW & YOU

By HAROLD L. HERZSTEIN=

Mr. Herzstein is a member of the New York bar (The views expressed in this column are those of the writer and not necessarily constitute the views of this newspaper or of any organization.)

Know The Route

ON FRIDAY, October 26, 1962, Supreme Court Justice Clare T. Hoyt made a profound ruling. Every civil service employee should know about it. It is to be found in Matter of LaQuadra v. Civil Service Commission of the City of Yonkers (New York Law Journal, 10/29/62). It settled the law on the subject of where to go when you want to make a complaint about a civil service examination and whose rules to follow. I commend the Court on its excellent treatment of the subject.

NOW, LET us see what happened.

THE FACTS

PATROLMAN LaQUADRA of the Yonkers Police Department had taken an examination for sergeant. He received a final rating of 85.4% and his name was put on the eligible list. He requested, and was granted, an opportunity to examine his paper and the questions. During the inspection he protested four questions, and saw two others which he felt warranted a protest, but which for lack of time, he did not formally protest.

THE PATROLMAN requested another day for inspection, but this was refused. He also requested the right to make copies of other questions which he wished to protest and choices of the answers permitted to them. This, too, was refused. He then brought this proceeding under Article 78, Civil Practice Act. The respondent,, the Municipal Civil Service Commission of the City of Yonkers, to which I will refer as the "Yonkers Commission," and the respondent, State Civil Service Commission to which I will refer as the "State Commission," both moved to dismiss the petition.

IT WAS GRANTED, and I will tell you why. Please note what I write because I would like to see that this sort of error, which I believe is quite often committed by carelessness, does not recur.

THE RULING

THE YONKERS Commission could have given the examination and graded the papers. However, like many other local commissions in this State, it turned this work over to the State Commission under the authority of the Civil Service Law. Since the Yonkers Commission chose to have the State Commission give the examination, the Yonkers Commission and the persons who took the examination are subject to the rules and regulations promulgated by the State Commission in connection therewith, and not those of the local commission. Subdivision 2 of Section 23 of the Civil Service Law provides, that when the State Commission gives an examination at the request of a local commission, the following shall apply:

Only the State Civil Service Department and Commission shall have jurisdiction to correct any errors in rating in any examination prepared and rated by such department pursuant to the provisions of this sub-

THE COURT held that the rules of the State Commission prohibit the copying of any questions or answers; and that these rules prevailed. The Court further held that the rules of the Yonkers Commission were silent on this subject. It would follow from this that it would make no difference this revised estimate now rather even if the local rules were construed to permit copying, because they did not apply but only the State rules did

CONSEQUENTLY, the motion to dismiss the petition by the Yonkers Commission was granted because its rules were inapplicable and the motion to dismiss by State Commission was granted because no copying was permitted from their

KNOW THE route before you start to walk!

hand, you will get benefits for your social security-giving up three years longer. You will be ahead in total benefits for about 15 years by applying at age 62.

I have gone back to work and will under the Social Security Act?" make \$1,600.00 this year, Will I

\$200.00.

"When I enter college this fall, I will work part time for the col-"My benefit is \$105.00 a month. lege. Will my work be covered

No. If you are enrolled in the be able to draw any social secur- college and are regularly attending classes, such work is not covered

This Week's Civil Service Telecast List

Television programs of interest | to civil service employees are Department training course. broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

Tuesday, November 13

2:30 p.m .- Around the Clock-Police Department program.

3:00 p.m.-Around the Clock-Civil Defense training program for Public Library program. the Police Department.

7:00 p.m.-What About College -First program of counselling series produced by the New York State Education Department,

Wednesday, November 14

2:30 p.m .- Your Lions Share-New York Public Library program. 3:00 p.m .- Around the Clock-Civil Defense training program for the Police Department.

5:30 p.m .- Nutrition and You Department of Health program,

FOR THE BEST IN IN ALL SECTIONS - PAGE 11

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7:30 p.m.-On the Job-Fire Friday, November 16

9:30 p.m.-Science Club-State Education Department series,

Thursday, November 15 2:30 p.m.-Around the Clock -Police Department program.

3:30 p.m .- Around the Clock-Civil Defense training program for the Police Department.

6:00 p.m .- Your Lions Share-

7:00 p.m.-The Big Picture-U.S. Army film series.

7:30 p.m.-On the Job-Fire U.S. Army film series. Department training course

9:30 p.m.-Daily Miracle-Transit Authority film feature.

2:30 p.m.-Department of Hos-

pitals Training Program with Louis Halpryn,

3:00 p.m .- Around the Clock-Civil Defense Training program for the Police Department.

