

# Civil Service LEADER

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P O DRAWER 125  
F HENRY GALPIN

## ible Lists

See Page 14

### Elected To Community Chest Board



JOSEPH F. FEILY

The election of Joseph F. Feily, president of the Civil Service Employees Association, to the board of directors and executive committee of the Albany Community Chest was announced last week.

In addition to his posts with the Community Chest and the 87,000-member Civil Service Employees Association, Mr. Feily is a member of the Metropolitan New York Blue Cross Advisory Board.

A chief clerk in the State Miscellaneous Tax Bureau, Mr. Feily is an Albany resident.

### Erie Chapter To Hold Giant Employee Rally

The Erie Chapter, Civil Service Employees Association, will hold an employee's rally followed by a smorgasbord dinner and a "Safari Show" on Saturday, Feb. 13, beginning at 2 P.M. in the Moose Hall, Lancaster.

Guest speakers will be Rev. Joseph Cuoghlin, Buffalo Port Authority chaplain; Dr. Paul Collyer, executive director, Council of Churches, and Alexander T. Burke, president of the Chapter.

A six-man panel of State-wide C.S.E.A. officers will conduct a forum on topics of vital interest to all state employees.

Albert Killian, C.S.E.A. first vice president, will talk on "Organization and You"; Vernon Tapper, Association third vice president, will talk on pensions; Philip Kerker, director of public relations for the Association, will speak on public relations; Henry Galpin, the C.S.E.A.'s salary research analyst, will cover salaries; Joseph Lochner, executive director of the Association, will speak on legislation, and Jack Kurtzman, a C.S.E.A. representative, will cover grievances.

The Moose Hall is at 5437 Broadway, in Lancaster, and the Erie Chapter has announced there is ample parking at the rear of the club. The dinner will cost \$2.25 per person. All Chapter members and interested non-members are strongly urged to attend. Questions on employee rights, pension and sick leaves will be answered.

## CSEA Terms Budget Message Contradictory In Stand On Need for Salary Boosts

### Assn. Obtains New Rulings From Levitt On Travel Allowances; Lunch Allowance Still Granted

ALBANY, Feb. 8 — Persistent efforts by the Civil Service Employees Association to obtain new rulings on travel expense allowances for state employees have borne fruit.

At the same time, the Association was victorious in delaying action on a contemplated move to discontinue certain luncheon allowances.

In a letter to Joseph F. Feily, CSEA president, Comptroller Arthur J. Levitt issued the following new amendments and said:

I have your letter of Jan. 22 regarding travel expense allowance for State employees.

After full consideration of all the material developed in surveys and previous conferences with the director of the budget, it is my intention to authorize the following amendments to the rules and regulations of the State Department of Audit Control, governing the preparation of

travel accounts to be effective April, 1960.

1. Allow \$6.65 per diem, including tips for three meals when employee is in travel status for 24 hours or more. (allowance now is \$5, no tips.)

2. Allow tips of 50 cents per hotel stay.

3. Meals in railroad dining cars including tips shall be allowed as follows: breakfast, \$1.50; lunch, \$2.25; dinner, \$4.40.

4. Allow parking and overnight storage charges in addition to eight cents a mile for use of personally owned cars on official business.

The matter of discontinuing lunch allowance unless the traveler is away longer than the normal working day will be given further study by the Division of the Budget and this Department. Therefore, the adoption of such a rule is held in abeyance.

### Feily Urges Veto Of Social Welfare Bill Lowering Requirements

ALBANY, Feb. 8 — Governor Rockefeller has been urged to veto the Brydges-Schoeneck bill which would lower the requirements for investigators and case

workers in local welfare departments. The bill has passed both houses of the Legislature.

In a letter to Mr. Rockefeller, Joseph F. Feily, president of the Civil Service Employees Association, called the bill a "surrender to the exigencies of the moment." Mr. Feily wrote saying:

We are very alarmed at the passage of the Brydges-Schoeneck bill which would permit the lowering of employment standards for investigators and case workers in the local welfare departments. The implications are ominous. If this bill is signed into law, a surrender to the exigencies of the moment will be indicated which, in our opinion, will open the door to future raids upon the high standards and professionalism of the public service.

