

Civil Service LEADER

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F HENRY GALPIN

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See Page 3



OVATION: State Comptroller Arthur Levitt, first major speaker at the annual Spring Workshop of the Metro-Southern Conferences of the Civil Service Employees Assn., was given a standing ovation as he approached the speaker's platform in the Concord Hotel. Greeting the Comptroller, from left, are James O. Anderson, Southern Conference president; Francis A. MacDonald, toastmaster; William Volet, aide to Mr. Levitt; Charles E. Lamb, CSEA fourth vice president; Robert Soper, and Joseph D. Lochner, CSEA executive director.

Levitt Backs CSEA Move

Feily Acts to Protect Retirement Coverage For Air Guard Technicians

ALBANY, May 1—A three-pronged action has been taken by Joseph F. Feily, president of the Civil Service Employees Association, to remove a Federal contribution limit that threatens State Air National Guard technician participation in the State Retirement System.

Employer contribution to the system in New York State averages 10 per cent. The U. S. Defense Department budget has set an employer contribution limit of 6.5 per cent.

On learning of the Federal limitation, Mr. Feily:

1. Secured the backing of Comptroller Arthur Levitt, who heads the Retirement System, in moving to have the ceiling lifted.
2. Wrote to President John F.

Two-Year Death Benefit Extended

ALBANY, May 1—Members of the State Retirement System will continue to receive the increased ordinary death benefit for another year.

Governor Rockefeller, in signing the bill among the last before him, noted that the legislation had the support of the Civil Service Employees Association, which originally proposed the measure.

He noted, however, that a question had been raised as to the possible effect of deleting certain obsolete references to death benefits payable with respect to deaths which occurred prior to July 1, 1957," adding:

"Benefits for such deaths have already vested. This bill, which takes effect only to extend existing available benefits and is thus clearly prospective in purpose, should not be interpreted to affect prior rights."

Kennedy asking him to intervene and remove the limitation.

3. Wired U. S. Rep. Frank J. Becker, Long Island Republican, asking him to arrange for Employees Association representatives to appear at a hearing on the Defense budget.

Background

At the CSEA's request, Mr. Becker introduced legislation in Congress to allow Federal funds so that Air Guardsmen could participate in the State Retirement System.

Comptroller Levitt not only backed the necessary State legislation, but also has been conducting contract sessions between the State government and the Federal Government to complete the necessary arrangements.

In his letter to President Kennedy, Mr. Feily pointed out that the 6.5 contribution limit would, since it affected New York State guardsmen, eliminate coverage for the largest number of guardsmen in any state in the country.

At Leader press time, CSEA representatives were awaiting word on going to Washington, D. C., to argue for removal of the 6.5 per cent limit so that guardsmen can enter the Retirement System.

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

Nurse Appeal Is Rejected

Feily Hits Stand On Upgradings

ALBANY, May 1—A salary reallocation appeal submitted by the Special Nurses Committee of the Civil Service Employees Association for nurses employed by the state has been disapproved by J. Earl Kelly, Director of Classification and Compensation.

Commenting on the rejection of the CSEA appeal, Joseph F. Feily, Employees Assn. president, said:

"It was with keen disappointment that we learned of the decision to disapprove our appeal for an equitable reallocation of salaries for professional nurses employed by New York State.

"I am sure that the State departments and others who joined with us in the reallocation appeal also join us in expressing our fear that this decision only will serve to further lessen the morale and decimate the ranks of these deserving nurses—the backbone of the State's institutional services.

"As we noted in our reallocation appeal, the State must continue to attract the best qualified nurses in order to tender the high quality of care patients in State institutions need and deserve.

"Unless the State moves to correct the existing salary disparities, (Continued on Page 16)

Metro-Southern Spring Workshop Is Best Yet

KIAMESHA LAKE, May 1—Two top elected State officials and an ever-growing number of delegates and visitors marked the fifth annual Spring Workshop of the Metropolitan-Southern Conferences, Civil Service Employees Association, as the most successful to date.

Those attending the two-day session at the Concord Hotel here last week heard major addresses, first by Comptroller Arthur Levitt and then by Attorney General Louis Lefkowitz. (Their talks appear in separate columns below.)

Work sessions included a lively session on "Appeal Procedures and Salary Structures" as explained by J. Earl Kelly, Director of the

State Division of Classification and Compensation, for which Ted Wenzl, CSEA treasurer served as moderator.

Toastmaster for the first dinner session was Francis A. MacDonald, past president of the Southern Conference.

Raymond G. Castle, CSEA second vice president, was toastmaster for the second dinner.

The success of the program was credited to the fine work of the Arrangements Committee. Serving on it were James O. Anderson, Charles E. Lamb and Robert Soper, of the Southern Conference; Solomon Bendet, Samuel Emmett and Salvatore Butero of the Metropolitan Conference.

Press Overplays CS Errors, Says Louis Lefkowitz

KIAMESHA LAKE, May 1 — "Whether it be in government, or in private industry, the interests of employer and employee are compatible—each prospers with the other and each suffers with the other," Attorney General Louis J. Lefkowitz said here last week.

In an address before the Metropolitan-Southern Conference of the Civil Service Employees Association, at the Concord Hotel, Kiamasha Lake, Monticello, New York, Attorney General Lefkowitz said:

"Government and its employees must join forces in a vigorous program to raise public esteem for the civil service.

"As in every line of human endeavor, there are the few unprincipled persons who prove false to (Continued on Page 3)

Levitt Seeks Even Better Retirement

KIAMESHA LAKE, May 1 — Although proud of the current record of the State Retirement System, Comptroller Arthur Levitt has urged for even more improvements in it.

Speaking at the Concord Hotel here before the fifth annual Spring Workshop of the Metropolitan-Southern Conferences, Civil Service Employees Association, Mr. Levitt declared:

"It is a pleasure to be with you and to have the privilege of participating in your deliberations. I am indebted to the Civil Service Employees' Association and particularly to the members of the Metro-Southern Conference for the active support I have received in my efforts to make the Retirement System more responsive to the needs of all public employees.

"I am proud of the record we have achieved. Today the system is the most modern and progressive public pension plan in the world. This is not to say, however, that we enjoy a perfect System; on the contrary, I recognize that I have an obligation to constantly re-evaluate our activities and to continue to recommend means of improvement. The study of our operations and of our financial status is a continuous process.

Discusses Changes

"It is in this context that I wish to discuss recent changes in (Continued on Page 16)



POPULAR: Attorney General Louis J. Lefkowitz, a popular official with the Civil Service Employees Assn., is seen as he addressed the annual CSEA Metro-Southern Conferences Spring Workshop at the Concord Hotel last week. Mr. Lefkowitz received a standing ovation at the end of his speech.

Moving Expense Bill Is Signed

ALBANY, May 1—A bill authorizing the State to pay moving expenses of employees when transferred at the State's convenience has been approved by Governor Rockefeller.

The measure was long advocated by the Civil Service Employees Assn. and Governor Rockefeller announced at the beginning of the 1961 session of the State Legislature that he would request proper legislation to effect the matter.

The moving expense bill is Chapter 707 now of the laws of the State.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Air Pollution Assn. Annual Meeting Set

The 54th annual meeting of the Air Pollution Control Assn. will be held June 11 to 15 in New York City's Hotel Commodore. More than 70 papers are to be presented at the sessions which open June 12. George T. Minasian, technical program chairman for the association said.

Four of the papers to be presented will be by the New York City Dept. of Air Pollution Control.

10 Policemen Cited For Action In 1960

Ten medals have been awarded New York City policemen for conspicuous bravery in 1960. Two of the Departmental Medals of Honor were awarded posthumously.

The late Sgt. Edward J. Johnson was cited for action on Jan. 8, and the late Patrolman William J. Ramos, Jr., for action on June 14.

The third medal of honor was awarded Det. William G. Cullen of the 73rd Squad, for action on June 13. Det. Cullen received his medal for duty performed while still a patrolman.

A Police Combat Cross was given Patrolman Donald A. Baeszler of the 16th Precinct, and the Sylvia A.H.G. Wilks Memorial Medal for Valor went to Patrolman Peter Gallagher of Safety Unit "B."

The New York City Police Post No. 460, American Legion Medal for Valor was presented to Patrolman George L. Maine of the 16th Precinct. Patrolman Norman Mayberger of the 103rd Precinct, was cited with the John Golden Medal for Valor.

Patrolman George W. Bergmann of the Central Office Bureau and Squads, received the Michael J. Delehanty Medal for Valor.

The Patrolmen's Benevolent Assn.'s Medal for Valor was awarded Patrolman Michael Juliano of the 81st Precinct, and The Sergeant's Benevolent Assn. Medal for Valor went to Patrolman Frank A. Morris of the Central Office Bureau and Squads.

COIR Vacancies Full

Three existing vacancies on the New York City Commission on Intergroup Relations have been filled with the appointments of Mrs. Eleanor Clark French, Louise Glover and Mrs. Rose Shapiro.

Mrs. French is a member of the League of Women Voters, and has been a member of the Board of Directors of the Foreign Policy Assn., and served as vice-chair-

man of the New York State Democratic Committee.

Miss Glover is president of the Brooklyn Interracial Council and a member of the Brooklyn NAACP, the Urban League and the Committee on Civil Rights in Metropolitan New York.

Mrs. Shapiro is vice president and trustee of the Public Education Assn. Last year she was a New York representative to the White House Conference on Children and Youth.

New ORMYN Officer

The ORMYN, Jewish Society of the Dept. of Water Supply, Gas and Electricity, has elected Ida Weinman to the presidency, at its recent annual meeting.

Other officers elected to serve with the new president are Mrs. Jennie Grand, vice president; Bessie Rabinowitz, recording secretary; Mrs. Mollie Schwartzberg, corresponding secretary; Sam Sherman, treasurer, Mrs. Lillian Katz, historian, and Dave Shulman, sergeant of arms.

Chief Engineer Calls It A Day After 55-Yrs.

Fifty-five years of city service ended on April 25 for Harold P. Traband, who retired as chief engineer of the Office of Comptroller. New York City Comptroller Lawrence E. Gerosa presented Mr. Traband with a scroll, at a honoring dinner, recognizing him as "the perfect boss," and giving the title of "Chief Engineer Emeritus."

Mr. Traband has the distinction of the longest tenure of any chief engineer of any New York City department — 26 years — having come into city service in 1906 with the Board of Water Supply. He came to the Office of Comptroller in 1917 and former comptroller Frank Taylor named him chief engineer in 1935.

