

Civil Service LEADER

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Grievance Plan Due For Nassau, Patterson Says

By PAUL KYER

A. Holly Patterson, county executive for Nassau County, informed The Leader last week that some form of grievance machinery will be put in effect for Nassau County's public employees in the "near future."

At the same time, Mr. Patterson told The Leader that a request by Nassau County chapter of the Civil Service Employees Association for an increase in mileage allowance from 8 to 10 cents had been approved.

At the County's budget hearing last week, Irving Flaumenbaum, President of Nassau Chapter, called for a \$500 across-the-board increase for county workers; asked for uniform attendance rules, increased mileage allowance, liberalized vacation and other employee benefits.

Patterson's Comment
Commenting on the Nassau

Niagara County Ups Mileage Allowance

Beginning January 1st, 1961, the Niagara County Board of Supervisors has granted employees who use their own cars in performing their duties, an increase in mileage allowance from the 8 cents to 10 cents per mile, allowed under the new mileage bill passed in March 1960.

Niagara County members of the Civil Service Employees Association are especially interested in the passage of this bill and the extension of its benefits to County workers, because the original resolution from which this bill finally emerged was sponsored by Niagara County and presented to the CSEA Delegate meetings for several years before action was finally taken to remove the 8-cent ceiling on mileage.

Deduction of CSEA Dues OK'd in Utica

The City of Utica has granted authorization for deduction of dues for membership in the Civil Service Employees Association, Mrs. Ruth Mann, president of Oneida County chapter, and S. Samuel Borelly, chapter representative, announced.

At the same time, authorization was given to permit payroll payments for the CSEA Accident and Health Plan, a low-cost insurance program underwritten by The Travelers Co. and administered by Ter Bush & Powell, CSEA insurance agents.

Previously, Utica had granted the CSEA 5-Point Plan to city employees.

Mrs. Mann and Mr. Borelly expressed thanks to Mayor Frank Dulan and Comptroller Thomas J. Nelson for their co-operation in obtaining the dues deduction for CSEA members.

Young Resigns As MVB Deputy

Sought Campaign Funds From Aides

(Special to The Leader)

ALBANY, Dec. 5 — The Rockefeller Administration has accepted the resignation of Donald W. Young, the deputy State Motor Vehicle Commissioner, who sent a letter before election to a group of county employees seeking GOP campaign contributions.

No mention was made of the fund-raising letter, however, in the exchange of letters between Mr. Young and State Tax Commissioner Joseph H. Murphy.

Used MVB Envelopes

The incident occurred several weeks before election when Mr. Young, using some Motor Vehicle envelopes, sent a letter to employees of St. Lawrence County suggesting they give a percentage of their pay to the Republican Party.

Mr. Young signed the letter as the finance chairman for the St. Lawrence County Republican Committee.

Under State law, political pressure on public employees for political contributions is prohibited.

The Young letter was criticized by both H. Eliot Kaplan, president of the State Civil Service Commis-

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Chapter's program, Mr. Patterson at Leader press time declared:

"The County of Nassau appreciates the dedicated efforts of all its loyal employees. It is sincerely interested in bettering all their living and working conditions.

"I believe that most members of the Nassau County Civil Service Employees Association have a feeling that I am friendly and would like to do everything I possibly can to make their organization a more effective, co-operative group of public employees.

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VISITOR TO CENTRAL ISLIP



Santa Claus, as portrayed by Harold Dermitt, is getting ready to visit the children of Central Islip State Hospital as the result of planning by the Civil Service Employees Association Chapter at the hospital. Assisting with the costume at lower left is Martin Allison, chairman for the Christmas party, while Lawrence Martinson, chapter president, and Dr. Francis J. O'Neill, hospital director, look on. The event, which is for employees' children and hospital child patients, will be held Dec. 20 and "Santa" will have a gift for each child. There will be plenty to eat and plenty of entertainment. All the toys were donated by the Bayshore Farmers Market.

Feily Open Letter

See Page 3

Monroe Counties Win 5-Point Plan

Erie and Monroe Counties last week joined the growing list of political subdivisions which are using the retirement contribution plan developed by the Civil Service Employees Association to increase public workers' take-home-pay.

Al Burke, president of the CSEA Erie chapter, and Mrs. Ruth McFee, president of the Monroe chapter, informed The Leader last week that their efforts to win the so-called 5-Point Plan for their members had resulted in victory.

Mr. Burke and Albert C. Killian, CSEA fifth vice president, who lives in Erie County, expressed thanks to both GOP and Democrat members of the County Board of Supervisors for their sympathy and help in putting the plan across.

Under the plan, the counties—or any other political subdivision—may pick up the first five points of an employee's contribution to the Retirement System. The result is a net increase in take-home pay of about five per cent.

Monroe County Gains

Mrs. McFee announced that the Monroe County Board of Supervisors had acted on three major items, they were:

1. Adoption of the 5-point Plan for county employees.
2. Increase in automobile mileage allowance.
3. Payment of 50 per cent of health insurance plan for retired members as of Jan. 1.

Assisting Mrs. McFee in presenting arguments to the County Board, was F. Henry Galpin of the CSEA Headquarters staff.

Mr. Galpin, a salary research analyst, told the board that a great value of the 5-point plan was that it increased take-home-pay without diminution of retirement benefits.

Mr. Galpin pointed out that if the county were to provide an equivalent 5 per cent net raise in employees' pay checks, it would require a substantially larger gross pay. He argued further that about a third of any raise is deducted from the average worker's pay check before he gets it.

The Board adopted the plan unanimously.

Dues Deduction for Erie

Mr. Burke informed the Leader also that authority for the deduction of Association dues from paychecks was expected next month for Erie County.

The CSEA chapter there already is engaged in a substantial mem-

bership drive and Mr. Burke said that payroll deduction of dues would give strong impetus to carrying the chapter to its goal of 100 per cent membership in Erie County.

St. Lawrence Hikes Mileage Allowance

St. Lawrence County has increased the mileage allowance for workers on county business, Marlon Murray, president of St. Lawrence chapter, Civil Service Employees Association, announced last week.

Mrs. Murray said the increased mileage allowance completed another plank in the chapter's program for county employees.

Previously, through efforts of St. Lawrence Chapter, county employees received an increase in take-home-pay by adoption of the CSEA 5-point plan and gained authority to deduct Employees Association dues from pay checks.

Rockland Grants 5-Point Plan But Stops Increments

The Rockland County Board of Supervisors granted its employees an increase in take-home pay—and then practically negated it by freezing increments.

The County board adopted the 5-Point Plan for the Civil Service Employees Association, whereby the county can pick up five points of an employee's contribution to the Retirement System, thus increasing his take home pay.

Rockland County chapter, CSEA, announced that the Board's action in practically canceling the benefits obtained by the 5-Point Plan would be protested vigorously. CSEA Headquarters, too, will protest the action, it was learned.

Amsterdam City Aides Win CSEA 5-Point Plan

Employees of the City of Amsterdam have come under the 5-Point Plan of the Civil Service Employees Association and, thus, have gained an increase in take-home pay of approximately five per cent.

Richard Tarmy, Montgomery County chapter representative, informed The Leader, that it was expected County employees would soon receive the benefit, too.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

110-Man Cadet Class Marks Start Of New Police Unit

A batch of 110 college students were appointed as Police cadets on Saturday Nov. 26, in the line-up room at Police Headquarters, marking the first cadet class and the success of the cadet program.

The program was begun last spring as a pet project of Police Commissioner Stephen P. Kennedy. At that time, many critics said the idea would fail.

The cadets last week began a 52-hour training course at the Police Academy, including orientation, an introduction to police science and organization, police methods and techniques, "the police, the Government and the law," and the police in the community.

Beginning with their second week of training, the cadets will be assigned clerical duties at Police Headquarters, in the detective and youth divisions, and in other offices of the Department.

Their duties will include filing and searching records, typing, preparing charts and statistical reports, answering telephones and taking shorthand.

All 110 new cadets are full-time day or night college students and average 18 years of age. After the Police Academy abbreviated course, they will receive three hours a week of instruction in business and commercial skills through the Board of Education.

The cadets have undergone written tests, medical examinations and oral interviews. They have passed investigation by the Police Academy. Their schedules as Police cadets calls for 20 to 30 hours' work (including training) per week at \$1.60 an hour.

The Police Department has announced that additional cadets will be appointed as soon as they have completed the requirements for the position. Applications are open continuously and may be made in person or by mail to the Police Academy, 7 Hubert St., New York, N. Y.

12 Middle Income Housing Projects Set

Twelve middle-income projects awaiting approval by the New York City Board of Estimate would gain for the City nearly \$2.5 million a year in real estate taxes, according to State Housing Commissioner Wm. Gaynor.

It is expected all 12 projects will be financed by the newly-established State Housing Finance Agency. Four of the 12 projects are in Manhattan and the Bronx, two of which are cooperative and two rentals.

"Exodus" Benefit Set for Jan. 8

The Civic Center Synagogue has chartered the Warner Theatre, Broadway and 47th St., Manhattan, for a benefit performance of the movie "Exodus" for Sunday evening, Jan. 8.

"Exodus" is the story of the struggle to found and gain independence for Israel and of the migration of the Jews to that country.

For details, write the Civic Center Synagogue, New York 7, N. Y. or call BE 3-5862.