6:00 p.m .- Nutrition and You-Department of Health program. 7:00 p.m.-Science Club-State Department of Education series.

Saturday, November 17 1:30 p.m. Science Club-State Public Library program.

Education Department series. 2:00 p.m .- The Big Picture-

2:30 p.m-Driver Education 3:00 p.m.-Around the Clock- U.S. Army film series,

for the Police Department.

4:30 p.m.-What About College -Counselling series produced by the New York State Education Department,

7:00 p.m .- Parents Ask About Schools-National Education Association film series.

7:30 p.m.-On the Job-Fire

Department training course, Sunday, November 18

2:30 p.m.-Your Lions Share-

3:00 p.m .- Around the Clock-Civil defense training program for the Police Department,

7:00 p.m.-The Big Picture-

Civil Defense training program 8:30 p.m.-City Close-up-In-

terview with city officials. Monday, November 19

2:30 p.m .- Department of Hospitals Training Program for Nursing Personnel.

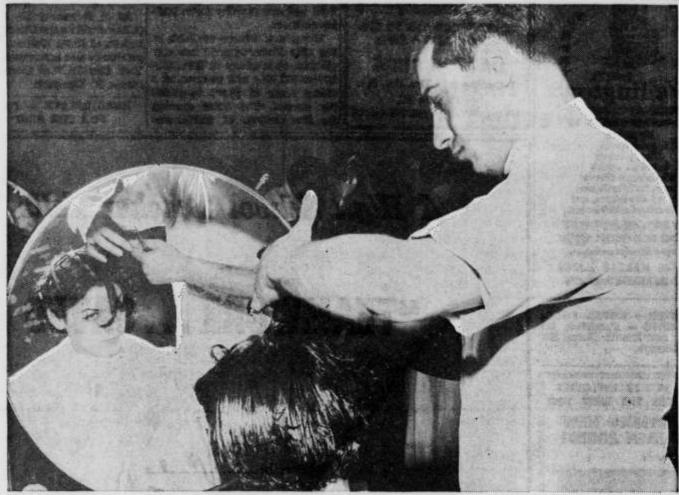
3:00 p.m .- Around the Clock-Civil Defense training program

for the Police Department. 5:00 p.m.-City Close-up-Interview with city officials.

5:30 p.m.-Driver Education, 7:30 pm. On the Job-Fire Department training course.

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Department of State

One of the most interesting aspects of the work of the Department of State is that it affects the lives of people literally throughout their lives. The cradle that serves as a child's first bed and the adult's final resting place both are likely to be within the jurisdiction of the Department of State. The Department licenses real estate salesmen and brokers, hairdressers and cosmotologists, private investigators; appoints notaries public; requires articles of upholstery and bedding to bear a law tag describing their contents; accepts corporation papers for filing; registers trademarks and service

The Secretary of State is chairman of the State Cemetery Board which has 2,000 cemeteries in its jurisdiction. The Division of Cemeteries, which is in the Department of State carries out the policies of the Cemetery Board.

The Department publishes the Election Law and has jurisdiction over specified election matters relating to areas larger than a single county.

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Jobs Open to Asst. Laundry Supervisors

The Monroe County Civil Service Commission has announced an open competive examination for the position of assistant supervisor of laundry. This post, which is in the Monroe County Home and In-



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Applicants must be high school experience in large scale commer- the Municipal Civil Service Comcial or institutional laundry work, mission, 52, Wildeliff Road, New five of which shall have been in a supervisory capacity involving responsibility for directing laundry operations. An equivalent combination of training and experience will also be accepted.

Further information and applications may be obtained from the Monroe County Civil Service Commission, 39 Exchange St., 3rd floor, Rochester.

New Rochelle Has Jobs In 3 Fields

The City of New Rochelle has two openings in the City planning field and one opening for a traffic engineer.

The jobs which are available in the City Planning field are city planner, at a salary of from \$9,-360 to \$11,970; and planner, at a salary range of \$6,055 to \$7,495 per annum. The third opening for the position of traffic en-

firmary, has an annual salary gineer, has annual salary of from \$10,600 to \$13,160.

Applications and complete ingraduates and have had ten years formation can be obtained from Rochelle, NE 2-2021.

Senior Shorthand Reporters Sought On Provisional Basis

Senior shorthand reporters are being sought by the New York City Department of Investigation to fill positions which are open on a provisional basis. The jobs start at \$5,450 a year. For further information contact M. L. Whitelaw at WH 3-3232.