Since coming to the comptroller's office he has been in charge of more than \$300 million worth of public construction annually.

Robbins Stays on Job At City Housing Age

Ira S. Robbins, began a new term in office on May 1, as a member of the New York City Housing Authority. He was reappointed for a five-year term on April 26 by Mayor Robert F. Wagner.

Mr. Robbins originally came to the Authority on May 1, 1958. In addition to his current continued post he has also held Federal and State housing posts and was also executive vice president of the Citizens' Housing and Planning Council of New York.

Uniform Plan On Tardiness In The Works

To assure that penalties for excessive lateness be uniformly applied throughout the Department of Hospitals, Deputy Commissioner Robert J. Mangum said the department is planning to issue written regulations governing penalties.

Mr. Mangum made this known in a letter to Herbert S. Bauch, president and general manager of the Terminal Employees, Local 832.

The deputy commissioner told Mr. Bauch that it is the Dept. of Hospital's responsibility to enforce leave regulations, but at the same to insure that equitable treatment is accorded all employees.

Mr. Mangum outlined to Mr. Bauch a preliminary policy as a guide leading to the final regulation. Mr. Bauch was requested to study the preliminary policy and offer suggestions, if any, to Mr. Mangum.

Bauch Comments

The Leader was told by Mr. Bauch that he considers Mr. Mangum's tentative proposals "unreasonably harsh," and charged it is an idea considered by the Department of Personnel to govern all City employees.

Mr. Bauch emphasized that he dislikes the idea of putting the burden of proof on the employee when called in by a division head on being late for work. He also pointed out, that Mr. Mangum's preliminary proposal does not take into account delays caused when a train is off schedule, even if this is given wide publicity in the press.

Lateness is defined by Mr. Mangum as, an employee who arrives at his desk or station one minute after the beginning of his tour of duty.

Procedure to be followed by the personnel clerk, Mr. Mangum proposes, is that at the end of each month a list of all employees late four times or 40 minutes be sent to the divisional head, with a copy to the medical superintendent.

Action on Lateness

The first time an employee's name appears on the late list, he shall be interviewed by the supervisor to ascertain reason for lateness. If the reason is found to be valid, and effort should be made to resolve the valid reason so that lateness will not reoccur. If the reason given for being late is deemed not valid, the tardy employee should be warned in writing to improve the record, or face disciplinary action.

Following a warning in writing, if the employee's name again appears on the late list, a report to the medical superintendent is to be submitted by the personnel clerk with a copy to the division chief. If no valid reason for the tardiness is determined, then the medical superintendent is to make appropriate deduction from the person's annual leave balance.

In the event an employee's name appears on the late list for five consecutive months and penalties have been imposed for four consecutive months, a report is to be submitted to the deputy commissioner with recommendation for more serious action.

At no time is an employee to be permitted to charge lateness to annual leave or overtime, or to be allowed to make up time.

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NEW PRESIDENT: On the right is Sylvester Montoroula, newly elected president of the Newburgh Unit, Orange County chapter of the Civil Service Employees Association. In the center is Mrs. Charlotte English, outgoing Chapter president, and on the left is Ann Toohey, registrar of vital statistics of the City of Newburgh, who celebrated her 40th anniversary as a City employee.

Your Public Relations IQ

By LEO J. MARGOLIN



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

OUR HATS OFF to the civil servant who, in a pleasant, friendly voice says:

"I'm sorry but I don't know the answer to your question. I'll try to find out for you," or

"LET ME TRY to find out exactly who knows the answer to your question, and I'll refer you without delay."

SO SIMPLE AND HONEST are these examples of good public relations, that even the crustiest of taxpayers couldn't find fault.

WHEN WE TOLD an architect friend that we actually know civil service employees who have spoken the above quotes, he was incredulous.

"IT'S HARD TO BELIEVE," he insisted, "I get so much double talk that a straight answer is the rare exception in the departments I must deal with."

THERE'S NO SHAME attached to an honest "I-don't-know-but-I'll-try-to-find-out" answer. It's good public relations. It's also inexpensive because it costs nothing to be nice.

AMONG EUROPEAN civil servants this type of helpfulness is invariably the rule. They just can't do enough for you.

HAPPILY, we have many in our own civil service who excel in

helpfulness. But the "we-want-to-help-you" attitude is not universal among us. There are those who would dissent out of sheer orneryness.

IT IS THIS small minority that muddies up the clear public relations waters for the rest. They are the ones who make it difficult for the taxpaying public to believe that American civil servants are a dedicated, loyal, helpful group.

WE THINK that correcting this attitude should come from their colleagues. In our high school fraternity days, we had these corrective sessions and they were most helpful. We might give it a try among the tiny minority of our adult colleagues who sometimes act like children.

Pass your copy of The Leader On to a Non-Member

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CITY EMPLOYEE EVENTS CALENDAR

- NEGRO BENEVOLENT SOCIETY, Dept. of Sanitation, meets May 3, 81 West 115 St., Man., 8 p.m.
- BRONX COUNTY CHAPTER, State Society of Professional Engineers, meeting 8.30 p.m., Thursday, May 4, Concourse Plaza Hotel, Bronx.
- ANCHOR CLUB BRANCH 39, meeting, Monday, May 8, 8 p.m., 428 Broadway, Manhattan, use Howard St. entrance.
- MACHINISTS, MUNICIPAL LODGE 432, meeting Wednesday May 10, 6:30 p.m., Machinist Bldg., 7 East 15 St.
- COLUMBIA ASSN., Dept. of Sanitation, meeting Thursday May 11, 8 p.m., for delegates and alternates, at Clubhouse, 175 So. Oxford St., Brooklyn, N.Y.
- PULASKI ASSN., Dept. of Sanitation, meeting Thursday May 11, 8 p.m., at 428 Broadway, Manhattan, use Howard St. entrance.
- AUTO ENGINEMEN, Dept. of Sanitation, Local 1010, meeting Friday, May 12, election of officers, 8 p.m., 23 Second Ave. Manhattan.
- FIRE SQUARE CLUB, New York City, Inc., Ladies' Night Dinner-Dance, Saturday May 13, evening, 96-43 Springfield Blvd., Queens Village, N.Y.



THE PUBLIC EMPLOYEE

By JOSEPH F. FEILY
President,
Civil Service Employees Association

The 1961 Legislature Session

WITH THE CLOSING of the 30-day bill-signing period on April 24 at 12 midnight, the 1961 Legislative session came officially to an end.

THE CIVIL SERVICE Employees Association can, with pardonable pride, look back on the year as one in which its legislative program had a relatively high degree of success. Of the 14 of our civil service bills which landed on the Governor's desk, 12 were signed into law and only two vetoed. The full legislative report will be printed in The Leader within the near future.

IT IS NOT the purpose of the column to discuss these bills in detail. A passing reference will be made to only a few. But we do want to comment on certain aspects of the total legislative picture.

IN THE FIRST place, the climate in which this year's Legislature started to deliberate was not at all auspicious. The omens were all against a favorable outcome for the State worker. During the past winter the economy of the Nation and the State worsened steadily. Unemployment rose, industrial output fell and community after community across the Nation bore the label of a "depressed area." In the midst of this decline, a taxpayers' group launched a vicious attack on our fiscal program for the civil servants. Newspapers in upstate New York were quick to echo the attack in their editorials.

HOWEVER, DESPITE ALL these gloomy signs, Governor Rockefeller and the Legislative leaders held fast to a personnel policy for the State which they had often publicly expressed — that the salaries of State workers should be brought to a parity with those in industry. The results of a private management study which advocated this were carefully read. The research findings of the Employees Association also paralleled the conclusions of the private survey. The result was the passage of the new salary bill which, while not achieving the ideal of parity, made great strides toward it. The implications in the official public statement about the new salary plan are that the job will be completed next year.

NOT ONLY DID the civil servants achieve a salary correction, but also some time-honored measures — long on our program — as payment of moving expenses, employment at harness racing tracks, salary adjustment for armory employees, etc., became law.

WE CAN BE proud of our organization which is not only growing in strength but in efficiency. We can be proud of the developing favorable image which is being created in the official and public mind. We can be especially proud of the growing importance of our role in legislative matters. Our position in this is quite different from the legislative role played by a rival employee organization. Recently at a public meeting, the secretary of that organization, in response to a question from the floor, reflected that organization's feeling toward success or failure to the New York State Legislature. A questioner asked the speaker about the bill's which his organization sponsored in the Legislature. The answer given is printed in part below:

"I THINK THE question you really are getting at is — is the legislative program an effective way of making gains — is that partly what's implied? In my opinion, the answer is no. My own opinion is that the legislation that employee organizations, all of them, introduced in the Legislature are for the most part window dressing."

THIS QUOTATION CAN really go without comment. I will only say that the legislative views of both organizations are not identical. I am glad they are not, and I am certain you are not also.



HAPPY TRIO: Mr. and Mrs. Solomon Bendet, left, and Lea Lemieux, CSEA Social Committee chairman, are seen in a happy chat before one of the dinner sessions of the Spring Workshop at the Concord Hotel, sponsored by the Metropolitan Conference, of which Mr. Bendet is president, and the Southern Conference.

Trooper Reclassification, High-Ranking Promotions Announced by Cornelius

ALBANY, May 1—High-ranking promotions and reclassifications affecting State Police personnel have been announced by Superintendent Arthur Cornelius Jr.

The appointments, all effective in April and May, are part of a general reorganization of this famed law enforcement agency.

The changes, by title and assignment follow:

INSPECTOR

Lt. Donald M. McGranaghan, Effective May 4, 1961 to Hdqtrs from Troop C; Lt. John C. Miller, Effective May 4, 1961 to Hdqtrs from Troop A; Lt. Louis C. Viehl, Effective April 10, 1961 to Hdqtrs from Troop K.

LIEUTENANT-SUPERVISOR

Effective April 20, 1961. Salaries effective May 4, 1961 will be \$10,710 per annum: Lt. Harry J. Ashe, to Troop C, Sidney, N. Y. from Thruway Buffalo; Lt. Harry E. Blaisdell, to Troop D, Oneida, N. Y. from Troop D; Sgt. George L. Infante, to Troop G, Loudonville, N. Y. from Troop G; 1st Sgt. Donald F. Lang, to Troop G, Loudonville, N. Y. from Thruway Albany; Sgt. William M. Lombard, to Troop A, Batavia, N. Y. from Troop A; Lt. Augustus J. Robson,

to Troop B, Malone, N. Y. from Troop B; Lt. Walfrid J. Sjoblom, to Troop D, Oneida, N. Y. from Troop D; Lt. Wallace R. Spelman, to Troop A, Batavia, N. Y. from Troop A; Lt. Robert E. Sweeney, to Troop K, Hawthorne, N. Y. from NYC office.