Public Personnel Mgt. Analyst Groups to Meet

A joint meeting of the New York Metropolitan Chapter of the Public Personnel Association and of the Municipal Association of Management Analysts will be held at 8:45 p.m. Wednesday, Dec. 7, in Room 766 of the New York University Waverly Bldg., 24 Waverly Place, at Greene St., Manhattan.

Albert Pleydell, executive director of the State Commission on Governmental Operations of the City of New York, will speak on the relation of operating management to personnel.

Mr. Pleydell is a former City Purchase Commissioner.

Housing Authority Open House Marks 25th Anniversary

The Housing Authority this week is holding open house in eight of its developments throughout the five boroughs to celebrate the 25th anniversary of public housing in New York City.

The principal ceremony was held last Saturday morning with the rededication of First Houses, the original public housing project in the City, and the ground-breaking of Franklin D. Roosevelt Houses, the latest to date, at Ave. A and E. 3d St., Manhattan.

Special exhibits including scale model displays, all portraying the progress of public housing, are set up in the Community Centers of the eight developments, in cooperation with the community service agencies that sponsor them.

The community centers were the borough-wide exhibits will be held and the agencies operating them are:

Alfred E. Smith Houses, 21 St. James Place, Manhattan, Hamilton-Madison Houses.

Grant Houses, 1320 Amsterdam Avenue, Manhattan, Manhattanville Community Center, Inc.

(Continued on Page 15)

NCSL Will Defend Right Of Government Workers To Organize

"Persons in public employment should not engage in partisan political activity. This 79-year-old organization of citizens has paid consistent attention to the general field of employee relations in the public service since 1919, as a part of its broad program of public education regarding the personnel functions of government.

The League stated that today more than three million civil servants are members of public employee unions and independent associations. With the recognition in our society that collective representation can be a constructive force in large organizations, public as well as private, this takes on great importance.

While particular interest will be focused on such issues as to the right to strike, the closed and union shop, and check-off of dues, the League stated that it hopes that all groups involved will look particularly at the relationship between the overall management functions of government, including grievances machinery and the need for improving the operation of government units through employee cooperation.

It is hoped that earnest attention will be given the more positive and constructive aspects in the field of government's relations with its employees as a major factor in management.

It is the League's aim to continue research and evaluation of experiences with organizations of government employees throughout the United States.

Among the more striking recommendations made by the organization were:

- Public employees should be permitted to affiliate with outside organizations.
- That a formal contract might not prove as effective as "declarations of mutual intent."
- Both closed and open shop as in private industry are possibly as effective in government.
- There is no inherent or legal right to strike nor is the threat of a strike in the best interest of the public.
- It is imperative that government agencies have grievance machinery.
- Public employee organizations

should not engage in partisan political activity.

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16 State Clerk Jobs Filled in City; Next Pool Dec. 14

The New York City office of the State Department of Civil Service held a special clerical hiring pool last Wednesday in its 270 Broadway office, which resulted in 16 clerk appointments down to number 2,243 on the eligible list. No file clerk appointments were made.

The next regular pool, for both clerks and file clerks, will be held on Wednesday, Dec. 14.

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CITY EMPLOYEE EVENTS CALENDAR

- MUNICIPAL PERSONNEL SOCIETY**—Municipal Association of Management Analysts, Joint Meeting, 6:45 p.m. Wednesday, Dec. 7, Room 766, N.Y.U. Waverly Bldg., 24 Waverly Place, at Green St., Manhattan. Speaker is Albert Pleydell.
- EMETH SOCIETY**, Law Department, Meeting, 8 p.m. Thursday, Dec. 8, Room 1600 Law Department library, Municipal Bldg., Manh.
- BROOKLYN CATHOLIC TEACHERS** Association, Meeting and Tea ending clothing drive, 3:30 p.m. Tuesday, Dec. 6, Grand Ballroom of St. George Hotel, 81 Clark St., Brooklyn.
- NEGRO BENEVOLENT SOCIETY**, Sanitation Department, Election of Officers, 8 p.m. Wednesday, Dec. 7, Club Rooms, 81 W. 116th St., Manhattan.
- FULASKI ASSOCIATION**, Sanitation Department, Meeting, 8 p.m. Thursday, Dec. 8, 428 Broadway, Howard St. entrance, Manh.
- AUTO ENGINEERS**, Local 1010, Meeting, 8 p.m. Friday, Dec. 9, 22 Second Ave., Manhattan.
- ANCHOR CLUB**, Branch 29, Meeting, 8 p.m. Tuesday, Dec. 13, 428 Broadway, Manhattan, Howard St. entrance.

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An Open Letter To CSEA Members

By JOSEPH F. FEILY, PRESIDENT CIVIL SERVICE EMPLOYEES ASSN.

Before we become too deeply involved in a discussion of the statistical evidence supporting our contention that a three grade pay raise is in order for the state's employees this year, we feel that a reference to two statements made during the past week would form a strong base upon which we can rest our case.

One statement was by the Hon. Nell McElroy, former Secretary of Defense and presently Chairman of Proctor & Gamble Company, Inc., and the other was the report of the President's Commission on National Goals. The chairman of this Commission is Dr. Henry W. Winston of Columbia University, and the vice-chairman is the Hon. Frank Pace, Jr., former Secretary of the Army and presently chairman of the Board of Continental Can Inc. Both statements contain the viewpoints of men who were not only outstanding public servants, but also who enjoy places of leadership in industry.

Mr. McElroy, speaking at a dinner in New York at which he received the annual award for public service given by the Advertising Council, urged the Council to give "earnest thought" to the promotion of government service among the youth of the country. In praising the past work of the Council, Mr. McElroy urged them on to greater efforts to correct a viewpoint "far too prevalent" that those who enter public service are taking an "easy way out to avoid the stress of competitive society."

Cites Unfair Attitude

He stated that the present public attitudes towards government workers is "unjustifiable and unfair" and emphasized that there was a great need to encourage qualified people to take government positions — not just those "who can afford the low pay." The American people, he was reported to have said, "must ask themselves if they are doing all that is necessary to assure qualified personnel throughout the government. I submit that we are not, and that we have far too long neglected this serious problem. It is a problem of public thinking, and the blunt truth is that we urgently need a change in public attitude toward government service and the people in it."

Calls for "Drastic Increase"

The other report directs its comments to the Federal Civil Service. These comments are

Grievance Machinery In The Works For Nassau County Employees

(Continued from Page 1)

"The statement of the Association submitted at the budget hearing was temperate. I can assure the Civil Service Leader that all of the requests of the Association will be given very serious consideration.

"The increased mileage allowance, as requested from eight to 10 cents, will be put into effect on Jan. 1, 1961. I have already explored the creation of a committee on grievances and such a committee can be expected in the near future." The budget is due for approval today.

A Major Goal

Grievance machinery has been a major goal of the Nassau Chapter. Mr. Flaumenbaum said that establishment of such machinery would give public employees in the county a major working benefit. The chapter president also ex-

pressed his pleasure at the increased mileage allowance.

"Expenses for public employees rise just as steadily as they do for private citizens," said Mr. Flaumenbaum. He continued saying, "there are still major steps to be accomplished in order to place Nassau County civil servants on the economic and working par they deserve. Mr. Patterson's comments lead us to hope that these goals will be obtained and in an atmosphere of harmony and co-operation. The Nassau Chapter of the Civil Service Employees Association will certainly continue its efforts in this spirit."

Other major Nassau chapter goals are:

1. Deduction from payrolls of Employees Association dues.
2. Tenure for per diem employees and non-competitive class workers.
3. Unemployment insurance for public employees in the county.

(To Be Continued)

On Harpur Council

ALBANY, Dec. 5 — Mrs. Marion G. Link of Binghamton has been reappointed by Governor Rockefeller as a member of the Council of Harpur College of the State University. Her term ends July 1, 1969.

Psychiatric Institute Chapt. Holds Second Fall Meeting

Discussion of a salary bill and plans for a successful Christmas Party were main topics at a recent meeting of the Psychiatric Institute Chapter of the Civil Service Employees Association.

The Chapter's Christmas party will be held Dec. 20 at 2 p.m. At the meeting it was agreed to send each Chapter member a book of

Second Section Of Caribbean Cruise Opens

A second section aboard the Holland - America cruise ship Maasdam has been secured for the Feb. 1 cruise to the Caribbean area being sponsored by the Civil Service Employees Association, it was announced last week.

The nine-day vacation special is available to civil service employees, their families and friends. Prices start at \$210. The ship will touch at Port-Au-Prince, Haiti, and at Nassau in the Bahama Islands. The unusual feature of this cruise is that it occurs at the peak of the winter season and yet is low-priced. Shipboard dancing, swimming, games and movies are among the free services included. While at sea, cocktails and the finest liquors are sold at very low prices and there will be a chance for tax-free shopping.

Gourmet Dining

Top European chefs prepare sumptuous meals for the travelers and there are snack times and buffet suppers as well. Gourmet dining is included in the price of your ticket.

The Employees Association is sponsoring the tour as a service to members. The cruise is operated by Specialized Tours, Inc., 11 West 42 St., New York, N.Y., where persons wishing to make application for the cruise or secure an informative brochure may write.

In the Albany area, information on the cruise may be had by contacting Hazel Abrams, in the Department of Education, or Foster Potter, Department of Agriculture and Markets.

Space on the second section is as limited as on the first section, which was booked quickly, so interested persons are urged to make reservations at once.

raffles to dispose of. This money will provide for the Christmas party. It will also provide funds for the Children's Christmas party.