Dumpson Appoints

As of November 15, Elizabeth C. Beine will be the Director of the Bureau of Child Welfare. The appointment was announced by New York City Welfare Commissioner James R. Dumpson.

REAL ESTATE - PAGE 19 FOR THE BEST IN

Promotion Exams Are Now Available For Custodian Jobs

Applications are now being accepted by the New York City Department of Personnel for promotion examinations for building custodians. The final filing date for these grade 11 titles will be Nov. 21, Salary range is from \$4,850 to \$6,290 per year.

For further information and application forms contact the Department of Personnel, Applications Department, 96 Duane St., New York 7.

Atomic Energy Comm. Seeking Scientists

There are positions available in four job titles with the U.S. Atomic Energy Commission, The four titles are health physicist, GS-9; aerosol physicist, GS-12; industrial hygienist, GS-9; and analytical radiochemist.

A High School Teacher Tells H.I.P.

"TEAMWORK ... SAVED MY LIFE"

August 24, 1962

My Dear Dr. ___

I want to express my gratitude for the efficient manner in which our H.I.P. Medical Group heandled my recent serious illness. The ambulance that met my airplane, the doctors that were waiting to give me emergency treatment as soon as I got to the hospital room, the excellent skill of Dr. operated on my incarcerated diaphragmatic hernia, all point up the excellent care and skill the "Group" patient receives in cases of serious illness.

I was amazed at the amount of attention I received in the hospital. I had very frequent visits from Dr. (family doctor), __ (internist), Dr. ___ __ (thoracic surgeon), and from you (general surgeon).

I realize that it was the excellent teamwork of everyone involved that saved my life, and I am very grateful. Please convey my heartfelt thanks to all. The treatment I received could not have been improved upon.

Sincerely yours,

S

The above letter was written by the head of a high school department to the Medical Director of one of the thirty-two medical groups affiliated with H.I.P. All of the various specialist services he describes and the ambulance service were covered without extra charge.

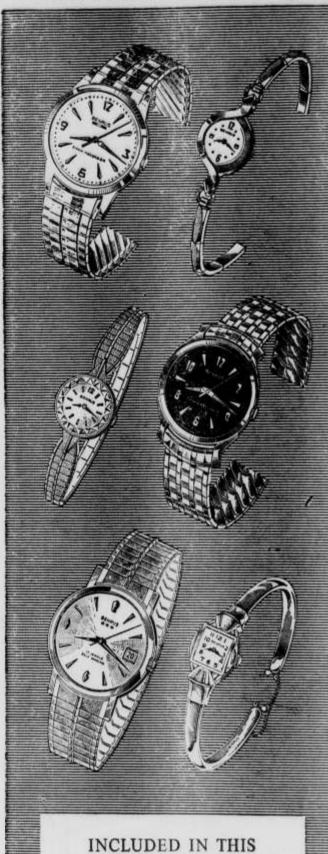


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LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent—TO: ANDREAS KULENKAMPFF, infants under 14 years of age, and MARIA ROSA GUILDEMRISTER DE FERREYROS, as Guardian of the Person and Property of Andreas Kulenkampff and Gabriela Kulenkampff; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of AREND KULENKAMPFF, deceased, who at the time of his death was a resident of Linua, in the Republic of Peru, SEND GREETING: Upon the petution of FIDUCIARY TRUST COMPANY OF NEW YORK, a corporation duly organized and existing under the laws of the State of New York, having its principal office at No. 1 Wall Street, City, County and State of New York, County and State of New York County, held at the Hall of Records in the County of New York, on the 20th day of Nevember, 1963, at ten o'clock in the foremon of that day, why the Account of Proceedings of Fliduciary Trust Company of New York as Ancillary Administrator of the Estate of Arend Kulenkampff, decrased, should not be Indically settled and allowed why file personal claim of Fiduciary Trust Company of New York as Ancillary Administrator of the Estate of Arend Kulenkampff, decrased, should not be indically settled and allowed why file personal claim of Fiduciary Trust Company of New York is should not be discreded why Fiduciary Trust Company of New York is should not be discreded and to be collected and the Person and Property of Andreas Kulenkampff and Gabriela Kulenkampff, infanis, subsect the withholding the fical determination of the Estate of William Hallender and Gabriela Kulenkampff, infanis, subsect the withholding the fical determination of the Said County of New York to withholding the fical determination of the Said County of New York to be bereined and to be collected and to be collected and the Febroa and Property of Andreas Kulenkampff and Gabriela Kulenkampff, infanis, subsect the vour pending the fical determination of the Said County of New York to with t