LIEUTENANT

Effective April 20, 1961. Salaries effective May 4, 1961 will be \$10,110 per annum: Sgt. Samuel J. Crodelle, to Troop K, Hawthorne, N. Y. from Troop K; Sgt. Edward A. Dienst, to Troop B, Malone, N. Y. from Troop B; Sgt. Fred C. Fordham, to Troop C, Sidney, N. Y. from Troop C; Sgt. Harry B. Nelson, to Troop A, Batavia, N. Y. from NYC office; Sgt. Welk S. Stekel, to the New York State School for Police, from Troop B; Sgt. William F. Perrin, to Troop K, Hawthorne, N. Y. from Troop K.

Other Changes

Mr. Cornelius also announced the reclassification of Inspector John C. Dwyer to the position of Lieutenant-Supervisor assigned to Troop K, Hawthorne, N. Y., salary \$10,710; Inspector James W. Russell to the position of Lieutenant assigned to Troop D, Oneida, N. Y., salary \$10,110; Inspector Harry J. Sanderson to the position of Lieutenant assigned to the

Thruway, salary \$10,110; Inspector Robert J. McDowell to the position of Lieutenant-Supervisor, Bureau of Criminal Investigation, Troop B, Malone, N. Y., salary \$10,710; Inspector William F. Driscoll to the position of Lieutenant-Supervisor, Bureau of Criminal Investigation, Troop C, Sidney, N. Y., salary \$10,710 and the reassignment of Lieutenant John P. Nohlen from the Thruway to Troop D, Oneida, N. Y., salary \$10,110. Lieutenant George W. Craig was also promoted to the position of Lieutenant, Bureau of Criminal Investigation at Division Headquarters. His salary will be \$10,324 on May 4, 1961.

Revamping Disclosed

The new State Police superintendent also has disclosed a revamping of the agency's BCI and CIU units, with new titles and higher salaries being provided for the 220 members.

The 1961 Legislature authorized a reclassification program for the Bureau of Criminal Investigation and the Criminal Intelligence Unit.

New pay scales for the BCI and CIU go into effect May 4th.

Approximately 150 former troopers and corporals, who were assigned to the BCI and CIU, have been given the new title of investigator with an opening salary is \$6,872, and a maximum of about \$9,300.

Some 51 corporals and sergeants have been reclassified as senior investigators at an approximate opening salary of \$8,900 a year.

Under the new setup, there will be nine lieutenants at a starting pay level of \$10,324 and six lieutenant supervisors at a new starting salary of \$10,700.

Management, Employees Need Each Other, Says Lefkowitz at Workshop

(Continued from Page 1)

their trust. When the employee in private industry does something wrong, it rarely merits widespread public attention. But every breach of duty by a government employee is displayed in the news media and reflects upon the entire civil service.

"We have seen far too much of this in recent days.

Few Mark The Many

"I do not for one moment condone those who are false to their obligations. They deserve public censure and such punishment as is prescribed for their acts. But their fellow civil servants must not be made to suffer for the improprieties of the few.

"The overwhelming majority of government employees, on all levels, are dedicated public servants. They need not flinch from any test of comparison with the men and women in private industry.

"While we have made significant advances in conditions of salary, working hours, redress of grievances, pensions and other fringe benefits, the public employee still falls short of the advantages enjoyed by his brother in private employment. Nevertheless, they carry on with an unexcelled sense of obligation and devotion to those whom they serve.

"Government owes it to itself as well as to its employees to bring home to the general public the story of its civil servants, their accomplishments and their needs. We must do a public relations job which will advertise their manifold and invaluable contributions to the general welfare and the efficacy of responsible government.

"And in so doing we will make the public realize that both for its own sake as well as for the betterment of the status of its employees government must treat its workers at least with the same considerations as does private industry.

Good Will Needed

"Competition for good employees is keen, and government must be

able to vie with private business with respect to all employment benefits. These include not alone salaries and working conditions but also, as I often have stressed, pension and other fringe benefits, and, of vital importance, premium pay for overtime.

"Whether it be in government or in private service, the interests of employer and employee are not hostile one to the other. Each prospers with the other. Each suffers with the other. With mutual understanding, and with full regard for the interests and well-being of the community itself, employer and employee must strive for the cooperation and good-will which leads to the solution of their problems."



EXPLANATION: J. Earl Kelly, director of the State Division of Classification and Compensation, is seen as he addressed a workshop session on "Appeal Procedures and Salary Structures." The scene was the Concord Hotel, site of the annual Spring Workshop of the Metro-Southern Conferences of the Civil Service Employees Assn.

Montgomery OKs Aides 5-Point Plan; Member Drive On

The Montgomery County Chapter of the CSEA won a major victory this month with the unanimous approval by the County Board of Supervisors of the 5 percent retirement plan for all county employees.

Richard Tarmey, Montgomery County Chapter delegate, and First Vice-president Winifred Rothmeyer had petitioned the Board for approval of the plan at each of the Board's meetings since May, 1960.

The 5 percent plan, effective July 1, 1961, will provide substantial salary boosts for Montgomery County employees. Under the plan, the county pays the first 5 points of the employee's contributions to the state retirement fund, thus increasing their take-home pay.

Chapter officers have announced that, in conjunction with the 5 percent victory, they have launched a county-wide membership drive, aimed at a minimum 200 membership. Membership literature is being distributed to all non-members in Montgomery County and chapter officers are planning to meet with county officers and department heads in the near future.

The chapter also has enlisted the aid of CSEA Field Representative P. J. Rogers to assist in the membership drive.

Ulster Chapter Re-Elects Martin

The Ulster County chapter, Civil Service Employees Association, recently elected James P. Martin president and the following other chapter officers:

Albert Oehner, first vice president; Mildred Reynolds, second vice president; Fred Paulus, treasurer; Martin Kelly, financial secretary, and Florence Fennely, recording secretary.

Where to Apply For Public Jobs

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

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

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

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

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

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

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

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

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

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

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



INSURANCE: Attending the annual Spring Workshop of the Metro-Southern CSEA Conferences in the Concord Hotel were these men who are familiar faces to Employees Association members. They are, from left, Jack Devlin and William Conboy, Ter Bush & Powell representatives, Schenectady, and Tom O'Connor, Albany, and George Cheney, Hartford, Conn., of The Traveler's Group Department.

Lesinski Bill Can Save Federal Aides \$1,000

John Macy, chairman of the Civil Service Commission, has approved a bill by John Lesinski which will save hundreds of Federal workers thousands of dollars. In 1958 the Lesinski Act was approved which stated that classified workers denoted through no fault of their own should keep their previous salaries for a minimum of two years.

Earlier in that year a pay raise was granted by Congress. The C.S.C. advised agencies to move the employee back up to his earlier salary grade and to add the new pay raise to his original salary. The majority of agencies followed this procedure.

The Comptroller General, however, ruled against this. He said that such an employee was not eligible for the pay raise, that his salary should remain just as it was before he was downgraded. The General Accounting Office and some other agencies paid according to this plan.

The present Lesinski bill endorses the action of the C.S.C. The employee who was downgraded but who received the salary of his previous grade in addition to the pay raise would not have to pay the Government anything in back salary, as he would according to the Comptroller General's ruling. Employees in the General Accounting Office and the other agencies who followed the Comptroller General's ruling will get back pay checks if the bill is passed.

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U.S. Service News Items

Macy Calls for Higher Quality Suggestions

Civil Service Chairman John Macy addressed members of the Federal Incentive Awards Association last week. Mr. Macy called for encouragement of higher quality employee suggestions, saying, "The best employee suggestions in Government have not yet been adopted, in fact, they haven't even been put in writing."

Mr. Macy noted that the ultimate measure of success of the suggestion program is in demonstrated improvement in efficiency and economy of operations, not in the number of suggestions made. He urged that "the big bold ideas get attention at a properly high level," but warned against cluttering up management with paperwork which can be handled lower down.

Mr. Macy urged increased supervisory support of the program and recognition of cooperating supervisors on the part of management.

Poole Appointed Ass't To C.S.C. College Head

James R. Poole has been appointed to the newly created post of assistant to the Civil Service Commission's director of college relations and recruitment. Mr. Poole is a veteran of nearly 19 years of Federal service. Appointment of the 41 year old civil servant is effective May 14.

In announcing the appointment, Civil Service Commission Chairman John Macy said that the establishment of the new post will help the Commission's accelerated program emphasizing recruitment of minority group members. This program is in keeping with President Kennedy's recent Executive Order establishing the President's Committee on Equal Employment Opportunity.

Clark Bill Opposed

The National Association of Federal Employees is opposed to

Commission Considers Certification of Lists

Public hearings were held on Tuesday, May 2, by the New York City Civil Service Commission on a proposal to certify the list for deputy sheriff as appropriate for investigator, and for court attendant (City court), as appropriate for investigator.

The hearing was opened at 10 a.m. at the 299 Broadway office of the Commission.

the Clark bill which would strip the U. S. Civil Service Commission of most of its present functions and transfer them to a new White House Office of Personnel Management under a single director.

Vaux Owen, president of the N.F.P.E. has said that such a system would bring a return of the spoils patronage system. The N. P.F.E. is convinced that any increase in efficiency would be outweighed by the increased potential for patronage with power in the hands of a single individual.

Most New Top Grade Promotionals Excellent

Out of 219 recently promoted career employees in grades 16, 17 and 18, 190 are rated as doing excellent work according to a sample survey made by the Civil Service Commission. Twenty two are rated as very good, with only seven as mediocre.

The average employee in this group has had 20 years of service and is 48 years old. Almost half of the employees surveyed started in grade five or below. Sixty-two of these workers have only a high school diploma or less. Ninety five have bachelor's degrees or less, 39 master's degrees, and 13 Ph.D.'s.

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Steno Prom. Test Offered

New York State's promotion examination to principal stenographer will remain open for filing until May 15. These jobs pay from \$4,280 to \$5,250 a year.