Chapter President Salvatore Butero, sent wishes for a speedy recovery to John Rhodes, elevator operator who is ill and Cora Mae Sheets, former first vice president who was hospitalized for surgery. Welcomed back was Evelyn Peasley of the nursing department who has been out due to illness.

Chapter condolences to Lawrence Krzewicki and his family on the death of his father. Also to the family of Mary Dolan of the nursing department who died suddenly.

Congratulations from the Chapter to Kenneth P. Van Huben, principal engineer at the Psychiatric Institute on his promotion to head stationary engineer at the new Bronx State Hospital. Congratulations also to Carolyn Watson on her promotion to senior telephone operator.

Recently a party was given in honor of Helen B. Wertheimer, secretary of the female division who retired. Best wishes were extended also to secretary Amy Perez who is on maternity leave.

The following new members were welcomed to the Chapter they are: Thomas Pagan, May B. Gleason, Jean A. Einbeck, Philip E. Lorey, Mary Ann Carlucci, Isabel M. Sanchez, Felix D. Rodriguez and Eileen Donelan.

53 Study in Albany

Administrative Training Program on This Week

A week of intensive training in government management for 53 public administration interns and State employee trainees began Monday, Dec. 5, in Albany.

H. Elliot Kaplan, president of the State Civil Service Commission, said that officials of 11 State agencies will participate as lecturers, discussion leaders, panel members and seminar directors. These sessions, to be held in the Civil Service Building at the State Campus, will cover such subjects as program planning, policy and decision making, the impact of automation on administration, and reorganization of an existing agency.

The intern-trainee program is part of a comprehensive State plan for training in public administration. It is administered by the Department of Civil Service under the guidance of a policy-making, sponsoring committee appointed by the Governor, of which Dr. William J. Ronan, secretary to the Governor, is chairman. Dr. Charles P. Klein is director of public employee training and Elizabeth G. Staley is supervisor of the intern-trainee program.

22 Interns Study

There are 22 interns, college graduates with advanced work, in public administration, who were selected by competitive examination for a year of training and work experience in State agencies in preparation for careers in government management.

For the formal part of their training, which includes four such institutes as the one which began Monday, the interns meet with State employee trainees. There are 31 trainees, all of whom were selected from among regular employees of the State, who have demonstrated capacity and aptitude for administrative work.

Among the State government officials who will participate in the institute are three former public administration interns; Alton G. Marshall, secretary of the Public Service Commission, who will become deputy director of the budget on Jan. 1; John Plandreau, executive to the commissioner, Office of General Services, and Robert P. Kerker, associate budget examiner, Division of the Budget.

Others are Murray R. Nathan, administrative director, Department of Law; John Smith, assistant director, Labor-Management Practices Division, and Irving Weinstock, associate personnel administrator, Division of Employment, both of the Department of Labor; Donald M. Axelrod, chief

25 Year Workers Are Honored By Buffalo State

A reception honoring those staff employees of Buffalo State Hospital who have completed twenty-five years of State service was held at the hospital recently.

Service pins symbolizing the years of service were presented to the individuals by Dr. Harry H. Ebberts, president of the board of visitors.

Dr. V. J. Sallak, President of the New York State Public Health Association and Executive Secretary of the TB and Health Association of Buffalo and Erie County delivered a short address.

Also honored were those employees of the Buffalo State Hospital who had retired since January 1, 1959. They were each presented with a Certificate by Dr. Harry H. Ebberts.

administrative management unit, Division of the Budget; Robert M. McAmmond, administrative officer, and Warren W. Stout, assistant director, Division of Motor Boats, Conservation Department; Ellis T. Riker, administrative director, Motor Vehicle Bureau; Alan K. Campbell, deputy comptroller, Department of Audit and Control; Charles W. Owens, principal examiner of message and procedures, Department of Civil Service; Joseph P. Ronan, administrative deputy, Department of Public Works; Dr. Victor N. Tompkins, director, Division of Laboratories and Research, Department of Health, and Dr. Howard F. Miller, assistant professor of political science, Syracuse University.

Capital District Sets Debate On 'Ronan Plan'

Reorganization of the State government under the so-called "Ronan Plan" will be debated at a special meeting of the Capital District Conference, Civil Service Employees Association, to be held at 6 P.M. on Monday, December 12, at Jack's Restaurant in Albany.

Presenting the Rockefeller administration official viewpoint on the reorganization will be Milton Musicus and John Moore of the Governor's administrative staff.

Countering for the State employees will be the special CSEA committee set up to study the reorganization plan, headed by Mrs. Mildred Meskil of the State Commerce Department.

Involved in the reorganization is a proposed constitutional amendment which would, according to the Governor's office permit a more flexible and more efficient State government, and which would, according to CSEA, perhaps concentrate too much power in the Executive office.

Dinner will precede the reorganization discussion, and all CSEA members are invited to attend. The meeting will be open to those who cannot be present at dinner.

Young Resigns

(Continued from Page 1)

tion, and by William F. Hults, Motor Vehicle Commissioner.

Letters Exchanged

Mr. Young's letter of resignation to Mr. Murphy read:

"Thereby tender my resignation as deputy commissioner of Motor Vehicles, effective Dec. 1, 1960.

"My personal affairs and my desire to re-enter the business field on or about the first of January, 1961, makes this step necessary.

"Thank you, and your associates, for all courtesies previously extended."

Commissioner Murphy replied: "It is with genuine regret that I accept your resignation, effective Dec. 1, 1960.

"I understand that personal business of a pressing nature has made this action on your part necessary. While it is regrettable that you must take this step, I fully appreciate the reasons which have impelled you to do so.

"The loss of your services, will be keenly felt in this department and my warmest personal regards will accompany you on your return to private life."

RETIRING FROM SERVICE



Co-workers in the Engineer Division of the United States Army Transportation Terminal Command, Atlantic, witnessed the presentation of retirement certificates to Percy E. Perry (center) of 2125 35th Avenue, Astoria, L.I. and William H. Samuel (right) of 1411 President Street, Brooklyn, N.Y. by their Division Chief, Lt. Colonel Joseph R. Steele, at Brooklyn Army Terminal. Mr. Perry retired after more than 16 years of Federal service and Mr. Samuel after more than 18 years.

U.S. Service News Items

By CLYDE H. REID

Federal Salaries To Be Re-Shaped

Big doings are in the works with Federal salaries. Within a few weeks look for the following to take place:

- The year long (reportedly) exhaustive study made by the Bureau of Labor Statistics comparing Federal salary rates with those in private industry will be made public.

- The current administration will then take the BLS's study apart.

- Eisenhower will recommend to the Congress that the many salary systems now in effect be overhauled. This of course will lead to many pay increases for executive, professional and technical people, all having salaries lagging far behind rates in private industry.

Unemployment Up During October

The nation's rate of unemployment went up in October to 6.4 per cent. This is the third highest rate for October in 15 years.

According to the Labor Department, unemployment rose by 200,000 to a total of 3.6 million instead of dropping seasonally by that amount, which is a shift of 400,000.

According to one Labor Department expert, unemployment was expected to rise to 4.1 million in November, 4.2 million in December and about 5.25 million in January and February.

Long term unemployment, those without work 15 weeks or more, went upward by 200,000 to a total of one million.

Retirement and SS Problems Face Kennedy Group

One major problem the Kennedy administration must face is the integration of civil service retirement with social security's old age and survivors insurance system.

The House Ways and Means Committee pointed out in a recent report that Federal employees are the one big block of workers whose staff retirement system isn't coordinated with OASI and that most Government employees are exempt from OASI.

It has been reported that the National Alliance of Postal Employees held a pre-election confab with Robert Kennedy, and he agreed to give much study to the

union's following suggestions:

Re-evaluation of loyalty security cases adjudicated in the McCarthy era; that all postal employees be given fuller information on fair employment policies, duties and grievance procedures; separation of the Postal Inspection Service from fair employment policies and decisions, and a better fair employment policy and more responsible people to administer it.

Say Doherty May Get Top Post

William C. Doherty, President of the AFL-CIO letter carriers refused to comment on rumors that his name has been mentioned for a high-ranking appointment in the Kennedy administration.

Reports have it that the appointment would be, in the Post Office or Labor. Doherty is also Vice-President of the AFL-CIO.

Army Technicians Get Tax Break

All uniform expenses of Army Reserve and Army National Guard civilian technicians are deductible for Federal income tax purposes, the Internal Revenue Service ruled recently.

National Guard Bureau attorneys presume uniform deduction will be allowable on State tax returns, too. In a brief to the Guard Bureau, I.R.S. ruled that the cost and maintenance of uniforms of reserve component civilian technicians are deductible under section 162(a) of the Internal Revenue Code of 1954.

The Guard Bureau requested the ruling to clear up a situation which found some I.R.S. regional offices allowing technicians to deduct their uniform expenses while others did not. Under the ruling, guard technicians will be allowed to deduct any "out of pocket" expenses for the purchase of new uniforms, caps and shoes, all uniform cleaning and tailoring and shoe repair expenses.

Bureau officials noted that very few guard technicians should have big uniform bills. Each guard technician is given a uniform issue when he joins and as each item is worn out it is replaced. Thus, any out of pocket expenses for uniform purchases are few and far between.

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

Beginning Office Worker Filing Open Until Jan. 16

Housewives and evening students will be among the thousands competing in the State beginning office worker examination which opened for filing Dec. 5.

These popular jobs are being offered on a full and part time basis. The part time openings are with the Division of Employment which yearly hires several hundred "hourly" workers.