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LEGAL NOTICE

LEGAL NOTICE

CETATION.— THE PEOPLE OF THE STATE OF NEW YORK, Ry the Grace of God, Free and Independent, TO: Attorney General of the State of New York; George Edward Bargess; Ethel Wealberty; Gerirade Laramore; Elizabeth Lale; And to the distributees of Charles Chandler, deceased, whose names and pest office addresses are unknown and cannot after dilicent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Charles Chandler, deceased, who at the time of his death was a resident of 1795 Hiverside Brive, New York, N.Y. Sond GREETING:

Upon the petition of The Public Administrator of the County of New York, as administrator of the 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, on the Clist day of December, 1962, at ten cyclock in the forence of the residence of the County of New York, as administrator of the said County of New York, as administrator of the county of New York, as administrator of the said County of New York, the 20th of New York of the Surrogate's Court of New York, the 20th day of County of New York, the York of the York of the York of t

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3 bedroom house, all utilities, garage,
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Unfurnished Apartments 22nd ST. WEST, near work. Newly renov Smills 1½'s, walk-in hitch, tiled baths hardwood firs, lee closets. \$100-\$110. CH 3-4223, even or see supst. Mrs. Sullivan, 440 W. 22 St.

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LOVELY Village Colonial, 9 rm home, all modern imprts, 1½ baths, garage, barn, hen house, A-1 Cond. \$15,500.

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Exam Study Books

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

File Continuously With

The New York City Person- | York 7, N.Y. nel Dept. is accepting applications on a continuous basis ranges, are: for positions in 18 different job titles. The examinations, \$6,290. for jobs in various locations and positions, are being held on an open-competitive basis.

For most of the exams, applications are available at the Applications Section, New York City Department of Per- ing), \$7,450 to \$9,250 a year. sonnel, 96 Duane St., New Civil engineering draftsman,

The titles, with salary

Assistant architect, \$7,100 to 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 (build-

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

Public health nurse, \$5,150 to

\$6,590 a year. Recreation leader, \$5,150 to \$6,-

Senior street club worker, \$5,-

150 to \$6,590 a year. Social investigator trainee, \$4,-

850 a year. Social case worker, \$5,480 to

\$6,890 a year. X-ray technician, \$4,000 to \$5,-

080 a year.

For the following secretarial jobs apply to the Commercial Ofcandidates 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

\$3,700 to \$5,100 a year.

College secretarial assistant A. Stenographer, \$3,500 to \$4,580 a year.

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CPA FIRM specializing in bars and grills seeks several accountants on a part-time basis all year round. Write details, Box 1121, c/o The Leader, 97 Duans St., New York 7, N.Y.

Help Wanted Male & Female

Civil Service employees new organization seeks Community Representatives part-time work. Does not conflict with your job. Substantial commissions. No investment.

Few full time jobs for people 50 years or over, Salary \$2,000 per a, plus commissions. Employment starts early 1963. Send resume, strictly confidential, Box 155, c/o The Leader, 97 Duane St., New York 7, N.Y.

MOTELS

NEW YORK STATE vouchers accepted year round. Best accommodations—Continental breakfast, SOUTHSHORE MOTOR LODGE, INC., Dunkirk, N.Y.

TO BUY, RENT OR SELL A HOME - PAGE 11

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Building Custodian Applications Being Accepted By City

There are immediate openings with the City of New York fice of the New York State Emfor building custodians at a starting salary of from \$4,850 to ployment Service, 1 East 19th St., \$6,290 per year. Filing for these positions will end Nov. 21 and Manhattan. After passing the test the examination is tentatively set for March 2, 1963.

Minimum requirements for these titles are graduation from an elementary school and at least St., New York, four (4) years of experience in cleaning and maintaining a moderately sized building and preferably one (1) year of supervisory work

Duties for this position are: under general supervision, the applicant must be able to perform work of moderate difficulty and responsibility in supervising the cleaning and maintaining and enforcing safety standards in large public buildings or in supervising a large number of custodial employees.

The written test for this position requires that the applicant pass at least 70% of a practicaloral examination weighted at 50.

For further information, write to or apply in person at the De-

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For further information contact Clinton H. Walling, Supt. Elect. Utilities, 220 W. Sunrise Highway

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FOR THE BEST IN IN ALL SECTIONS - PAGE 11 65,T; 66,T; 67,F; 68,T; 69,T; 70,F.

partment of Personnel, 96 Duane

Clerk-Stenos;

Immediate openings are available for clerkstenographers and dictating machine operators at the Bronx Veterans' Administration Hospital at a starting salary of \$3,820 per year.