To be eligible for this test, candidates must have been employed in the competitive class in the Office of General Services, Executive Department, for one year prior to June 10 in a clerical or stenographic position allocated to grade seven or higher.

The written test will be held on June 10 and will cover office practices, secretarial procedures and modern supervisory principles. Questions on vocabulary, spelling and English usage will also be included.

Candidates must also take a qualifying performance test in which dictation will be given at the rate of 100 words a minute for three minutes. Instead of a full transcription, an answer sheet will be used. The answer sheet will consist of a simulated transcription of the 300 words dictated and the candidate must distinguish whether the simulated transcription is correct or incorrect.

Notices to appear for the test will be conditional and no review of applications for minimum requirements will be made until after the written test is held.

Candidates who are successful in the written test, but who have not held the title of senior stenographer in the competitive class or who are not on the current eligible list for senior stenographer must also pass a qualifying performance test equivalent to that held for senior stenographers.

To obtain application forms, write or visit the State Campus, Albany, N. Y. or Room 2301, 270 Broadway, New York City. The examination is No. 5199.



M.C.: John D. Corcoran, Jr. served as master of ceremonies for the annual dinner dance of the Suffolk County Civil Service Employees Association held on April 29 at the Huntington Town House. Mr. Corcoran is the Long Island representative for the New York State C.S.E.A.

Commission Changes Feb. 25 Test Answer

Protests by 26 candidates for promotion to foreman asphalt worker, on the examination of Feb. 25, has resulted in one key answer change. Twenty-six items were protested, and 260 candidates took the exam.

Item 57 is changed from "true" to "true" or "false," the New York City Civil Service Commission announced.

Okay Financial Aid To Non-Competitive

At a public hearing last Tuesday, the City Civil Service Commission of the City of New York approved classifying Confidential Financial Aids to the Non-Competitive Class, Part I, under rule XI, for the Department of Commerce and Public Events.

City Post Offices Need Clerk-Carriers at \$2.16; No Experience Required

New York City post offices including Brooklyn, Queens and Manhattan, need substitute clerk carriers for jobs paying from \$2.16 to \$2.36 an hour. Both men and women are wanted for these jobs, for which no experience is required.

Certification will be made first from the highest available eligibles who live in New York City or who work for City post offices. Those who are not residents of the City may take this examination.

When the last eligible list was established, all candidates who passed the test for clerk were offered career appointments. All the remaining carrier applicants were given temporary jobs.

Applicants must be at least 17 years old at the time of filing. Eligibles will not be certified for appointment to substitute city carrier positions until they are 18. All applicants must be citizens of the United States.

Applicants must be physically able to carry out the duties of the position.

As substitute carrier, jobs may involve driving, a driver's license is required before appointment to career jobs. Eligibles for substitute carrier also must pass a civil service road test before appointment.

A written test is required of all applicants. The test will take about two hours and will be designed to test aptitude for learning and performing the duties of the position.

Separate registers for substitute distribution clerk and substitute city carrier will be established. At the time of examination, applicants must specify the position desired.

Persons who attained eligibility on the substitute city carrier register under announcement No. 2-101-2(58) and 2-101-5(59) and who are still interested in the position should apply for the new examination. Those on substitute clerk register list established under announcement No. 2-101-10(59) do not need to file for this examination.

Application forms 5000-AB can be obtained from the Board of U.S. Civil Service Examiners, General Post Office, Room 3506, 33rd St., New York 1, N. Y.; from the Director, 2nd U. S. Civil Service Region, News Building, 220 E. 42nd St., New York 17, N.Y., or from any of the main post offices in the five boroughs of New York City.

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New Program

Graduate Students Eligible As State Senate Interns

ALBANY, May 1—The State Senate is setting up an internship program, similar to that now operated for state government.

Senate Majority Leader Walter J. Mahoney and Dr. John Meng, president of Hunter College, have announced plans for a three-year program, which will enable five graduate students to serve each year as interns with the Senate and its various committees.

Senate Plans Hearing On Liberalizing P.O. Longevity Pay Hike

WASHINGTON, May 1 — Hearings are planned for May 17 by the U. S. Senate Civil Service Committee on the Johnston bill to liberalize postal longevity pay raises with the aim to bring them more into line with classified (white collar) system.

As the bill now stands, postal employees would receive longevity increases at the end of the 10th, 13th and 16th years of service, instead of the present 13th, 18th and 25th years.

The current longevity steps are a flat \$100. The Johnston bill would mean \$160 longevity steps in Level 4, which embraces postal clerks and carriers.

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The program will be financed by a \$75,000 Ford Foundation grant and a \$30,000 appropriation by the Senate. Each intern will receive \$4,000 a year.

Those cooperating in the venture will be the Senate, Hunter College, Columbia University and Syracuse University.

The executive committee which will select the interns and supervise their activities consists of Sen. Mahoney, Professor David Truman of Columbia, Professors Ruth G. Weintraub and Frederick Zimmermann of Hunter and Professor Frank Munger of Syracuse.

Seminars will be held in Albany and in New York under the direction of a faculty supervisor. These will be devoted primarily to the legislative process and its activities.

In addition to the student stipends, a total of \$18,000 in grants will be available over the three-year period for faculty members and advanced candidates for doctorates to support research into the State legislative process.

To be eligible, candidates must be matriculated for an advanced degree in a department of political science at an accredited college or university in the State.

Dr. Meng and Senator Mahoney said that further information and applications for appointment may be secured from Professor Ruth G. Weintraub, Director of Graduate Studies, Hunter College, 695 Park Avenue, New York 21, New York.

Stoker Jobs To Be Filled

Sixty-two names have been certified by the Personnel Dept. for marine stoker appointments to the Marine and Aviation Dept. The new list revealed 39 jobs open at \$6,019. Certification ended with list number 69.

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TUESDAY, MAY 2, 1961

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Standing In the Rain



THE PERSONNEL Dept. of the New York City Civil Service Commission had announced it would begin accepting applications to fill 50 jobs as laundry workers in municipal hospitals. Filings for these \$2,750 a year jobs were opened last Wednesday morning at the department's 96 Duane St. office.

Filling the vacancies at the hospitals are to be on a first come first serve basis once the applicant is checked out as to qualifications for the labor class post.

Tuesday morning, the day prior to opening the office to accept applications, approximately 20 persons were already lined up outside the Duane St. office. By sundown the same day there were about 100 people waiting, and for the next more than 15 hours, the lineup swelled. When the Personnel Dept. opened its office Wednesday at 9 a.m., the line extended around three sides of a block totaling approximately 1,000 men and women.

It is unfortunate that all 1,000 presumed unemployed cannot be satisfied, when the Personnel Dept. has only 50 vacancies to fill. However, it must be recognized that this method used by the department to obtain applicants, is quite discomforting to the job-seeker. On a first come first serve basis, the call for laundry workers drew people 24-hours in advance of when applications would be accepted, and they sat and stood in sunshine and pouring rain, waiting and hoping.

To recommend what can be done to have a more considerate method in filling this type of job, is not the purpose of this editorial, but The Leader does wish to focus a light on this type of recruiting and suggests that a concerted effort be made for a change.

CSEA Nurse Title Appeal

IN DECLINING to reclassify nurses in state institutions along lines recommended by the Civil Service Employees Association, J. Earl Kelly, director of the State Division of Classification and Compensation, gave one rather illogical reason for rejecting the CSEA case.

Mr. Kelly declared at one point that "Good salary setting does not require any employer to adopt the highest rates paid for the various classes of work within its pay plan which may be found among all other employers. It must be perfectly obvious that this kind of policy would lead to a completely chaotic, rather than an orderly arrangement of salaries within any one employing organization."

This is sheer sophistry. Mr. Kelly is saying, as far as this newspaper can see, that the State is doing all right at hiring nurses at the present salary schedule and that the nurse pay situation in general is poor, so why change!

But we would like to remind Mr. Kelly that the State DOES have to compete for nurses and while it may be doing all right in institutions where there is no competition in the

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.

Classification Chief Asks To Explain How Job Rating Was Set

Editor, The Leader:

Mr. J. Earl Kelly, State Director of Classification, on April 24 was the guest speaker at the Civil Service Employees Assn. Workshop meeting held at the Concord Hotel, Klawesha Lake.

He gave a most educational address on how the Division of Classification determines the pay grades for N. Y. State Employees.

After his talk, Mr. Kelly freely answered most questions put to him by the audience but one very important question he was unable to answer because time did not permit.

The question was: On what basis did Classification arrive at Grade 11 for correctional attendants, whose job it would seem is the rehabilitation of the criminally ill, and Grade 5 for mental hygiene attendants whose job is rehabilitation of taxpayers who have become mentally ill?

The new pay rates will see the correctional attendant receiving \$30 a week more than the mental attendant at the maximum rate. Thousands of employees, friends, relatives of patients are interested in knowing why we would hire a more qualified employee to take care of law breakers than we do to take care of our ill, who have not broken any laws.

Questioning of employees, in both groups, has not brought a satisfactory answer since their is a great similarity in their duties and accident rates seem about the same.

I ask Mr. Kelly, if he would be so kind, and take advantage of this column, to answer this question which has perplexed so many of us so long.

RICHARD VIGGERS
BROOKLYN, N. Y.

Most in Civil Service Not Corrupt; Urges Mayor To Tell Public

Editor, The Leader:

In a recent editorial in The Leader, you criticized the public and the daily press for branding all civil service employees as corrupt grafters, every time one or two in the service are involved in a scandal.

In the same editorial you point to Mayor Robert F. Wagner for not reminding everyone that the majority of Civil Service people are loyal and honest.

I would also like to add my criticism of Mayor Wagner. In a discussion by him recently of a scandal, he forgot to tell of most of Civil Service workers being honest on their jobs. He should have emphasized that these scandal case should not be used as a label

neighborhood for hiring, we cannot believe that this argument is working out, at least in the Metropolitan New York City area.

Why should nurses work at Brooklyn and Manhattan State Hospitals, for instance, when they can take similar employment at better pay in New York city and county hospitals or with Federal institutions?

To say that the state is doing as well as most employers on this issue is hardly a forward-looking technique in personnel practices. The aim is to recruit the best. At least that is what we have heard from this State Administration.