Part-time beginning office workers share the following work advantages:

- They are paid \$1.76 an hour.
- They are not required to work more than 30 hours a week.
- They may choose the Borough in which they work.
- They may request their work hours.
- They may work on a "skip-week" basis. (On one week, off the next.)

Part-time workers do not receive leave benefits. They must be available between 9 a.m. and 5 p.m. And they are not permitted to work more than 800 hours a year.

The State has announced it has hundreds of full time vacancies for clerical workers. These positions range in salary from \$2,920 to \$3,810, and there are minimum requirements of education or experience.

This examination will be used for filling vacancies in three titles. They are: clerk, file clerk, and account and statistical clerk. Applicants will be permitted to take all three of the job options offered.

To be eligible applicants must have lived in this state for one year preceeding the examination. They must be citizens at the time of appointment and between the ages of 18 and 70.

Clerk and file clerk have a starting salary of \$2,290. It rises to \$3,650 after five annual increments. For account and statistics

clerk the salary range is \$3,050 to \$3,810. In all titles, there are promotional opportunities.

Set Test Date

Filing for this popular examination will end Jan. 16. The written test is tentatively scheduled for Feb. 25. Candidates must get at least 75 per cent on the written which will weigh 100 per cent of the mark.

The written test will have questions on vocabulary, reading comprehension, name and address checking and arithmetic. The file clerk section of the exam will in all probability not contain questions on arithmetic. Test time for the examination is two hours.

Candidates who pass the test will be offered positions in New York City and throughout the state. The written test will be held in eight New York City High Schools and other points throughout the state.

You may obtain applications from the following places: 270 Broadway, New York 7, N. Y.; Alfred E. Smith State Office Building, and the State Campus, Albany. The announcement number is 4300.

Fair Deputy Named

ALBANY, Dec. 5 — Governor Rockefeller has designated Mrs. Paul E. Peabody of Millbrook as vice chairman of the New York State Commission on the World's Fair. The commission held its first meeting Nov. 30th.

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The Job Market

A Survey of Opportunities
In Private Industry

By A. L. PETERS

There are jobs in Brooklyn for tool makers, men who will design and make tools, jigs, fixtures, and injection and compression molds used in the manufacture of plastic dolls and novelties. Five years' experience is necessary, working from blueprints, sketches, and models.

Salaries go up to \$140 a week. Ornamental iron workers are needed to fabricate ornamental room dividers, doors, grills and gates, working from designs and drawings. Applicants must be able to do welding and use hand tools. At least five years' experience is required. The pay is \$100 a week.

Wanted also is a platen pressman, a man to operate and make ready on C & P automatic press at \$75 a week and up depending on experience. There is an opening for a foreman, a man to supervise 50 men in the packaging of chemicals. Applicants should be able to set up and prepare to work and read formulas. The pay is from \$80 a week. You can apply at the Brooklyn Industrial Office, 590 Fulton Street.

In Queens, an experienced washing machine serviceman is wanted to repair all types of washers, ironers, and extractors used in laundries at \$2.20 an hour. Apply at the Queens Industrial Office, Chase-Manhattan Bank Building, Queens Plaza.

A zipper assembly shop needs a foreman to supervise four operators. Candidates must have at least one year of recent experience as foreman in the zipper field. The pay is \$125 a week. A hard candy maker is wanted, a man who can measure, weigh, mix and cook ingredients for hard candy. He must use his own formulas and be familiar with mixing, spinning, pulling, and ball machines. At least fifteen years' experience in this type of job is required. The salary is \$150 to \$200 a week.

Packers of fragile goods — china and glassware — are wanted, men with at least one year of recent experience. These jobs pay \$65 a week and up, depending on experience. There is a considerable demand for jewelry workers of various kinds. These include women who can string, tip, and clasp pearl and bead necklaces and others who can use pliers in linking or looping costume jewelry.

There are openings also for men and women to do soft and hard soldering on brass and on white metal costume jewelry. Salaries here vary from \$42 to \$95 a week, according to experience and the skills required. Apply at the Manhattan Industrial Office, 255 West 54th Street.

Statistical typists with CPA experience are needed. Typists with a knowledge of stenography are preferred in some of these jobs. The salary is from \$100 a week. Experienced legal stenographers are wanted in midtown and downtown locations at \$85 to \$100 a week. You may apply for these jobs at the Manhattan Commercial Office, 1 East 19th Street.

There are many opportunities in physicians' offices for medical secretaries with good locations and hours. They must know stenography or be able to use a dictaphone, and also know how to type. A

H.I.P. Survey Shows Its Members Well Cared For

During 1959, a total of 54 percent of physician services provided through the Health Insurance Plan was done by specialists, according to the Plan's annual report, released this week. The number of services for the Plan's 590,000 subscribers was 2.7 million.

knowledge of medical terminology is necessary and the pay is \$60 to \$90 a week. Experienced physicians' assistants with laboratory and X-ray skills are wanted. These jobs pay from \$65 to \$85 a week. Experienced dental hygienists are in demand. They are offered part-time and full-time positions. They must have a New York State license. The pay is \$75 to \$100 a week.

There are also many openings for experienced dental assistants who are able to type at \$60 to \$85 a week.

Apply at the Nurse and Medical Placement Office, 444 Madison Avenue, Manhattan.

According to H.I.P., the use of specialists by its subscribers has risen gradually since 1950 from 48 percent of total services to the present 54 percent figure.

The increase is said to have resulted primarily from greater use of pediatricians, allergists and radiologists.

A percentage breakdown shows that pediatricians accounted for 21 percent of all H.I.P. specialists, obstetrician-gynecologists for 14 percent, radiologists for 12, surgeons for 10 and allergists for 9 percent.

H.I.P. services are given by thirty-two medical groups made up of family doctors and specialists in the twelve basic fields of medicine and surgery.

Subscribers received an average

of five physician services during the year. This was in addition to 2.7 laboratory tests per enrollee, as well as many other services such as visiting nurse care, private ambulance transportation and care from consultant specialists not affiliated with H.I.P. medical groups.

Of all enrollees, 74 percent saw H.I.P. doctors at least once between July 1, 1958 and June 30, 1959. The corresponding figure for urban residents of the United States in 1957-58 was 64 per cent, according to a U.S. Public Health Service survey.

Four out of five of all physician services were obtained in the doctor's office or medical group center. Almost three of the five remaining services were in the hospital and the rest were home calls.

Home visits were most frequent among young children. H.I.P. doctors made home calls to 55 percent of the children under five.

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TUESDAY, DECEMBER 6, 1960 31

Arbitration the Answer

A PUBLIC hearing is set for Wednesday, Dec. 21, to consider changes in the Condon-Wadlin Law forbidding public employees to strike. The hearing is sponsored by the State's Joint Legislative Committee on Labor and Industrial Conditions.

We feel the strike is a right, not a privilege, of American labor. We recognize, of course, that in certain fields the general public welfare and the right to workers to strike are incompatible. Such fields include all civil service generally and emergency services particularly—such as police and fire departments.

But, if the right to strike is to be taken from public employees effectively and justly, it must be replaced by the right to real, impartial arbitration on collective bargaining and on grievances.

This is the point seldom mentioned by the civic improvers who are so outraged by the illegal public employee work stoppages held with impunity during the past few years.

We can conceive no change in the Condon-Wadlin Law that could effectively prevent or punish a well-organized strike, short of granting what should have been granted under the present anti-strike law—impartial arbitration.

Leading The Way

THE large number of political subdivisions—ranging from New York City to local school districts—which have increased worker's take-home-pay by picking up any part of the first five points of an employee's contribution to his retirement system, is strong evidence of the way that political units that do not operate in a common manner can, nevertheless, work for the common good.

The idea of fattening the pay checks of public employees originated with the Civil Service Employees Association as a program for State workers, but the Employees Association made sure that the enabling legislation would be permissive for political subdivisions too, New York City, with its own retirement system, copied the idea.

This is not the first time the Employees Association has pioneered the way. It did so by going for Social Security for public employees and, more recently, by getting increases in mileage allowance for cars used on Government business, to name but two items.

Any benefit granted public employees in one jurisdiction has a good chance of being awarded workers in other jurisdictions and the Employees Association deserves applause for being the leader in advancing so steadily—and with such originality—the betterment of the civil servant.

Questions Answered On Social Security

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

Is it possible for me to find out if my wages have been properly credited to my social security account?

Yes. You can obtain a postcard form for this purpose from your local social security office. Ask for Form OAR-7004. Complete this card and mail it to Social Security Administration, Baltimore 2, Maryland. It is wise to check your account every three years.

Doesn't a disabled person's ass

have some bearing on whether or not he can get cash payments?

Yes. In order to receive cash benefits, a disabled individual must be at least 50 years old. Of course, if he is less than 50, he can — and should — file an application for a disability freeze. The requirements are the same as for cash benefits.

My wife and I have been receiving our social security benefits in a combined check. However, now that she is in a nursing home, is it possible for us to get checks—one to me and one to her in the nursing home?

Yes. Separate checks can be issued when a couple is separated. Get in touch with your local office in order to request separate checks.

LETTERS TO THE EDITOR

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

Calls for United Campaign in Queens

Editor, The Leader:

Highway and sewer employees are uniting for an all-out campaign against Queens Borough President John T. Clancy, next year being an election year. This drive has been made necessary by the dictatorial labor policies of Mr. Clancy's administration.