The minimum typing speed is 40 words per minute and the stenography test is dictated at the rate of 80 words per minute.

Applicants who pass the eximinations will be offered appointments leading to a career in the federal service.

Interested persons may obtain additional information from the Placement Officer, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx 68, or by calling LU 4-9000, Ext. 217.

Key Answers To Saturday's Laborer Exam

The following are the tentative key answers to the qualifying written examination for the position of laborer (No. 9416) which was given on Saturday, Nov. 10.

Candidates who wish to protest any of these answers have until Nov. 30 to submit such protests along with evidence of manifest error. All claims postmarked after midnight, Nov. 30 will be disallowed.

1,T; 2,F; 3,F; 4,T; 5,F; 6,T; 7,F; 8,F; 9,T; 10,F; 11,T; 12,F; 13,F; 14.T; 15.T; 16.F; 17.F; 18.F; 19.T; 20,F; 21,F; 22,T; 23,T; 24,T; 25,F; 26,T; 27,F; 28,F; 29,F; 30,T; 31,T; 32,F; 33,T; 34,F.

35,T; 36,F; 37,F; 38,F; 39,F; 40,T; 41,T; 42,F; 43,T; 44,F; 45,F; 46,T; 47.F; 48,T; 49,F; 50,T; 51,F; 52,T; 53,T; 54,F; 55,T; 56,F; 57,F; 58,T; 59,T; 60,F; 61,F; 62,T; 63,F; 64,F;

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Other patterns slightly higher with corresponding savings.

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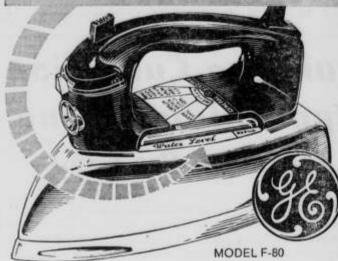
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The most powerful General Electric Radio ever offered at this price! Comes in three colors: slate gray, honey beige,

mint green (honey beige and mint green at slight additional cost).

TEST AND LIST PROGRESS - N.Y.C.

Below is the complete progress of New York City examinations, fixted by title, latest progress on tests or list and other information of interest to anyone taking City civil service open-competitive or promotion examinations, and the last number certified from each

Titte	Latest Progres		Last No. Certified
Account cierti, 21 certified Ser Accountant, prom., (Comptrolle Accountant, prom., (Housing & Accountant, prom., (Housing & Accountant (rent), 4 certified Secondant (senior), 21 certified Accountant, prom., (Education), Accountant, prom., (Marine & Accountant, prom., (Marine & Accountant, prom., (Marine & Accountant, 12 certified October accountant, 12 certified Septembard, accountant, 13 certified October 14 certified Septembard, accountant, 1 certified Septembard, 1 certified Sep	ptember 19 r.; 4 certified Redevelopment spiember 28 ed September 1 certified Oct 3 certified Oct 3 certified Oct 4 certified Oct 5 certified Oct 5 certified Oct 6 certified Oct 7 certified Oct 7 certified Sep 8 pros. office), 3 8 pros. office), 4 10 certified Sep 8 pros. office), 6 10 pros. office), 6 11 pros. office), 6 12 certified Sep 11 pros. office), 6 12 certified Oct 13 certified Oct 14 pros. office), 6 16 pros. office), 6 17 certified Oct 18 pros. office), 6 19 pros. office), 6 10 pros. office), 6 10 pros. office), 6 10 pros. office), 6 10 pros. office), 6 11 pros. office), 6 12 certified Oct 15 pross. (Ta), 6 16 pross. (Ta), 6 17 pross. (Ta), 7 18 october 19 19 october 19 10 october 19 10 october 19 11 october 19 11 october 19 12 october 19 13 october 29 14 october 29 15 october 29	November 7 , 46 certified 6 28 ber 25 ber 25 ber 26 25 ther 26 25 ther 26 25 tertified October 17 certified october 25 certified Septem 19 certified Au 4 September 10 3 certified September 16ce), 1 certified 18ce), 2 certified 18ce), 2 certified 18ce), 3 certified 18ce), 3 certified 2 certified Sep 4 certified Sep 5 certified Sep 4 certified Sep 4 certified Sep 4 certified Sep 4 certified Sep 5 certified Sep 4 certified Sep 4 certified Sep 5 certified Sep 5 certified Sep 6 certified Sep 7 certified Sep 7 certified Sep 8 certified Sep	384 betober 30
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Travel To Spain And Caribbean

The 1963 travel program designed by Civil Service Travel New York, with prices starting at Club Inc., for members of the Civil Service community and \$380. their families will be launched in March with a European tour, that features the Iberian Peninsula, and Caribbean cruise. These were two of the most popular offerings earlier this year.