Civil Service LAW & YOU

By HAROLD L. HERZSTEIN

Mr. Herzstein is a member of the New York bar

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

Something on Veteran's Preference

THERE IS CONSIDERABLE misunderstanding by veterans in the Civil Service as to the interpretation of the preference laws enacted for their benefit. I would like to clarify the approach to these laws.

IN THE NEW Civil Service Law the veterans preference laws are assembled in one compact article, Article VI, entitled "Special Rights for Veterans and Exempt Volunteer Firemen." The article consists of three sections, 85 to 87, and gives the law on the subject "right down the line."

I APPRECIATE THAT there are two schools of thought on veterans preferences. One regards such preferences as injurious to the merit system because they negate the selection of the best in competition. The other regards such preferences as proper rewards for meritorious patriotic service. Obviously, I have my own ideas on the subject, but they are not important to my readers. The law has, in effect, determined the controversies between the two schools, and I start with the law rather than with my own thoughts.

A CASE DECIDED by the Appellate Division of the Supreme Court in Albany and later affirmed by the Court of Appeals, our highest court, stated what we might term the first principle of the merit system. It wrote:

"ANY PREFERENCE IS OF COURSE REPUGNANT TO THE THEORY OF CIVIL SERVICE."

THE COURT THEN went on to say: "In the case of veterans, it (referring to the preference) is justified equitably and morally by the sacrifice and disruption of normal civil life which accompanied full time military service." (Rubin v. Conway, 273, App. Div. 559, aff'd 298 N. Y. 711).

THE CASE MAKES it clear that the veterans preference laws are exceptions to the principle that there should be no preferences. Consequently, it followed in that case and in many cases after it, that the veteran who seeks to get into the civil service or who seeks to get promotions in the civil service, has only such rights as the law specifically gives him. Stated another way, he has only such rights as the Legislature decided should be an exception to the principle that preferences are "repugnant to the theory of the civil service."

A CONSIDERABLE NUMBER of men have the mistaken notion that when a civil service problem arises concerning them, it must be approached, as follows: One, he is a veteran. Two, since he is, what can we do to expand the law to solve his problem? Some may hold that that should be the approach. However, the law is not operating that way.

ANY SUCH PROBLEM must always be appraised under the law, in this case Article VI of the Civil Service Law. If the law does not specifically cover his situation, then he has no rights and is on the same level as his colleagues in the civil service who do not have any preferred status.

IN THE NEXT installment, I will illustrate that several beliefs commonly held by veterans in the competitive class of the civil service are fallacies when examined under the law.

of all us honest Civil Service workers.

It is very easy to point a finger at one individual and allow the entire group to suffer for this person's mistakes. The public has always criticized civil servants, and I suppose they have a right to do it, but I would like to see some fairness shown.

A rotten apple in the barrel does not always mean we are all rotten.

NAME WITHHELD
NEW YORK CITY

Ozanam Guild Lunch

The Ozanam Guild will hold its first Friday luncheon on May 5, at 1 p.m. at St. Alphonsus Cafeteria, West Broadway and Canal St., Manhattan. The guest speaker at the luncheon is the Rev. Robert M. O'Connell of the New York Apostolate.

Civil Service Here and There

CAMBRIDGE, Mass. — Harvard University's Summer School extends to its regular full-time employees, who have had at least three month's service, the privilege of one tuition-free half course per summer. The employee pays the registration fee and any laboratory fee. The course may be taken on either the audit, non-credit, or credit basis; if the course is oversubscribed, the employee must make way for the paying student. It is presumed that the time of the class will count as the employee's lunch hour, unless the class meets before office hours or the time can be made up in some other way.

SEATTLE, Wash. — A report on the city's vehicle safety program shows that the 1959 rate of accidents was one mishap for every 38,750 miles driven, compared with the national rate for municipal fleets of one every 24,068 miles.

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

1,000 Line-Up

Laundry Worker Applicants Start To Get Check Out

Applicants are being notified to report for physical examinations for the laundry workers jobs, for which filings were closed last Friday at 1 p.m., by the Dept. of Personnel. Fifty jobs are open in municipal hospitals paying \$2,750 a year.

Announcement by the department that applications would be accepted starting last Wednesday at 9 a.m. at its 96 Duane St. office, brought out close to 1,000 men and women.

In recent years, this turnout figure was topped in June, 1959, when 2,122 men showed up for cleaner posts in the Dept. of Public Works.

Men and women began lining up for the laundry worker jobs on Tuesday morning, the day prior to the Dept. of Personnel accepting applications. Approximately 20 people began the vigil Tuesday morning, and through a sunny day, the line swelled to 100 by sundown. All through the evening and overnight in pouring rain, the job-seekers arrived and waited to file for the labor class post. The jobs will be filled with the first 50 meeting the physical and character check requirements.

It is estimated that it will be a month or more before the first person will be called to work.

Bldg. Superintendent Classification Change

The City Civil Service Commission of the City of New York at a meeting last Tuesday, reserved its decision to classify Superintendent of Buildings (Community College) in the Competitive Class, subject to Rule XI, in the Custodial Engineering Occupational Group.

Request Made to Set List On 3 Positions

Establishment of the eligible list for open competitive statistician, has been requested to be effective May 3. The 12 eligibles are subject to investigation and review of chest X-ray.

A similar request by the Director of Examination to the Dept. of Personnel director has also been made, same effective day, for the open competitive comptometer operator and 39 for tabulator operator.

The comptometer and tabulator eligibles are subject to investigation, substantiation of preference claims and review of chest X-ray.

Named to Board

ALBANY, Feb. 20. — Mrs. Arthur B. Carpenter of Amsterdam has been reappointed to the Board of Trustees of Guy Park House and Grounds at Amsterdam.

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Physicals Are Set For Candidates To N.Y.C. Police

Medical examinations will be given on Friday and Saturday, May 5 and 6, by the Dept. of Personnel, for those policemen candidates who successfully completed the March 25 written test.

The department informed 586 candidates that they passed the written test and mailed them medical test admission cards. A total of 1,537 candidates took the written exam.

The medical examination will be held by the department at its 241 Church St., Manhattan office. Candidates who pass this exam will then become eligible for the qualifying physical which is planned for the end of May.

Those candidates who failed the March 25 written exam cannot re-apply for a policeman's test for at least one year.

Successful candidates who fail to appear for the May 5 or 6 physical or fail this examination, will be permitted to file for one other test within a 12-month period.

3 Claim Examiner Answers Changed

Answers to the claim examiner test given on March 18 have been changed following protests by eight candidates on 13 items, according to the New York City Civil Service.

Question 34, strike out; 45, change from "D" to "C" or "D"; and question 102, change from "D" to "B."

Sixty-seven candidates took the test.

Veteran Counselor Exam Open in State; From \$6,630

Veteran counselors are needed in New York State for jobs paying from \$6,630 to \$9,040 a year. Vacancies are in upstate Oswego, Otsego and Schoharie counties.

N.Y.C. Social Investigator Test Is Set

Nine hundred social investigators are needed by New York City for jobs paying from \$4,550 to \$5,990 a year. Social investigators are needed to assist in the administration of the City Welfare Department's newly expanded public assistance program, including medical aid to the aged.

Candidates who have baccalaureate degrees are eligible to apply for the examination. Candidates who expect to receive their degree by August 1961 may apply for the test, but they must have their degree at the time of appointment.

Written test will be held monthly with the next test set for May 20. Applicants will be summoned for the written test in groups in the order of filing of applications. Successive eligible lists will be established for each group. Previously written tests were held every two months.

Applications may be obtained by visiting or writing the Applications Section of the Department of Personnel, 98 Duane St., New York 7, N.Y. To secure early appointment applications should be filed as soon as possible.

Additional vacancies are expected throughout the State.

Candidates must have a high school diploma or an equivalency diploma issued by the New York State Education Department. Four years of satisfactory business experience may be substituted for high school training on a year for year basis.

In addition to the required education or work experience, candidates must have had three years of experience in placement interviewing, counseling, vocational guidance, personnel administration, teaching, social work, industrial relations or veterans service work.

In addition, candidates must have one of the following: Two more years of satisfactory experience or graduation from a recognized college or university from a four year course. A satisfactory combination of the foregoing training and experience will also be acceptable.

The written test will be held on June 24 and will include questions on Federal and State Legislation relating to veterans, community relationships and resources and the principles and techniques of interviewing and counseling. The candidate's knowledge of sources and use of occupational information will also be tested.

Applications may be obtained from the State Department of Civil Service, State Campus, Albany or from room 2301, 270 Broadway, New York City. Applications will be accepted up to May 22.

Rockefeller Nixes Idea on Investing Pension Funds

ALBANY, May 1—Gov. Nelson Rockefeller has vetoed a bill sponsored by New York City administration, affecting the investment of city pension funds.

The bill, Mr. Rockefeller said, would have authorized city retirement funds to be invested in notes or bonds secured by purchase money mortgages accepted by the city in connection with the sale of real property acquired by it through tax foreclosure proceedings.

"There would seem to be no reason to condone the use of pub-

lic employee retirement funds," the Governor declared, "in order to convert into liquid assets those New York City-held notes or bonds secured by purchase money mortgages of dubious quality."

The State Banking Dept. urged disapproval of the measure.

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State Architects End Bowling Year

Members of the State Architects' Bowling League, having just completed a highly successful season, held a dinner and dance for members and guests at the Crossroads Restaurant in Latham, N.Y. Banquet Chairman was Jim Kane.

Outgoing president Lou Fortune conducted the prize award program. Trophies were awarded for the highest average, the high three game series, and the high single game to each winner in the three classes. The winners in this order are:

Class A — Joe Schmeder, Bill Hausman, Murdock MacKenzie.

Class B — Wes Frank, Jim Kane, Al Toma.

Class C — Johnny Papa, Charlie Mirabile, Ben Lewis.

The award for the most improved bowler went to Andy Valent.

The Structures won the league championship, defeating the Designers in a play-off between winners of each half season. Team members are: John Zampol, Captain, Gene Halsey, Marty Moakler, Al Toma and Joe Schmeder.

New elected officers for the 1961-62 season are: Bill Hausmann, President; Charlie Mira-

bile, Vice-President; Jim Kane, Secretary-Treasurer, re-elected. The league is made up of male members of the Division of Archi-

ture of the New York State Department of Public Works, who bowl at the Hoffman Lanes on Tuesday evenings.

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TEST AND LIST PROGRESS - N.Y.C.

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

Table with columns: Title, Latest Progress, Last No. Certified. Lists various job titles and their certification status, categorized by letters A through P.