SAMMY

JAMAICA, QUEENS

Only NewAides in Probation & Parole Gain by Upgradings

Editor, The Leader:

The following is an abridgement of a letter sent recently to New York City Budget Director Abraham D. Beame:

For the past few months there has been considerable agitation with reference to the status of probation and parole officers within the Career and Salary Plan of New York City. Strangely enough, in all the discussions on the subject, very little reference has been made to the provisions of the resolution upon which the Plan is based. This is an attempt to bring some of these into focus.

According to Article I of the resolution, the purpose of the Career and Salary Plan is "to provide fair and comparable pay for comparable work, and regular increases of pay in proper proportion to increase of ability as demonstrated in service."

Worthy Object

This very worthy objective is attained, at least in some measure, in many of the positions covered by the Plan. But how is it affecting the probation and parole officers? Are they receiving "regular increases in pay in proper proportion to increase in ability?" An examination of the paychecks of October 14 reveals startling facts! Apart from the very limited number in supervisory positions, the entire group is receiving either beginner's rates, or rates scarcely distinguishable from the beginner's. Officers with five, ten, fifteen, or even twenty years of service are receiving substantially the same pay as the beginner. There is not a single officer whose pay check reflects an "increase in pay in proper proportion to his increase in ability as demonstrated in service." It seems quite clear that the purpose expressed in the resolution is being defeated by the present arrangement.

A number of proposals have been set forth as possible correctives to this situation:

1. Increase of pay within the present framework.
2. Amendment of the resolution to facilitate proper administering of the positions.
3. Removal of the positions from the Career and Salary Plan. A brief examination of these will give some indication of how they would probably affect the situation.

Increase Made

A substantial increase in the pay of these positions has been made quite recently. An advance of three slots should have been hailed as something extraordinary. But what has been the actual

(Continued on Page 3)



Civil Service LAW & YOU

by HAROLD L. HERZSTEIN

Mr. Herzstein is a member of the New York bar

"Why, Oh Why Pick on Me?"

BACK IN 1912 OR 1913 there was a popular song in which a young lady asks a young gentleman: "Out of five million people in New York, why, oh why, do you pick upon me?"

WITH SOME CHANGES in the words to fit the circumstances, those state employees selected from groups to move to newly opened district offices in their departments may be singing the song again: "Why, oh why, do you pick upon me?"

THE STATE DEPARTMENT OF TAXATION AND FINANCE has opened new district offices in White Plains, Mineola and Jamaica. The decentralization policy is a result of the general conformance of the State income tax laws and procedures to the Federal laws. It is an attempt by Commissioner Joseph H. Murphy and Regional Director Benjamin B. Berinstein to give the taxpayers better service. If it is in the public interest to have new district offices in the State, then we should have them regardless of the inconvenience caused to employees by relocation. I believe that most of my friends in the civil service subscribe to my conclusion.

Shift of Personnel

AS A RESULT OF THE SHIFTING in case loads from the Manhattan and Brooklyn offices to the new district offices, there will have to be a proportionate shifting in personnel. To the Department's credit, it has tried the volunteer system. The volunteer system has failed.

THE NEED FOR A SHIFT in employees has caused considerable personal bitterness—not towards the Commissioner or the Regional Director, but among the employees themselves. Nearly every employee applies a self-devised test, which would cause his fellow employee to move while he stays put.

THE LAW PRESCRIBES NO METHOD for the selection of employees for transfer. The problem has become acute in the Department of Taxation and Finance. After January 1, 1961, it will become acute in the new Department of Motor Vehicles when that Department opens new branch offices. And who knows what will happen if the Ronan Report for the reorganization of State Government becomes law? Intra-departmental transfers are a problem which should be seriously studied now.

IN REGARD TO A SITUATION where the voluntary approach does not work, a few employees have expressed the fear that jobs will be abolished, and new ones under the same title created in the new district offices. Such a method would bring into play Subdivision 7 of Section 85 of the Civil Service Law, popularly known as the "layoff law." Under that statute, non-veterans would be laid off first, non-disabled veterans second and disabled veterans last. Then, in each category, those appointed last would be laid off first.

What Results Might Be

SINCE THE NAMES of those laid off go on a preferred list for reemployment, the results would be that non-veteran employees might wind up in the district offices and employees with veteran status would remain as they were. Such a procedure would be the creation of a veteran's preference in regard to intra-departmental transfers, a use of the lay-off law which was never intended. Its use is strictly limited to cases where there is a genuine abolition of positions.

I BELIEVE THAT THE USE of the lay-off statute under the circumstances described, in transfer cases, would be prohibited by the courts. Many people feel that when the courts are presented with a formal situation, such as the abolition of a position and the creation of the same position elsewhere, they would look no further than the formal outline and would be unable to see that there was no genuine abolition. Our judges are from people, not from far away Oxfords. They recognize fast ones quickly.

THERE IS ALSO TALK, and very serious talk about applying the order of lay-off and appointment prescribed by the lay-off law in making transfers without the "phony" abolition and creation of positions. That, unfortunately, can be done since there are no restrictions established by law for intra-departmental transfers. The courts would have no power in such situations. The result would be very bad because it would build into transfers a veteran's preference where none was intended.

To Be Fair

THE ANSWER TO THE PROBLEM is perhaps legislation or a Civil Service Department rule, uniformly fair to all. Should the department head have the exclusive right to designate transferees? Should those who live nearest new district offices be obliged to take the assignments? Should personal seniority govern? Should seniority in the State service govern? Should seniority in the title govern? Should an acceptable volunteer get an increase in some form to induce transfers on a voluntary basis? These and other factors should be considered in connection with any new legislation or rule.

IF ONE EMPLOYEE KNOWS that by law or rule applicable alike to everyone, he is compelled to move from Brooklyn to White Plains, the move will come easier than if he has to sing:

"WHY, OH, WHY DO YOU PICK UPON ME?"

7,500 Apply For Xmas Postal Jobs; Filing is Closed

The New York City General Post Office announced this week it has received more than 7,500 applications for Christmas part time worker and is not accepting any additional requests for appointment.

One postal official told The Leader they are now faced with screening the applicants for these positions which this year pay \$1.96 an hour and will offer employment through the Christmas holiday.

In the event a large number of applicants who filed do not accept the jobs, The Leader will announce the re-opening of filing.

Emeths of Law Dept. Set Elections and Installation Dinner

Officers will be elected at the next meeting of the Emeth Society of Jewish employees in the New York City Law Department, to be held at 5 p.m. Thursday, Dec. 8, in the library of the Law Department, Room 1600, Municipal Building, Manhattan.

The guest speaker will be Rabbi Paul Ackerman of the Midtown Synagogue.

Officers will be installed at a dinner set for Ratners Restaurant, Norfolk and Delancy Sts., Manhattan, at 8 p.m. Tuesday, Feb. 14.

Jan. 23 Test Date For Engineering Techs

A State civil service examination Jan. 21, 1961 will qualify candidates for appointment to about 50 senior engineering technician positions throughout the State.

Salaries start at \$82 a week and rise to \$100 a week in five yearly increases. Most of these positions are with the Department of Public Works.

Assist Engineers

Senior engineering technicians assist engineers in civil engineering work. Applicants are required to have three years' training or experience in this field.

Applications will be accepted until December 19. Full details and applications may be obtained from the Recruitment Unit, State Department of Civil Service, The State Campus, Albany 1, New York, and at 270 Broadway, New York, N. Y.

Jobs Offered To Vets With Preference

The U.S. Government has just released a list of jobs that are open to persons with 10-point veterans preference. Most of the jobs are in Washington, D.C.

The positions, which are in various Federal agencies, are listed below with the announcement number:

Administrative officer; air safety investigator, 198 B; communications cryptographic coding clerk, 99B; electronic computer operator (trainee), 144B; electronic technician, 151B; engineering aid (radio), 145B; flight operations and air worthiness inspector and airways flight inspector, 169B; foreign language specialists (Amharic, Gujarati, Hausa, Kabuli-Parsi, Nepalese, Pushtu, Swahili, Telugu, Thai, and Uzbek), 186 B; geologist, 208 B; information and

editorial positions (general press, publications and radio), 27; offset duplicating press operator; printing plant worker, 207B; translator, 194; transportation specialist, 11 B; vessel and aircraft sanitation inspector, quarantine border inspector and quarantine inspector (trainee), 174B; and warehouse inspector, 405B.

All of these jobs are listed on announcement number 2887, July 1960, and on the particular announcements, which are available

from the Second U.S. Civil Service Region, 220 East 42nd St., New York 17, N.Y., and the Civil Service Commission, Washington 25, D.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 BEekman 3-6019. For list of some current titles see Page 8.

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And in H.I.P. you also have the satisfaction of knowing that each medical group physician provides only the services for which he has been specially trained.



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LETTERS TO THE EDITOR

(Continued from Page 6)
 effect? Most of the officers are just as dissatisfied now as they were before the increase was given. Why? Because it brings them either nothing at all or next to nothing. The benefits of the increase are practically restricted to those who have NOT demonstrated any appreciable increase in ability, i.e. to the new workers only. Instead of bringing satisfaction, this increase of pay accentuates the disadvantages of the scheme to the holders of these positions.

The possibility of amending the resolution may now be considered. The Career and Salary Plan is an excellent instrument and guarantees many advantages to most of the employees it covers. However, it is not necessarily perfect. Its main defect lies in Article IX of the resolution. This article bluntly deprives employees of the financial benefits of their seniority. The final clause seems quite arbitrary: "he shall not be credited with the number of years of service before reaching such minimum." This is the clause which produces such ridiculous situations as:

a. A \$900 increase in rate with-

out a single penny increase in actual income.

b. Employees with long years of service receiving beginner's pay.

c. Junior workers receiving higher pay than their seniors in the same grade.