The first offering will be a jet flight to Europe that will feature mainly the cities of Portugal mands for jet space the whole and Spain, the island of Majorca tour is limited to 50 persons this and the city of Tangiers in Mor- year. occo, where the famous Casbah is

Complete Tour

The travelers then go on to Spain, visiting Madrid, Toledo, Barcelona and Granada and from there go on to Portugal, Majorca and Morocco in Africa.

Price of the complete tour, in-

limited. Because of the heavy de-

Applications and brochures may located. The tour is 24 days long be had by writing to Celeste and departs for Amsterdam on Rosenkranz, 55 Sweeney St., Buf-March 8 via KLM Royal Dutch falo, N.Y., telephone TX 3-2250, Airlines jet. Second stop is Paris, or by writing to Civil Service Travel Club. Inc., Time & Life Bldg., New York, 20, N.Y., telephone JU 2-3616. This Iberian tour is open to Civil Servants throughout the State.

Caribbean Cruise

For the third year in a row, cluding round trip jet fare, all the ever-popular Caribbean cruise hotel rooms, most meals, sight- is being repeated and the Ameriseeing tours, tips, etc., is only can Export liner S.S. Atlantic is \$799. Those wishing to purchase the cruise ship again. Departure

Ports of call will include San Juan, Puerto Rico; St. Thomas, Virgin Islands; Fort de France, Martinique; Port of Spain, Trinidad; Curacao, Dutch West Indies, and Kingston, Jamaica.

Fun At Sea

There will be a "Welcome Aboard" cocktail party, dancing and Broadway entertainment while at sea, shipboard parties and games and the swimming pool will be open. First run movies are another feature.

As a special bonus, tour members will be given free shore excursions in San Juan, Trinidad and Kingston.

The amount of space available is limited because the cruise takes place at the height of the season and the Atlantic is one of the most popular ships in the Caribbean cruise trade.

Immediate application may be made by writing to Rebella Eufemio, Box 233, Pearl River, N.Y., or by contacting Civil Service Club at the above-mentioned address and telephone number.

News of other travel offerings to Mexico and Europe will appear in future issues of The Leader.

Local 832 **Named Agent** For Operators

The New York City Department of Labor this week granted Terminal Employees Local 832 a Certificate of Representation for all telephone operators and senior telephone operators in the Department of Public Works.

The certificate, dated November 5, states that the local won the certificate without any objections having been filed by any other local. Local 832, in its petition, proved that over 60 percent of employees in the titles included in the certificate were members of the Local and on dues checkoff.

Terming the awarding of this certificate significant, Herbert S. Bauch, president of the local said that the telephone operators involved were employed on the city's biggest switchboards, those in all of the various municipal buildings, and that this award would step up the drive to enroll all telephone operators.

The local's Municipal Building representative, John Addeo, said that much of the credit for the local's success could be attributed to William Carberry, telephone operator representative for the

The local president said that he would continue to press for promotion examinations for telephone operators and senior telephone operators.

Stock Jobs Pay \$78

The Veterans Administration Hospital, 800 Poly Place, Brooklyn 28, New York, has a vacancy for an inventory or stock control clerk, GS-4, preferably with a knowledge of key punch operations. Salary from \$4.110 to \$5,370 a year is offered.

For further information, visit or write the Personnel Office at hospital, or call Mrs. Baron at TE 6-6600, Extension 389.