Bronx V.A. Hosp. Food Service Aides; Vets Only

Food service workers are needed by the Bronx Veterans Administration hospital. Salaries start at \$1.57 an hour. The maximum salary of \$1.65 an hour is reached within six months. These jobs are open to men only, and are restricted to persons entitled to veterans preference.

No specific length of experience is required, but special credit will be given for experience in the preparation of food stuffs for cooking, assisting with cooking or baking, waiting on tables or other related duties.

Before appointment applicants must pass a literacy test which will establish the ability to read, write, speak, and understand English well enough to perform the duties of the position.

Information concerning requirements is contained in the Examination announcement No. 2-56-1 (1961). Copies of the announcement and application forms may be obtained at the main Post Office in Brooklyn, Far Rockaway, Jamaica, Long Island City, New Rochelle, Staten Island and Yonkers or from the Director, Second U. S. Civil Service Region, in the News Building at 220 East 42nd St., New York 17, N. Y.

Applications will be accepted until further notice.

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Dobbs Heads Islip Town CSEA Unit

Thomas B. Dobbs has been elected president of the Town of Islip Unit of the Civil Service Employees Association.

Florence McCoy and Fred Conzen were elected to the Board of Directors.

The following committee chairmen were appointed: Program—Robert Chappell; Membership—Ruth Mayo, and Publicity—John Dolny.

It was announced that the Islip Unit was granted a Charter by the Suffolk County Chapter in Yaphank this week.

TEST & LIST PROGRESS

(Continued from Page 10)

Table listing various civil service positions, their certification dates, and corresponding scores. Includes roles like Recreation leader, Research assistant, Resident building superintendent, etc.

Foreman Eligible List

The director of examinations has requested the Dept. of Personnel director to establish the eligible list on foreman crane engineman promotion, effective May 3.

Earning Hike For Teachers Retired Nixed

ALBANY, May 1—A bill backed by retired teachers has been vetoed by Gov. Nelson Rockefeller. The measure would have raised the amount of supplemental income a retired member of the State Teachers' Retirement System could earn in a year without loss or suspension of retirement benefits.

Under terms of the bill, which passed the Legislature, a retired teacher would have been able to earn \$2,750, instead of \$1,800, if the employer was not a school district.

If the employment was as a substitute teacher for a school board or in adult education programs, the amount would have been raised from \$2,500 to \$3,500 a year.

Mr. Rockefeller, in a brief veto message, said:

"In its present form, the bill must be disapproved because the bill would make these provisions permanent. Comparable provisions of the law are uniformly of temporary duration in view of the constitutional vesting of permanent retirement rights.

"Any action to establish such rights on a permanent basis should be taken only with careful attention to maintaining uniformity and to the appropriateness of making these benefits permanent."

Named to Health Post

ALBANY, May 1 — Dr. Selig H. Katz is the new assistant director of the State Health Department's Division of Special Health Services at \$12,784 a year.

Until recently, Dr. Katz served as assistant director of the department's Bureau of Maternal and Child Health.



RETIREE HONORED: Margaret Parker, center, former employee of the experience rating section of the Albany Division of Employment since 1944 was honored by fellow workers last week at a retirement luncheon at the Crossroads Restaurant, Latham.

These are Key Answers to Ass't. Chemist Exam

Tentative key answers for the Part I written test for promotion to assistant chemist, given on April 22, have been released by the Dept. of Personnel.

Candidates who wish to file protests against these answers have until May 18 to submit their protests in writing, together with the evidence upon which such protests are based.

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

LEGAL NOTICE

At a Special Term, Part 2 of the City Court, State of New York, New York County, 111 Centre St., Borough of Manhattan, City of New York, on the 25th day of April, 1961.

PRESENT: Hon. CHARLES S. WHITMAN, Justice.

In the Matter of the Application of MANUELA RAMIREZ, guardian ad litem of RITA DOLORES PEREIRA, an infant over the age of 14 years, for leave to change her name to RITA DOLORES COLON.

Now, on motion of OSCAR GONZALEZ-SUAREZ, attorney for the said petitioner, it is

ORDERED that the said infant, RITA DOLORES PEREIRA, 20 years of age, having been born in Puerto Rico, October 17, 1940, be and she hereby is authorized to assume the name of RITA DOLORES COLON in place of her present name, on the 5th day of June 1961.

ENTER, CHARLES S. WHITMAN, J.C.C.

Exam Study Books

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

Police, Transit, Housing Sergeant Exams May 6

Notices have been mailed by the Personnel Dept. for the city promotion test for New York City Police Dept. sergeant. The call went out to 13,823 patrolmen.

Notices were also mailed to 480 candidates for transit sergeant, and 371 for housing officer sergeant tests. Both of these examinations will also be held on Saturday, May 6.

LEGAL NOTICES

WIGHAM, REGINALD E.—In pursuance of an Order of Hon. Joseph A. Cox, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Reginald E. Wigham, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscriber at his place of transacting business at the office of Harry Krieger and Philip Krieger, Esqs., his attorneys, at 20 East First Street, Mount Vernon, New York, on or before the 12th day of July 1961.

HARRY KRIEGER and PHILIP KRIEGER, Attorneys for Executor, No. 20 East First Street, Mount Vernon, N. Y.

PARRELL, MARY, also known as MARY E. FARRELL—File No. P 1177, 1961.—CITATION.—The People of the State of New York, By the Grace of God Free and Independent, To The heirs at law, next of kin and distributees, if any, of MARY FARRELL, also known as MARY E. FARRELL, deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest, whose names are unknown to petitioner and cannot after due diligence be ascertained.

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 May 23, 1961, at 10:30 A.M., why a certain writing dated January 11, 1961, which has been offered for probate by SIMON SCHWARZ residing at 820 East 20th Street, City, County and State of New York should not be probated as the last Will and Testament, relating to real and personal property of MARY FARRELL, also known as MARY E. FARRELL, deceased, who was at the time of her death a resident of 23 Gramercy Park, in the County of New York, New York.

Dated, Attested and Sealed, April 7, 1961.

HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

HOLZMAN, JENNIE G.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, To James Hecht, Adam Hecht, infants under fourteen years of age, being the persons interested in the Estate of Jennie G. Holzman, who died leaving a Will which was duly admitted to probate in the Surrogate's Court, New York County, SEND GREETING:

That the petition of Carl J. Stern, residing at 23 East 74th Street, New York 21, N. Y., Dorothea H. Hecht, residing at 163 East 81st Street, New York 28, N. Y., and Richard S. Goldman, residing at South Bedford Road, Mt. Kisco, N. Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 2nd day of June, 1961, at half-past ten o'clock in the forenoon of that day, why the final account of proceedings of Carl J. Stern, Dorothea H. Hecht and Richard S. Goldman as Executors of the Will of Jennie G. Holzman, deceased, should not be settled and allowed; why the Trustees of the Trust 1/b/o Dorothea H. Hecht and John Ryder Stern and Anna S. Katsenborg should not be directed to repay to the Executors the differences in cash as prayed for in the petition herein; and why the Court should not grant such relief as it deems just and proper.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE (Seal) JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 18th day of April in the year of our Lord one thousand nine hundred and sixty-one. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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CIVIL SERVICE LEADER 97 Duane Street New York 7, New York I enclose \$4.00 (check or money order) for a year's subscription to the Civil Service Leader. Please enter the name listed below: NAME ADDRESS CITY ZONE



ARMORY OLD-TIMERS: Three of four 35-year employees of armories in the New York City area, honored at the 17th annual longevity awards meeting April 20 in the 101st Cavalry Armory, are shown above receiving congratulations from Major General A. C. O'Hara, chief of staff to Governor Rockefeller. The three 25-year men are, from left: William V. Williams, Harold S. Waring, assistant superintendent of Kingsbridge Armory, and Frank E. Wallace, superintendent of the 369th Armory. General O'Hara presented the longevity awards.

Armory Employees in NYC Meet to Honor 43 for Years of Good Service

The Metropolitan Chapter of Armory Employees, Civil Service Employees Association, held its 17th annual longevity awards meeting April 20 in the 101st Cavalry Armory, 1139 Madison Ave., Manhattan.

Major General A. C. O'Hara, chief of staff to Governor Rockefeller, reported on the Armory Employees Bill already signed by the Governor and on the new program of classification and staffing of all armories. The General also made the longevity awards.

General O'Hara was given much of the credit for the Armory bill.

Guests were introduced by Chapter President Frank Mugavin. They included, besides General O'Hara, Colonels McGann, Middlebrooks and Neary; Capt. Brown, 251st Armory chaplain; C.S.E.A. President Joseph Feily; Paul Kyer, editor of *The Leader*; Second Deputy New York City Administrator Maxwell Lehman, a former *Leader* editor; Harold Herzstein, C.S.E.A. regional attorney for the New York City area and a *Leader* columnist; Michael Hogan, president of the Armory Employees C.S.E.A. Conference, and Conference officers: George Fischer, treasurer; Ernest W. Hutton, vice president; Frank E. Wallace, executive secretary; Jack M. DeLisi, armory employee state representative, and Benjamin Sherman, C.S.E.A.'s New York City office manager.

More than 100 superintendents and employees attended the meeting, making it one of the largest in years, according to Chapter officers. A buffet supper was served after the meeting.

Employees honored for 35 years' service were: Frank E. Wallace,

Dr. Dean Is Named To Advisory Group

ALBANY, May 1 — Dr. Donald J. Dean of the State Health Department's Division of Laboratories and Research has been named to a three-member Zoonoses Technical Advisory Group by the Pan American Health Organization.

The state official left here late last month for Azul, Argentina, where he will analyze the program at the Pan American Zoonoses Center. He also will meet with health and agriculture officials in Brazil.

Rossiter, Dee Head Western Conference Slate

The Western Conference of the Civil Service Employees Association will elect new officers at its interim meeting Friday, May 5, in the Batavia Elks Lodge.

Nominated for office are the following: Bill Rossiter and John Dee, president; George DeLong and Jack Tice, first vice president; Jack Hennessey and Hazel Nelson, second vice president; Irene Lavery, secretary, and Thomas Pritcher and Lewis Jasnau, treasurer.

It is hoped all member-chapter presidents or their proxies will attend. The floor will be open for further nominations before the election.

At the last Conference meeting, at Gowanda State Hospital April 15, the subject of resolutions was discussed.