This article could easily be amended along the lines indicated in Article VIII, where an actual

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Sheetmetal workers and marine machinists, willing to work on a temporary basis, are needed at the Brooklyn Naval Shipyard. These jobs pay \$2.81 per hour and applicants should have four years of trade experience.

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There are still openings at the New York Naval Shipyard in Brooklyn for wharfbuilders. These jobs pay from \$22.48 to \$24.40 per day.

Further information and application forms or information as to where such forms may be obtained is available at any post office except in Manhattan and the Bronx in New York City; the Executive Secretary, Board of U.S. Civil Service Examiners, New York Naval Shipyard, Brooklyn 1, N. Y.; or the Director, Second N. S. Civil Service Region, News Building, 220 East 42nd St., New York 17, N. Y.

increase of pay is guaranteed with every promotion to a higher pay rate.

The remaining suggestion is removal from the Plan. Most of the professional employees of New York City have special arrangements suitable to the duties and requirements of their positions. The probation and parole officers desire similar treatment because the requirements for these positions are distinctly on a professional level. Unless arrangements can be made whereby their inclusion under the Career and Salary Plan does not defeat the purpose of the resolution, their wishes should receive serious consideration.

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LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent — to Charles Mason Remey, Angelica G. Remey, Captain John R. Wadleigh, Mary Wadleigh, an infant under the age of fourteen years, David Wadleigh, an infant under the age of fourteen years, George Wadleigh, an infant under the age of fourteen years.

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 January 12, 1961, at 10:30 A.M., why a certain writing dated June 29, 1959 which has been offered for probate by Margaret Howard Remey, residing at 126 East 79th Street, New York 21, New York, should not be probated as the last will and Testament, relating to real and personal property, of John Terry Remey (also known as John T. Remey), Deceased, who was at the time of his death a resident of 136 East 79th Street, New York 21, New York, in the County of New York, New York.

Dated, Attested and Sealed, November 30, 1960.
HON. S. SAMUEL DI FALCO
Surrogate, New York County
Philip A. Donahue, Clerk

SUPPLEMENTAL CITATION — File No. 8336, 1960 — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To ELFRIEDE DE BLAISE; EDWARD A. B. RECHTLEN, as EXECUTOR OF THE ESTATE OF FRIEDRICH JAROSY; ODETTE FRANK; FREDERICK F. KOESSLER, JR.; FRED KOESSLER; MICHAEL F. BERNARD; IWO JAKOSY, MIRIAM SAAM.

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 December 13, 1960 at 10:30 A.M., why a certain writing dated October 14, 1957 which has been offered for probate by SALOMEA TEIT, residing at 118 West 75th Street, New York, New York should not be probated as the Last Will and Testament, relating to real and personal property, of MARILYN BLUMEN, Deceased, who was at the time of her death a resident of 210 RIVERSIDE DRIVE, in the County of New York, New York.

Dated, Attested and Sealed, November 9, 1960.
HON. S. SAMUEL DI FALCO
Surrogate, New York County
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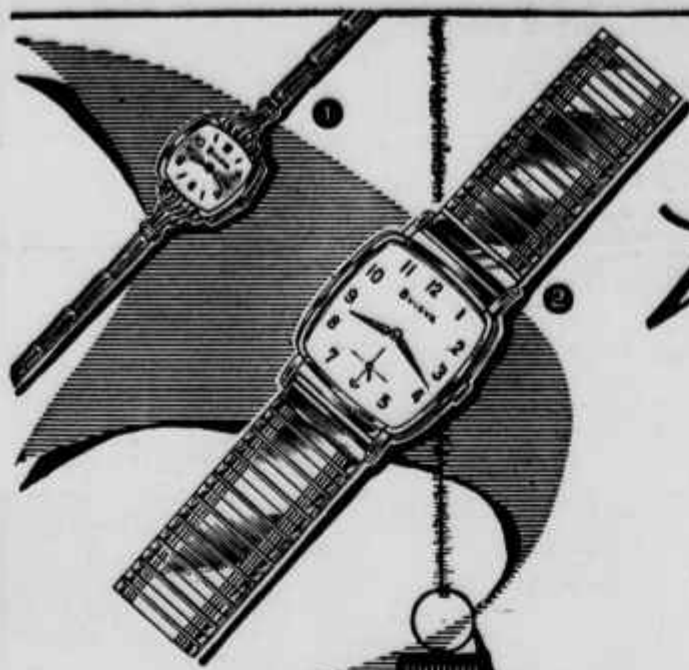
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Attractive 9 room house, N.W. 1100s, Impvt. 500 ft. on live front stream. Fishable bro. place, \$6,500. Terms. Martha Lewis, Shandaken, N.Y. Overland 8-0984. SPECIAL BARGAIN—4 room concrete house, Impvt. \$4,900. John Doherty, Ulster, N.Y.

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1-2-3 bedrm all yr. ranch homes. Lake site, mt. view, retirement or vacation from \$4,995. N.Y. bus to door. Spring Glen Lake Estates, Spring Glen, N.Y. Ph. 828-1016 \$0%.

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1-2-3 bedrm all yr. ranch homes. Lake site, mt. view, retirement or vacation from \$4,995 N.Y. bus to door. Spring Glen Lake Estates, Spring Glen, N.Y. Ph. 828-1016 \$0%.

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845 LAFAYETTE AVE. \$1000 DOWN. Vacant, 11 rms., good for 2 families, rec-ers, etc. No rent controls, automatic heat. Reduced, \$11,750, pay like rent.

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230 23D ST. — \$700 DOWN 2-fam, 9 rms., no rent controls. Reduced \$10,700, payments like rent.

210 22D ST. — \$800 DOWN 2-family, 9 rms., vacant, newly decorated, no rent controls; reduced, \$11,500, pay like rent.

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Age _____ Single Married Male Female
Location of Car if not at above address _____
Occupation (or rank if on active duty) _____

Yr.	Make	Model (Dix., etc.)	Cyl.	Body Style	Purchase date	<input type="checkbox"/> New
					Mo. Yr.	<input type="checkbox"/> Used

Days per week car driven to work? _____ One way distance is _____ miles.
Is car used in business other than to and from work? Yes No
Is car principally kept and used on a farm or ranch? Yes No
Additional male operators under age 25 in household at present times

Age	Relation	Married or Single	% of Use

LEGAL NOTICE
File No. P 8807, 1960
CITATION, The People of the State of New York, By the Grace of God Free and Independent.
To any and all unknown persons whose names or parts of whose names, and whose place or places of residence are unknown, and cannot, after diligent inquiry, be ascertained, who are distributees, heirs at law and next of kin of VIOLA H. GARLAND, deceased, and if any of the said distributees, heirs at law or next of kin of deceased, be dead, their legal representatives, their husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office addresses are unknown.
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 December 29, 1960, at 10:30 A.M., why a certain writing dated March 1st, 1955 which has been offered for probate by BARBARA WALTERS residing at 1401 University Avenue, New York, N. Y., should not be probated as the last Will and Testament, relating to real and personal property, of VIOLA H. GARLAND, deceased, who was at the time of her death a resident of 59 West 71st Street, in the County of New York, New York.
Dated, Attested and Sealed November 17, 1960. HON. S. SAMUEL DEPALCO, Surrogate, New York County, PHILIP A. DONAHUE, Clerk. (L. S.)

CITATION, The People of the State of New York, By the Grace of God Free and Independent.
TO HELM KASCHARAN referred to in the Will of Helen Athanasiou, a/k/a Helen Athanasou, KOSTAS ATHANASIOU, a/k/a Kostas Athanasios, NICHOLAS ATHANASIOU, a/k/a Nicholas Athanasios, YABA BERA KASCHARAN being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of CHRISTOS ATHANASIOU, also known as Charles Christos Athanasios and Christos Athanasios, deceased, who at the time of his death was a resident of 245 East 111th Street, New York, N. Y.
SEND GREETING:
Upon the petition of THOMAS A. VAFIDES, SMARO ANTON and DIONISIOS SPILIOS residing at 209-04 25th Road, Bayside, New York, 2105 Second Ave.,

LEGAL NOTICE
New York, N. Y. and 1809 East 187th Street, Bronx, New York, respectively.
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 30th day of December, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of THOMAS A. VAFIDES, SMARO ANTON and DIONISIOS SPILIOS as Executors should not be judicially settled, and why THOMAS A. VAFIDES, as Executor and attorney for the executors, should not be allowed and paid the sum of FOUR THOUSAND FIVE HUNDRED (\$4,500.00) DOLLARS as and for his fees for legal services rendered to the said Executors of the estate herein, and why \$2,000.00 should not be retained to cover tax contingencies.
In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
Witness, Honorable S. SAMUEL DEPALCO a Surrogate of our said county, at the County of New York, the 9th day of November in the year of our Lord one thousand nine hundred and six.
PHILIP A. DONAHUE, Clerk of the Surrogate's Court

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent — To Attorney General of the State of New York; And to the distributees of Mirona B. Smith, also known as M. Beatriz Smith, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Mirona B. Smith, also known as M. Beatriz Smith, deceased, who at the time of her death was a resident of 29 East 29th Street, New York, N. Y.
SEND GREETING:
Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as Temporary Administrator and Administrator C.T.A. of the goods, chattels and credits of said deceased;
You and each of you are hereby cited to show cause before the Surrogate's Court