air fare only for \$344 may do so, date for the 14-day trip are but this amount of space is very the Caribbean is March 29 f	und
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Photostat operator, 1 certified October 25	12
Planner, 2 certified November 5 Plasterer, 13 certified August 59 Plumber, 6 certified September 7 Policewoman, 8 certified November 7 Power maintainer—Group B. prom. (TA), 4 certified September 18 Probation officer, 10 certified October 2 Pro. batialion chief, prom. (FB), 10 certified September 24 Public health assis, 4 certified June 18 Public health sanitarian, 1 certified November 2 Public relations assis, 9 certified September 26 Purchase inspector (Lumber) 5 certified October 18 Purchase inspector (shop steel), 6 certified September 24	84. 71 131 121 141 44
Purchase inspector (shop steel), 6 certified September 24 Railroad clerk, prom., (TA), 4 certified October 1 Railroad clerk, 69 certified October 1 Railroad purper, 51 certified October 17	21: 61:
Railroad cierk, pram., (TA), 4 certified October 1 Railroad cierk, 69 certified October 1 Railroad sporter, 51 certified October 17 Railroad stockman, pram., (TA), 3 certified October 15 Railroad stockman, pram., (TA), 3 certified October 15 Real estate manager, 2 certified September 10 Real estate manager trainee, 8 certified September 19 Rehabilitation counselor, 2 certified October 18 Resident building supt., prom., (Housing Auth.), 5 certified October 24 School linch manager, 20 certified September 7	11.7 2 10 11 41
Senior accountant, prom., (Housing & Redevelopment), 25 cert, October 29 Senior appraiser (real estate), 11 certified October 23 Senior civil engineer, prom., (Building), 2 certified September 28 Senior civil, prom., (Health) 22 certified July 18 Senior clerk, prom., (Parks), 7 certified September 10	100 1,000
St. electrical engineer, prom. (Public Works), 5 certified September 7, Senior investigator, prom. (Personnel), 3 certified September 7, Senior mechanical engineer, prom., (Public Works), 5 certified October 2, Senior parking meter attendant, (women), 29 certified October 25, Sr. stationary engineer, (electric), prom., (Public Works), 8 cert. Sept. 5, Senior stenographer, pen., prom., (Public Works), 8 cert. Sept. 5	1,50
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Telephone maintainer, prom., (TA), 3 certified October 23	
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Radio and Radar

Aviation Positions Are Available With Federal Agencies

There are openings with the Veterans Administration and the Federal Aviation Agency in this country and in foreign countries.

Aviation safety officers are needed at \$5,540 to \$9,495 a year, amination. See announcement No. and airplane pilots at \$6,675 to \$11,150, for duty with the FAA. The jobs involve considerable travel in the U.S. and overseas.

No Test

No written test is required. Applicants must have had progressively responsible experience in aviation activities pertinent to the optional area for which they apply. See announcement No. 271 B.

Hospital recreation specialists are also needed, at \$4,345 to \$7,560 a year, with the VA throughout the U. S. and in Puerto Rico.

No written test is required. Applicants must have completed a full four-year college course including major study in one of the specializations covered by the ex-

Information and applications for the above positions may be obtained from your local post office, or from the U.S. Civil Service Commission's Information and Examining Office, 800 E St. N.W., Washington 25, P.C.

Grifiss Base Griffiss Air Force Base has

Repairmen

Needed At

immediate need for radio and radar repairmen at a starting salary of \$2.41 per hour.

No special length of service is required for these positions but applicants must have had experience in duties of the position at the level for which they are applying.

Information and applications for these positions may be obtained by contacting the E-ecutive Secretary, Board of U.S. Civil Service Examiners, Griffiss Air Base, Rome, N.Y.

Steno Jobs Now Open At Fort Jay

Stenographer positions are words per minute for the stenog-Governor's Island with a status is required. starting monthly salary of Applicants may write to the

Minimum requirements are 80 call WH 4-7700.

now available at Fort Jay, on raphers. Federal civil service

\$342. These positions are open Civilian Personnel Office, Headon a continuous basis and quarters Fort Jay, Building 400, have a job title of (GS-4). Section D. Governor's Island, or



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Professional Jobs Being Filled From State Career Test

College students have the opportunity to work with the New York State Department of Civil Service after graduation in jobs that have a starting salary of \$5,500 per year. The filing for the positions will be handled by the Professional Testing Program and is open to juniors and seniors.

eligible to file for and take the cialized graduate study, or out-College juniors and seniors are test. However, they will not be appointed until they have received their degree.

Openings exist in a wide variety of professional and technical fields including administration, law, economics, statistics, accounting, publicity and the actuaria, the biological, and the physical sciences. There are vacancies

throughout the State.

After completing a year of training at \$5,500, most persons entering State service through the program are raised to \$5,910 and then receive five annual increases to \$7,205. Candidates with appropriate work experience, spe-

Ozanam Guild Will Nominate Officers

The Ozanam Guild, Catholic Employees of the Department of Welfare has planned a membership meeting for Tuesday evening, November 13 at 122 East 22nd Street.