Spokesmen noted the number of resolutions the Conference puts before the State Legislature each year "keeps increasing and our Legislative program is becoming unwieldy."

"We realize," the spokesman added, "that any resolution is of prime importance to its originator, but many of them could be combined or added to other resolutions. We hope all chapters will keep this in mind in presenting resolutions to the resolutions committee this August."

Viola Demorest Wins Eighth Term

Viola Demorest was installed as President of Niagara County Chapter, C.S.E.A. for her eighth consecutive term, at the annual Spring Meeting of the Chapter, held at Hardings Restaurant, Youngstown, on April 27th.

Richard Sage, C.S.E.A. representative, installed Miss Demorest and the new officers:

Henry Florence, first vice president; Charles McDermott, second vice president; Forrest Maxwell, third vice president; John Weber, treasurer; Mary Louise Randall, secretary; Isabel Andrews, representative, and Fanny Kleinhaus, delegate.



OFF THE CUFF: While waiting to address the annual Spring Workshop of the Metropolitan-Southern Conferences, C.S.E.A., Attorney General Louis J. Lefkowitz, right, chats off the cuff with Vernon A. Tapper, C.S.E.A. third vice president, as Joseph F. Feily, C.S.E.A. president shows appreciation of the conversation.

Utica Hospital Chapter Finally Holds Meeting Delayed Earlier by Snow

The Utica State Hospital Chapter, Civil Service Employees Association, finally held its annual meeting—which was to have been combined with Central Conference for the so aptly called "Operation Snowflake"—which in turn developed into "Operation Snowbound."

The dinner meeting was held at Hotel Utica Saturday, April 15. The dinner was preceded by a cocktail party and followed by dancing. Philip Kerker, S.C.E.A. public relations director, was the main speaker. Arthur Tennis acted as toastmaster. Rev. Robert Anthony, Protestant chaplain, gave the invocation; the benediction was given by Father Bernard Clancy, missionary, acting as Catholic chaplain relieving Father John Stack, who was vacationing in Nassau. Drawing for many door prizes followed.

Committees for the affair: general chairman; Joyce Jewell, assisted by Arthur Tennis and Helen Blust. Tickets: Mr. and Mrs. Alfred Drautz, Mildred Read, Dr. Edda Meyer, Teresa Grimley, and Miss Katherine J. Beck. Door committee: Jane Costello, Katherine J. Beck. Decorations: Catherine

Gadsby. Door Prizes: Florence Walls, Jessie Vega, Hilda McGuire.

A new banner—black and silver—was used for the first time. This was made by Bonnie Butler, a Chapter member. A vote of thanks for such an excellent job is to be given to her. Miss Butler was not in attendance, as she is enjoying a three months World Cruise.

The meal was followed by Community Singing. Each participant was presented with a small token from the Chapter.

Guests included: Dr. and Mrs. Martin Lazar, (Dr. Lazar is Director of the Utica State Hospital); Dr. O. J. McKendree, assistant director-administrative; Mr. and Mrs. L. Maxwell (Business Officer), Joseph Donnelly (Field Representative), Gertrude White (Secretary of Central Conference), and Nicholas Cimino (President of the Utica Chapter of Public Works).

Recognition was given past Presidents Jessie Vega and Joyce Jewell who were present.

Metro Public Service To Elect

The Metropolitan Public Service Chapter of the C.S.E.A. held a membership meeting on April 25 at which the following candidates were nominated:

President, Joseph F. Holt; Vice president, Kenneth Valentine; Treasurer, Nat Elgot; Secretary, Anne Yacovene.

For the Executive Council: Executive, John Keegan; Motor Carrier, Mildred; Railroad, Amalia King; Power, Ethel Galloway; Utility, Lillian Montag; General Engineering, Gerald Maher; Administration, Biagio Patronecola.

Kampf Not Running

The incumbent president, Herbert Kampf, declined to run for re-election after serving two terms. He is still departmental representative to the Board of Directors of the C.S.E.A.

The election will take place in about a month and the newly-elected officers will be installed at a dinner to be held June 6. Arrangements for the dinner are being handled by a committee composed of Gerald Maher, chairman, Florence Osinski, Nat Elgot, Ethel Galloway and Ed Murphy.

The elections are being supervised by the Elections Committee consisting of Harold Olmstead, chairman, Bernard Feeny, Ethel Galloway, Lillian Montag, Mildred Egler, Biagio Patronecola and Henry Schickling.



CITY ARMORY AIDES GUESTS: Shown above exchanging greetings as they arrived at the 17th annual longevity awards meeting of the Metropolitan Chapter of Armory Employees, Civil Service Employees Association, held April 20 in the 101st Cavalry Armory, Manhattan, are, left to right: Frank E. Wallace, 369th Armory superintendent; Frank Mugavin, Metropolitan Armory Employees Chapter president; Maxwell Lehman, Deputy New York City administrator and former *Leader* editor; Joseph Feily, C.S.E.A. President; Major General A. C. O'Hara, chief of staff to Governor Rockefeller; Harold L. Herzstein, C.S.E.A. regional attorney and *Leader* columnist; Jack M. DeLisi, C.S.E.A. armory employees representative, and Michael Hogan, Armory Employees C.S.E.A. Conference president.

Metro-Southern Workshop Photo Report



WORKSHOP DOINGS: At top right, Joseph D. Lochner, CSEA executive director welcomes CSEA Secretary Charlotte Clapper to the fifth Annual Spring Workshop of the Metro-Southern CSEA Conferences in the Concord Hotel. That's Grace Nulty seated second from left in the picture at left and directly below is a part of the large delegation from the Western Conference. At middle, right, CSEA President Joseph F. Feily welcomes Mrs.

Lillian O'Brien, wife of Blue Cross representative William G. O'Brien, to the workshop. At left are Andy Coccara, seated next to his wife on the right, and Carl Sabo, far left, with his wife and daughter. Below right, is a trio from Creedmoor State Hospital and, at left, Metro Conference President Sol Bendet and Paul Kyer, center, Leader editor, are entertained by a remark from Harry W. Albright, Jr., CSEA counsel.

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- Captain (P.D.) \$4.00
- Chemist \$4.00
- C. S. Arith & Voc. \$2.00
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- Civil Service Handbook \$1.00
- Unemployment Insurance Claims Clerk \$4.00
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- Clerk, GS 1-4 \$3.00
- Clerk, NYC \$3.00
- Complete Guide to CS \$1.50
- Correction Officer \$4.00
- Dietitian \$4.00
- Electrical Engineer \$4.00
- Electrician \$4.00
- Elevator Operator \$3.00
- Employment Interviewer \$4.00
- Federal Service Entrance Exams \$3.00
- Fireman (F.D.) \$4.00
- Fire Capt. \$4.00
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- Fireman Tests in all States \$4.00
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- Foreman-Sanitation \$4.00
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- How to Pass College Entrance Tests \$2.00
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- Nurse Practical & Public Health \$4.00
- Oil Burner Installer \$4.00
- Office Machine Oper. \$4.00
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- Parole Officer \$4.00
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- Patrolman Tests in All States \$4.00
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- Playground Director \$4.00
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- Railroad Clerk \$3.00
- Railroad Porter \$3.00
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- Refrigeration License \$3.50
- Rural Mail Carrier \$3.00
- Safety Officer \$3.00
- School Clerk \$4.00
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- Social Investigator \$4.00
- Social Supervisor \$4.00
- Social Worker \$4.00
- Senior Clerk NYS \$4.00
- Sr. Clk., Supervising Clerk NYC \$4.00
- State Trooper \$4.00
- Stationary Engineer & Fireman \$4.00
- Steno-Typist (NYS) \$3.00
- Steno-Typist (GS 1-7) \$3.00
- Stenographer, Gr. 3-4 \$4.00
- Steno-Typist (Practical) \$1.50
- Stock Assistant \$3.00
- Storekeeper GS 1-7 \$4.00
- Structure Maintainer \$4.00
- Substitute Postal Transportation Clerk \$3.00
- Surface Line Op. \$4.00
- Tax Collector \$4.00
- Technical & Professional Asst. (State) \$4.00
- Telephone Operator \$3.00
- Thruway Toll Collector \$4.00
- Title Examiner \$4.00
- Transit Patrolman \$4.00
- Treasury Enforcement Agent \$4.00
- Vac. Spell and Grammar \$1.50
- War Service Scholarships \$3.00
- Uniformed Court Officer \$4.00

Manhattan State Hospital Chapter To Meet May 10

The Manhattan State Hospital Chapter, Civil Service Employees Association, will meet at 4:45 p.m. Wednesday, May 10, in Assembly Hall. Guests will include C.S.E.A. President Joseph P. Felly and C.S.E.A. Salary Research Analyst Henry Galpin. A buffet supper will be served.

Muriel B. Hecox, head nurse, State Department of Mental Hygiene, Ward's Island, New York City, is one of 26 volunteers from six states who have just completed the Civil Defense Course of Introduction to Chemical and Biological Warfare Defense, given by the office of Civil and Defense Mobilization at its Eastern Instructor Training Center in Brooklyn.

Diplomas for successful completion of the course in Fundamentals of Supervision given by Mr. Walter D. Foley, recreation supervisor, were presented on Monday, April 17, by Dr. Max Unger, assistant director, to the following persons: Lucille Barbee, Lyle Nicholas, Nora Tracy, Hortense Delmas, Theresa Lorenzo, Frederick Erb, Matthew Kearns, Abraham Smith, Margaret Herz, Lubl Yavanovich, Rhoda Bigelow, and Viola Harrigan.

Dr. Nobe E. Stein, acting director, has returned to duty after a session of illness.

Manhattan State employees expressed great loss at the passing of Mrs. Lulu Aikens, one of their most highly esteemed employees. Deepest sympathy is extended to the family.

News And Notes Of Marcy State

The following news and notes come from Marcy State Hospital chapter: Civil Service Employees Assn.:

Dr. Martin Goldbach and his wife Dr. Hilda Goldbach have recently retired from State Service. They have been associated with Marcy State Hospital for the past twenty years.

They both entered Marcy State hospital as residents in 1941 and for the past ten years have served as Supervising Psychiatrists.

They plan to make their home in New York City.

Several farewell parties were given in their honor.

Their many friends wish them a very happy, healthy and long retirement.