LEGAL NOTICE
of New York County, held at the Hall of Records, in the County of New York, on the 18th day of December, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as Temporary Administrator and Administrator C.T.A. of the goods, chattels and credits of said deceased, should not be judicially settled.
IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 3rd day of November, in the year of our Lord one thousand nine hundred and sixty.
Philip A. Donahue, Clerk of the Surrogate's Court

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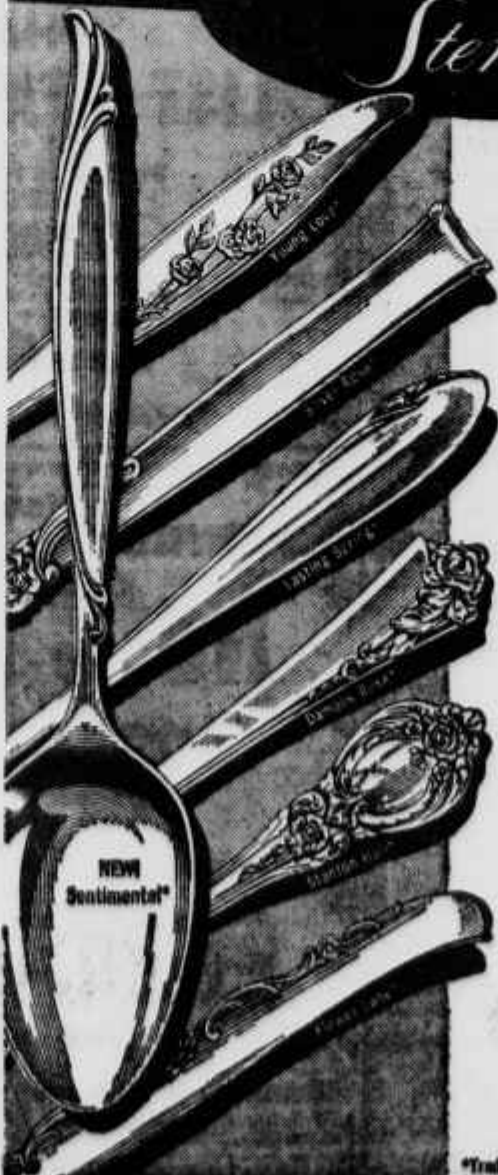
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FILTER-FLO® Automatic Washer
NOW ONLY

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- WATER-SAVER.
- LARGE CAPACITY.
- PORCELAIN WASHBASINET AND TUB.

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CORRECTION CORNER

This Should Be "The Year"

I AM NOT A MATH wizard, numbers and figures on paper have never held my attention to long. There was a time when the numbers held a strange fascination for me...

LATEST FIGURES RELEASED by the United States Labor Department show living costs at an all time high. The consumer price index rose in 10 of the last 11 months...

LABOR CONTRACTS TIED to cost of living clauses gave millions of workers increased wages. Factory workers pay rose in October to a record for the month according to the Labor Department.

THE STATE CIVIL SERVANT has no escalator pay clause. Any monetary relief must wait until the legislative session convenes in January. Any legislative action must wait until the start of the fiscal year...

THE STATE EMPLOYEE faces the coming year with high hopes and expectations. First the money is available. A surplus of 125 million dollars is predicted.

THESE, FACTS, PLUS the fine wage proposals presented by the Civil Service Employees Association on behalf of all State workers should make this "the year."

FOR THE PAST 20 YEARS Civil Servants have been at a disadvantage salary-wise. Only in the depression years were these employees able to "walk tall" and stay out of debt.

90,000 STATE EMPLOYEES are hopefully looking towards the Governor and legislators to put them on an equal basis with private industry and make them proud to say, "I work for the State of New York."

Brazilian Visitor

ALBANY, Dec. 5—A recent visitor to the State Health Department offices here was Dr. Anoldo Chimanazzo Boscardin, director of Special Services in Public Health for the states of Parana and Santa Catarina in Brazil.

Rules for Chapter News Writers

Chapters of the Civil Service Employees Association wishing to remit items to The Leader concerning chapter activities are asked to observe the following rules when submitting copy:

- 1. Material should be typed and double spaced. Do not send in hand-written articles. 2. The first name or first two initials of a person's name should always be used...

St. Lawrence Chapt. Drives To Gain 100% CSEA Membership

Marty Douglas, President of the St. Lawrence State Hospital Chapter of the Civil Service Employees Association announced that an all-out membership drive is making progress at the St. Lawrence State Hospital. Membership Chairman, Virginia Vines and her committee will contact all employees who, as yet, are non-members.

New Commission Member

ALBANY, Dec. 5 — William Allen Underhill of Corning is the newest member of the Finger Lakes State Parks Commission. In announcing his appointment, Governor Rockefeller said he would serve until Dec. 31, 1964...

Chart Gives Proposed CSEA Salary Schedule Changes

The salary resolution of the Civil Service Employees Association calls for a three-grade raise for all State workers, with additional increments for service. The following chart shows how the CSEA salary plan, if adopted, would work out in terms of new pay scales.

PRESENT AND PROPOSED STATE SALARY GRADE table with columns for Grade, 1st Yr, 2nd Yr, 3rd Yr, 4th Yr, 5th Yr, 6th Yr, 9th Yr, 11th Yr, 12th Yr, 15th Yr, 20th Yr, Increment

Chautauqua County Now Needs P.O.'s

Chautauqua County is offering a starting salary of \$4,366 to probation officers. This examination is open for filing until Jan. 3. The test will be held Feb. 4.

Nassau County Needs Assessment Clerks

The Nassau County Civil Service Commission has announced an examination for assessment clerk. This position pays \$4,000 to start and requires graduation from high school and some clerical experience or the equivalent.

Hearing Representative Needed By NYS In Div. of Employment

A starting salary of \$6,410 is offered associate unemployment insurance hearing representatives by New York State's Div. of Employment. Applications for the exam will be accepted until Jan. 2 and the test is scheduled for Feb. of 1961.

LOOKING FOR A HOME See Page 11

Where to Apply for Public Jobs

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 of 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 7th Avenue Line and the 8th Avenue Line. The IRT Lexington Avenue Line stop is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BArcay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; 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 in applying for county jobs or for jobs with the State. The State's New York City office is a block south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

FEDERAL — Second U.S. Civil Service Region Office, News Building, 220 East 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 required with named requests for application forms.

U. S. Civilian Hiring Increased In August

Paid civilian employment in the United States Government increased by 595 workers during August of this year to a total of 2,241,652.

The number of piece-rate workers had dropped to 1,109 by the end of the month. This was less than half the number of such workers reported in July and represented the bulk of the decrease in the Department of Commerce.

The Post Office Department showed an increase, the only other sizeable agency change during August.

Separations Up

The number of separations from Federal service in the United States rose to \$39,461. Sizable increases occurred in quits and transfers, in retirements and deaths while substantial decreases were noted in the number of terminations and reductions in force. Other reported types showed smaller changes. The average separation rate increased slightly from 1.7 per cent in July to 1.8 per cent in August.

Federal employment outside the United States increased to 159,377 by the end of August. In the United States territories and possessions, total employment de-

Torre Renamed Head Of Housing Officer Police Association

The Housing Patrolmen Benevolent Association re-elected Vincent Torre as its president at a Nov. 28 meeting, by a vote of 137 to 105 for John Dantschich.

Other officers elected were: Joseph Balzano, vice president; Rocco Mancuso, sergeant-at-arms; Charles Wall, treasurer, and John Owad, secretary.

Installations are expected within the next few weeks.

creased to 32,155. The number of foreign nationals hired by Federal agencies went up slightly but the number of United States citizens went down.

Hiring Up Abroad

Federal employment in foreign countries rose to 127,222. The Department of Army showed a large increase in the number of United States citizens employed in August, as teachers returned to their posts after summer vacations.

This increase more than offset any decrease reported in these areas.

Total hiring and total separations for United States citizens increased during August while both totals for noncitizens decreased.

Filing Now Open For Stationary Engineer Test

The New York City Dept. of Personnel is seeking stationary engineers. To qualify you must have a valid stationary engineer's license issued by New York City Dept. of Buildings. The job pays \$7,500 yearly.

Filing for this exam opened on Dec. 1 and will remain open until Dec. 21.

The written test has been scheduled for March 11, 1961. It will weigh 100 and candidates must receive a mark of 70 or better to pass.

At present there are more than 35 stationary engineer vacancies in the City.

Applications and other information may be obtained from the New York City Dept. of Personnel, 96 Duane St., N. Y., N. Y., across the street from The Leader.

State Opens 200 Jobs For Caseworker

There are currently more than 200 caseworker and junior caseworker positions open throughout New York State.

Applications for this examination will be accepted until Jan. 3 and the written test is scheduled for Feb. 4, 1961.

The salaries offered vary according to the locality. In most of the Counties local candidates will be given the first choice of appointments. Salaries range from \$3,200 as offered in Cattaraugus County, to \$4,225 as offered in Dutchess County.

At this time there are no vacancies in New York City.

Candidates must be high school graduates with a bachelor's degree, or four years of social casework experience, or a satisfactory equivalent of education and experience. Many of the counties require a degree.

Applications may be obtained from The Dept. of Civil Service, 270 Broadway New York, N. Y. or The State Campus 1220 Washington Ave. Albany 1, New York.

Weather Bureau Seeks Technicians

The United States Government is seeking meteorological technicians to work with the Federal Weather Bureau throughout the nation.