President Blanche M. Vitollo has announced that a nomination of officers is scheduled for this meeting. Colored slides and a talk on the Catholic Lay Missionary in Chile are also on the

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ff Gamaon, L., Menands	36 Glenn, D., Broadalbin 8
7 Passo, S., Bronx	37 Shapiro, E., Brooklyn 8
8 Parate, J. Auburn	38 Pineus, F., Laurelton
o Philade, a., Alberta	39 Porter, H., Brooklyn
9 McCochrang, A., Troy	40 Levine, P., Bronx
10 Ctickner, E., Troy	41 Montgomery, M., Brooklyn 8
11 Champlin, V., Albany 884	42 Wells, D., Troy
12 Bacton, D., Elmira 883	42 Wells, D., Troy +

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER **CSEA Mental Hygiene Representative**

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

The Art of Arguing

HOW MANY people do you know who can argue without losing their head? To allenate people when you disagree with them is quite easy to do. In many instances, it would be easier to avoid severe disagreements (for mutual benefit) and to understand and practice a few simple rules.

LITTLE IS gained by arguing widely-and much may be lost. However, there are times when one must stand his ground and attempt to logically convince others that you are right.

IT ISN'T WRONG to show how strongly you feel about a subject. Emotion can make you more eloquent. A book on the essentials of debate says that you should never, as you argue, let anger take over so that you condemn your opponent instead of trying to change his views.

THESE STEPS may be helpful:

- (1) Approach the other person with the idea that the position he takes is worthy of your attention and respect.
- Keep in mind that a sense of humor wins more arguments than bitterness or rancor.
- (3) Make sure you know what you are talking about. The better you know the facts, the more convincingly you can present your material.

MANY PEOPLE in their desire to argue, forget how important it is to give the opponent a chance to express his views and listen to them. You can even agree with those parts of another's argument that seem sound. By doing this, you are building a bridge of communication and your opponent may feel that he has met someone who is not so strongly opposed to his views.

THERE MAY BE times when you find that you are wrong and that you want to accept your opponents views, or part of them. There isn't a winner in every argument, One must be prepared to break off when necessary and look to the healing of wounds. You could say "I certainly see why you believe as you do, but I feel differently for the reasons I've given, so shall we leave it, I'm sure there wont' be any hard feelings."

ARGUMENTATION as one of the four divisions of discourse is described as both the science and the art of convincing and persuading others to think and act as you want them to do.

THERE ARE many values of argumentation, such as:

- broadens the scope of one's knowledge
- (2) impels clear thinking
- (3) encourages logical reasoning
- (4) cultivates effective expression
- (5) compels quick decisions
- (6) stimulates sluggish ambitions
- (7) develops leadership
- (8) destroys bias and bigotry
- (9) fosters industry
- (10) demands respect for the opinions of others
- (11) removes fear and timidity
- (12) gives one an opportunity to measure his ability with that of his opponents
- (13) aids directly in many occupations and professions
- (14) It engenders true sportsmanship
- (15) it is in itself a means of true culture.

SURE, THE experts say that there isn't a winner in every argument but many husbands say by the law of averages they should win one once in awhile-many never score. Please wives-no offensel

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1 Brazel, L. Bronx 968 2 Lange, E. Albany 884 3 Fitzzerald, J. Selkirik 856 4 Digioranni, J. Bethyage 838
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5 Cutien, C., Albany839
6 Doolittle, H., Albany

Joseph R. Donovan, Retires, Was 16 Yrs. With Law Dept.

Joseph R. Donovan, associate attorney, attached to the Albany office of the Real Property Bureau of the Department of Law, retired recently after 16 years of service. In addition to his service with the Department of Law. Donovan also served with the Corporation Counsel of the City of New York for 17 years and prior to that with the County Clerk of Queens County for 4 years. His combined governmental service amounts to 37 years.

Donovan was honored at an informal party given by his colleagues and at that time was given a new set of golf equipment. In addition, Donovan was also given an illuminated scroll signed by Attorney General Louis J. Lefkowitz, Assistant Attorney General Edward R. Amend and members of the staff attesting to his loyal and dedicated service.

Callen Named

ALBANY, Noc. 12-John A. Callen of Syracuse has been named associate workmen's compensation rehabilitation representative for upstate New York areas, it was announced by Colonel S. E. Senior, board chairman,

Mr. Callen is a graduate of Syracuse University and Joined state service in December, 1961 as a senior workmen's compensation rehabiliation representative in Syracuse.

Counselors Honored

ALBANY, Nov. 12-State Veterans' Director Frank V. Votto has presented Voluntary Reemployment Rights Adviser certificates to his staff of 95 state veteran counselors.

The certificates were presented in behalf of the U.S. Department of Labor. The state counselors serve as representatives of the department's Bureau of Veterans Reemployment Rights.

Named To Council

ALBANY, Nov. 12 - Governor Rockefeller has named John F. Malone of New York City to the State Municipal Police Training Council for a term ending Mar. 31, 1964. Mr. Malone is director of the FBI office in New York Sat City.