Golf Club Elects

The Crestwood Golf Club of Marcy State Hospital held their annual election recently and the following officers were re-elected: Chairman of the Board Dr. N. J. Gigelow, President H. C. Mason; Vice President Howard F. Kane; Treasurer Marvin R. Wengert; Secretary Dorris P. Blust. Members of the Board of Directors: Edward J. Knamm Chairman of Buildings Committee; George Humphrey Chairman of the House Committee; Norman Seeman Chairman of the Membership Committee; Frank Mysliweicz Chmn of Greens Committee; Charles D. Mehe Chairman of Handicapping; David Smith Chairman of Auditing Committee; and Edwin J. Roberts Jr. Chairman of the Advisory Committee.

The season opened on or about April 13th.

Golf leagues will begin during the first week of May.

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

Food Supervisors Needed By U.S., Pays \$1.92 at Start; No Written Test Required

The U. S. needs food supervisors to fill jobs paying \$1.92 an hour to start. The maximum salary is \$3.43 an hour. These jobs are in Federal penal and correctional institutions located in New York City and throughout the country. No written test is required for these jobs.

Candidates for this examination must have at least three years of training and experience in cooking or baking. In addition to specializing in either cooking or baking, candidates must have a working knowledge of the other field. The required experience must have included at least one year of quantity cooking, requiring the preparation and serving of at least 600 meals daily.

Candidates must also be able to operate and maintain food equipment and to manage food

service operations. Candidates must have an aptitude for work with prisoners.

Applicants must be physically capable of performing the duties of the position. Vision must be 21/100 in the better eye without glasses, corrected to at least 20/70 in one eye and 20/30 in the other. Hearing must be at least 15/15 in each ear by the whispered voice test.

These jobs offer generous paid vacation and sick leave benefits. Low cost life insurance and hospitalization insurance policies are also available at the employee's option. Liberal retirement benefits are also included in these jobs.

No written test is required. Candidates will be rated on a scale of 100 on the extent and quality of experience and training.

For application forms write to the Board of U. S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kans. The request should show the title of the examination, food supervisor, lead foreman, and the announcement number 9-14-3 (61). Applications will be accepted until further notice.



PSYCHIATRIC AIDE AWARD: Mrs. Doris Smith, staff attendant at the Middletown State Hospital has been given a psychiatric aide award. Mrs. Smith has a licence for practical nursing and has taken psychology courses at Orange County Community College.

Lab. Research CSEA Unit Meets

Laboratories and Research Chapter, CSEA, State Health Dept., Albany, reports a membership drive kickoff meeting was held recently. This first general meeting was held by the Laboratories and Research chapter for the purpose of reorganization and increase of membership. A goal for this year's drive has been set for 400 members. This will be approximately 80 percent of potential, and through continuing efforts 100 percent may be anticipated.

The meeting was presided over by newly elected president, Thomas Byrum. Other officers of the chapter are, as follows: first vice president, Edward Donnelly, second vice president, Joseph Hogan; Secretary, Mildred Fifield; Treasurer, Regina Cunningham, and delegate, Donald McCredie.

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Good Retirement System Can Even Be Better; Levitt Tells Workshop

(Continued from Page 1)

the Retirement System including the laws enacted this year.

"As you know, some of our members, approximately fifteen percent, have their annuity account credited with 4 percent interest while the great majority receive only 3 percent. It is unfortunate that we have two classes of membership and I hope that in the very near future the difference in rates can be eliminated.

"With the improvement on earnings this year I recommended to the Legislature that the 3 percent member annuity accounts be increased to 3½ percent for the year. The bill also called for the Comptroller to review each year the earning situation and make an annual recommendation to the Legislature on the amount of interest to be credited for that coming year. While the bill I submitted in this regard did not pass, I am delighted that a substitute measure has been approved.

"With this action, I am looking forward to the day when all members of the System will be credited with 4 percent interest. A continued improvement in our earnings may make this possible in a very short time.

"Another measure which the System introduced extends loan insurance from the current maximum of \$3,000 to the full amount. It also provides that insurance would be available to members in the 65-70 year category. Up till this time, no loan insurance has been available for persons after they have passed their 65th birthday. I am delighted that a bill making these changes has been approved and the program is now in effect.

"At the request of the System, the two year death benefit provisions, which were due to expire on June 30th has been continued for another year.

"The increased-take-home-pay provision to members of the System, was, as you know, due to expire this year. The Administration has approved a bill similar to that submitted at my request, which extended the 5 percent plan to April 1st of next year.

Disappointed on Vesting

"However, I am disappointed over the fate of my vesting proposal. As a member of the Governor's Committee on Vesting, last year I submitted a minority report which dissented from the eligibility age of 60 agreed to by the majority of the Committee. I felt that such a provision was unfair to members of our 55-year plan, since they will receive less than the total benefit to which they are entitled. Vesting should begin at age 55 for members of the 55-year plan and special provision should be made for those who participate in special retirement plans, such as the 25-year retirement program. This year I urged these changes upon members of the Legislature. Although no action was taken, I intend to re-introduce this measure at the next Legislative Session. I urge your support for its adoption.

"In February I submitted a 'non-contributory' pension bill, a measure that was also recommended in a recent study of the System by a management consulting firm. The bill provided that present contributions now made by State employees to the Retirement System be assumed by the State for a period of one year beginning on April 1st, or the first payroll period after that date. It

is also allowed other employers to elect to do the same for their System members.

"This proposal was kept in committee by members of the Legislature. I believe that it has merit and shall introduce it again in 1962, as a part of my program to make the system more progressive.

Supplemental Allowances

"Another bill which I consider important and which was blocked in committee dealt with the Supplemental Retirement Allowances. The measure liberalized and increased the supplemental retirement allowances of retired members of the New York State Employees and Teachers Retirement Systems. The increases would have been accomplished through raising the percentages applied to the basic retirement allowances to arrive at the supplemental amount.

"The age requirements of 65 for men and 62 for women, as a qualification for receiving a supplemental pension, were also eliminated under this bill. Benefits would have been based on the year of retirement, irrespective of age.

"Certainly we all recognize that the rising cost of living has steadily eroded the current supplemental allowances. I believe that equity demands they be increased to keep pace with our times, and shall again introduce this measure at the 1962 Legislative Session.

"A few moments ago I mentioned a recommendation by the consulting firm which has recently concluded a study of the System. It may be useful at this time to mention several other suggestions which arose out of this study.

"One was a proposal to increase the System's investment in common stock. Currently we have a very modest amount in equities and frankly I do not see any major change in the near future. As you know, we are heavily committed in mortgages which we have found to offer sound investments at high yields.

Cites Variable Annuity

"Another recommendation and one which we have been giving much attention to is that of providing a pension which would generally reflect increases or decreases in the cost of living. This is a so-called variable annuity program. The advantages and disadvantages of this approach are being weighed and I hope that a recommendation will be forthcoming in the near future.



HAPPY BIRTHDAY: The pleasant smiles among this dinner party, photographed at the recent Spring Workshop of the CSEA Metro-Southern Conference in the Concord Hotel are due to the birthday party rendered Bob Dowd, of the Thruway Division, standing second from right. Look close and you can see the birthday cake.

Nurse Appeal Rejected

(Continued from Page 1)

It soon will not be able to compete on an equal footing with private institutions in the hiring of qualified professional nurses.

"As for the Association's part,

we will continue our pursuit of realistic and equitable pay schedules for the professional nurses in State service."

The Special Nurses Committee made its initial appeal for the reallocation plan by formal application in October, 1960, and in January, 1961 amended the appli-

cation to include other classes of nurses.

The CSEA application was supported by the Departments of Mental Hygiene, Social Welfare, and Health.

Mr. Kelly, at the request of the Nurses Committee, held a hearing on the petition on January 23, 1961, at which CSEA representatives, department representatives and others expressed their reasons for supporting the reallocation appeal.

Mr. Kelly agreed with the CSEA study that the present salary grade for Instructor of Nursing was low. He authorized a reallocation for that class from Grade 14 to 15 and a reallocation from Grade 15 to 16 for Instructor of Nursing (TBS).

The CSEA appeal had called for reallocation for the Instructor of Nursing class from the present Grade to Grade 17.

What CSEA Demanded

Other reallocations called for in the CSEA appeal were: Staff Nurse, Grade 9 to Grade 12; Head Nurse, Grade 11 to Grade 13; Supervising Nurse, Grade 14 to Grade 17; Chief Supervising Nurse, Grade 19 to Grade 21; Chief of Nursing Services and Training, Grade 21 to Grade 22; Instructor of Nursing, Grade 14 to Grade 17; Assistant Principal, School of Nursing, Grade 16 to Grade 19; Principal, School of Nursing, Grade 19 to Grade 21; Supervisor of Nursing (Orthopedic), Grade 14 to Grade 17; Supervising Operating Room Nurse, Grade 14 to Grade 17; Assistant Director of Nursing, Grade 15 to Grade 19; Director of Nursing, Grade 19 to Grade 21 and Nurse-Anesthetist, Grade 14 to Grade 17.

The Special Nurses Committee has informed the Leader that it will make a detailed study of the decision and confer with the others who fought for approval of the reallocation appeal before taking further action.

In his decision, Mr. Kelly said he wished to emphasize "a policy which has characterized our administration of the New York State Salary Plan." The Director said: "Good salary setting does not require any employer to adopt the highest rates paid for the various classes of work within its pay plan which may be found among all other employers. It must be perfectly obvious that this kind of policy would lead to a completely chaotic, rather than an orderly arrangement of salaries within any one employing organization."



ANNOUNCEMENT: Francis A. MacDonald, one of two toastmasters for the Metro-Southern CSEA Conferences Spring Workshop at the Concord Hotel, also was happy to announce that his son, Francis A. MacDonald, Jr., had been promoted to the rank of lieutenant colonel while on duty in Germany.



TOASTMASTER: Raymond G. Castle, second vice president of the Civil Service Employees Assn., is seen as he performed his usually fine job as toastmaster, this time at one of the dinner sessions of the Metro-Southern CSEA Conferences Spring Workshop at the Concord Hotel last week.



HEAD TABLE: Four well known Civil Service Employees Assn. members are seen at the head table of one of the dinner sessions of the Metro-Southern Conferences Spring Workshop in the Concord Hotel last week. They are, from left: Jack Weisz, of the Division of Parole; Salvatore Butero, vice president of the Metropolitan Conference; Ted Wenzl, CSEA treasurer, and Hanel Abrams, president of the Capital District CSEA Conference.