Meteorological technicians have a salary range of \$4,040 to \$6,435 depending upon experience and education.

To qualify for the positions, applicants must have a certain amount of general or specialized experience. In many instances, education may be substituted for general experience. All candidates must be high school graduates.

There is as yet no closing date for these applications. You may obtain forms from the Executive Secretary, Board of Civil Service Examiners, United States Weather Bureau, Federal Building, New York International Airport, Jamaica 30, N. Y.

In City Service

(Continued from Page 2)

Patterson Houses, 301 East 143rd Street, the Bronx, the Bronx YWCA.

Edenwald Houses, 1145 East 229th Street, the Bronx, the Board of Education of the City of New York.

South Jamaica Houses, 106-62 160th Street, Jamaica, Queens, the Board of Education of the City of New York.

Fort Greene Houses (East and West), 267 Myrtle Avenue and 120 Navy Walk, Brooklyn, Willoughby House Settlement, Inc.

Breukelen Houses, 618 East 108th Street, Brooklyn, Recreation Rooms and Settlements, Inc.

Berry Houses, 26 Dongan Hills Avenue, Staten Island, the Board of Education of the City of New York.

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Banfi Heads Motor Vehicle Data Processing Division

ALBANY, Dec. 5 — The State Motor Vehicle Bureau is moving quickly to establish its new Data Processing Division, which will modernize the state's system of issuing driver licenses, safety operations and statistics.

Named to head the new bureau is Marie Banfi of Staten Island, who has been a principal examiner of methods and procedures for the State Tax Department. As director of data processing, he will receive \$11,770 a year. The position is Civil Service.

Mr. Banfi has been supervising the installation of electronic equipment to mechanize the bureau's record-keeping system. The bureau has ordered an electronic computer, which will be delivered and installed within a year.

Other New Opportunities

The bureau also has named Samuel A. Mills Jr., another civil service employee, to a new post with the data processing division. Mr. Mills, formerly an associate statistician with the Tax Department, is the new chief electronic computer programmer. The job is in civil service grades 25, with a salary range of 8,652 to 10,362 a year.

Mr. Mills is a graduate of Hofstra College and has been employed by the state since 1950.

A third appointment is that of

Marcus Ribak of Albany, an associate examiner of methods and procedures for the bureau, who has been promoted to principal examiner. He will head the activities of the Planning Section of the Bureau, which becomes a full-fledged department Jan. 1.

Mr. Ribak is a graduate of City College of New York and has been in state service since 1937. He holds a master's degree in public administration from New York University. His new post carries a salary range of 9,586 to 11,416 a year.

Sheffer Personal Steno to Governor

ALBANY, Dec. 5 — Governor Rockefeller has named Hiram F. Sheffer Jr., his official hearing stenographer, to the post of assistant appointments officer. Mr. Sheffer succeeds John M. Wash, who resigned to become solicitor for the New York Telephone Company.

Mr. Sheffer was a member of the 1958 Rockefeller campaign staff and served in similar capacity for former Governor Dewey. At one time, he was the official hearing stenographer for the State Commission on Agriculture and has covered many legislative hearings.

In his new position, Mr. Shef-

Kickoff Dinner Starts Rochester State Member Drive

A kick off dinner for the membership committee of the Rochester State Hospital Chapter Civil Service Employees Association was recently held at the Charcoal Pit with approximately 34 persons present. Frank Barnish, President of the Chapter acted as toastmaster.

Guests present were P. J. McCormack business officer of the hospital and his wife; Robert Benedict President of the Board of Visitors of the hospital and his wife; Claude E. Rowell, fifth vice-president of the Civil Service Employees Association; William J. Rossiter, State representative of Mental Hygiene Association, and James Powers, Field representative CSEA. The Chapter now has a membership of 979.

Annual Dinner Plans

Several items of business were presented, among them the date and place of the annual dinner. The annual dinner is to be held May 20th at Rochester's newest motel the County Squire, located just off the thruway on route 16. Please keep this date in mind and make reservations with your friends for this annual affair.

fer will deal with job placement or patronage that clears through the Governor's office.

Correction Dept. Program Aims To Develop Executives

ALBANY, Dec. 5—Commissioner of Correction Paul D. Mc Ginnis announced today a program of management development for personnel of the N.Y.S. Department of Correction to be held in Albany on December 12 to 14, with a three-day conference participated in by the administrative heads of all the institutions and divisions of the Department.

The training, which will ultimately be given to all qualified supervisory employees of the Department and its institutions, is part of the overall program of management and executive development in State government initiated by Governor Nelson A. Rockefeller through his Sponsoring Committee for the N.Y.S. Public Administration Training Program.

At the opening conference in Albany leaders in government and business will share their knowledge and experience with the participating correction officials to help them plan for establishing the development programs in the institutions and central office divisions. The leaders and their topics for the six three-hour sessions of the conference include:

Dr. William J. Ronan, secretary to Governor Rockefeller and chairman of the Sponsoring Committee for the Public Administration Training Program, and Com-

missioner Mc Ginnis—"Philosophy of State Government."

Dr. Robert D. Helsby, deputy commissioner for administration, State Department of Labor, and former director of the industrial arts division, State University College of Education at Oswego—"How Not to Work in a Vacuum."

H. Elliot Kaplan, president, State Civil Service Commission—"Recruitment and Selection."

Dr. T. Norman Hurd, State director of the budget—"Business Management."

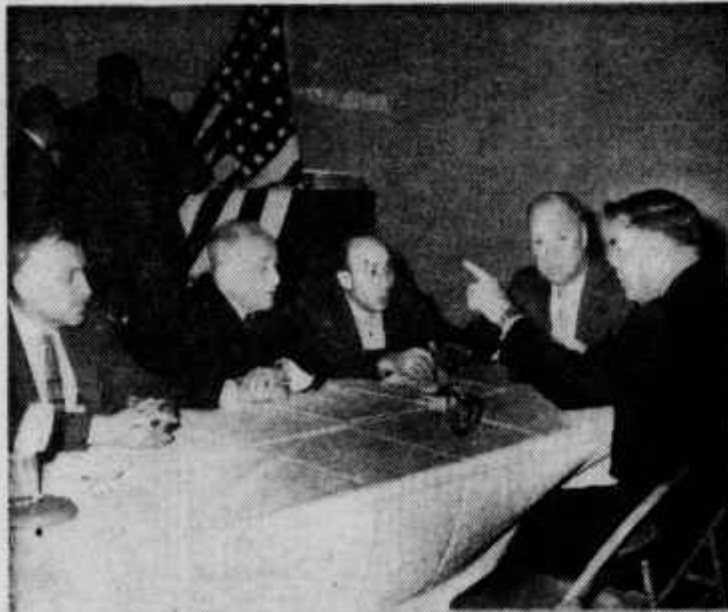
John O. Amstutz of Troy, first deputy commissioner, State Department of Commerce—"Getting the Job Done."

Richard E. Chelius, specialist—presentations and communications, Personnel Development and Educational Relations Service, General Electric Co., Crotonville, N.Y.—"Development of Management Leaders."

The development program, Commissioner Mc Ginnis said, is being coordinated and supervised by Deputy Commissioner John R. Cain of Delmar, assisted by Price Chenault of Elsmere, director of education.

At each three-hour session, after an hour's talk by the leader, the participants will divide into three groups for a one-hour "buzz session" and then all will re-assemble for general discussion findings and recommendations.

METRO CONFERENCE THUMPS FOR CSEA SALARY PLAN



Support for the proposal of the Civil Service Employees Association to raise all State workers three grades was the main topic of interest, discussion and enthusiasm at the recent meeting of the CSEA Metropolitan Conference. At lower left, F. Henry Galpin, CSEA salary research analyst, is seen describing to delegates exactly what the plan will do. At top

left, Henry Shemin, Solomon Bendet, Conference president; Herbert Kampf, William Sullivan and James Anderson, CSEA Southern Conference president, debate a topic. At top right, Harry W. Albright, CSEA counsel, addresses the Conference on subjects legal and otherwise. At lower right, Charles Monroe, of Farmingdale College, is seen discussing the "Minute-Men" committee results to the Conference.

Dept. of P.W. Chapt. Honors 38 Year Vet

The Department of Public Works District No. 2 Chapter of the Civil Service Employees Association gave a testimonial dinner recently for Walter K. Hayes motor equipment supervisor who has been with the State for 38 years.

The affair, held at the Club Monarch in Yorkville, was attended by more than 200 people. Among the guests were John W. Mulligan, chief motor equipment supervisor, Lacy Ketchum district 2, district engineer and Stanley Wagar, chief clerk from the Albany office. Lester H. Krick, general highway maintenance supervisor was the main speaker.

OTHER NEWS

Here's a rundown on what's been happening with other Chapter members: Marion Sittig has returned from a Detroit vacation; Jack N. Del Gado has spent the past five months with Oneida East office in charge of permits; Frank L. Reefaro will be moving to the Shop Yard area soon with the Landscape Bureau; John H. Welton maintenance helper completed 34 years of service last August; Mary Horton of the Right Way Department and Warren Steiner of the same department were married recently; "Mike" Betrus and "Fran" Simbari plan to spend their Christmas holidays in New York City.

The Chapter welcomes back Eugenia Cihocel, who recovered from a recent illness. Deepest sympathy to the families of Frederick Morat of Highway Light Maintenance foreman, Oneida West and Alex Campbell of Highway Light Maintenance foreman Madison County.

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