#### Deplores "Easy Solution"

We deplore the seemingly easy solution to the present welfare problem. During the debate on the bill, it was said that the critical shortage of trained workers existed because the present salaries were not high enough to attract competent college graduates. The speaker went further to say that pending the salary adjustment, the opening of the field to lesser trained personnel should be tried.

In the opinion of the Civil (Continued on Page 3)

### Assn. Members Under 50 Can Join CSEA Group Life Plan Without Medical Exam During Month of February

New applicants for CSEA Group Life Insurance under age 50 will not be required to take the usual medical examination if they apply during the month of February. This announcement was made by Joseph F. Feily, CSEA president. Applicants 50 years or over will have to take the usual examination at the expense of the insurance company.

#### Low Cost

Any employee of the State, or of the Counties of Westchester, St. Lawrence, Chemung, or the Cities of White Plains, Ogdensburg, Potsdam, Newburgh and Elmira who are or become members of CSEA may apply for its low-cost Group Life Insurance.

Applications and explanatory literature can be secured from any CSEA Chapter or from its headquarters at 8 Elk Street, Albany and 61 Duane Street, New York City.

Under the CSEA Group Life

Plan, a member 29 years or younger secures \$1,500 Term Life Insurance protection for 13 cents bi-weekly. Older employees enjoy proportionately low rates.

In addition to low cost, the plan provides many advantages. Claims are paid to beneficiaries of deceased members within 24 hours after notice of death is received at CSEA Headquarters without red tape. Payment of premiums is made through convenient payroll deductions.

#### Covers 45,000

The CSEA Plan now covers almost 45,000 of its members and has been steadily developed and improved throughout the years. At present insured members enjoy 30% additional insurance coverage, minimum \$500, without payment of additional premiums. It also provides double indemnity for accidental death and waiver

(Continued on Page 14)

ALBANY, Feb. 8 — Governor Rockefeller's budget message for 1960, which announced there would be no pay raise for state employees this year, has been termed a "paradox" by the Civil Service Employees Association.

Joseph F. Feily, CSEA president, said it was hard to reconcile recognition of the need for a pay raise (which the Governor acknowledged) with a refusal to give one in the face of a definite upward trend in industrial wages.

In a statement to the press, Mr. Feily declared:

To the one hundred thousand and civil servants of the State, the Budget message of the Governor presents something of a paradox. They wonder whether they are a part of the State's economic picture or some other type of being. Governor Rockefeller gives as the principal aim of his Administration, for one thing, the reversal of the trend which is causing New York State to fall behind the national income average. He anticipates in this regard, the increase of the average manufacturing wage from \$87.50 in 1959 to \$92.00 in 1960. He states that such a rise, coupled with wage increases in other parts of the economy, will provide a strong impetus to retail trade. At the same time the Governor predicts the continuance of the inflationary trend and an expected rise in the consumers price index of about 2%.

(Continued on Page 14)

### CSEA Chapters To Aid Polio Fund By Basketball Games

The fight against polio — for which funds are still desperately needed — will be aided as the result of a basketball tourney between Albany area chapters of the Civil Service Employees Association. All proceeds from the games will be turned over to the polio fund.

The teams will be Tax versus Public Works and Civil Service versus Mental Hygiene, with the first game starting at 7 p.m. Feb. 18 in Page Hall, State College for Teachers, Western Ave., Albany.

Admission is only a quarter for this good cause.

Department representatives handling details are Bernie Schmall, Tax; Chuck Kelsey, Public Works; Bill Pealey, Mental Hygiene, and George Dziembo, Civil Service.

CSEA members are urged to lend their support to the fund drive and to bring along friends to the game.



# IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

## New Police Building Plan Is Studied

A 25-story police headquarters building on Chambers Street, fronting on a public park to be created between Chambers and Duane Streets by closing Reade Street is under consideration as part of a \$100 million downtown redevelopment project for the west-side market area, known as the Washington wholesale fruit and produce market.

Spokesmen in the Police Department said the plan for a police building as part of the project was in the merely speculative stage.

## City Employees to Study Radio and TV

A new course for representatives of City agencies who are called upon to appear on radio and television will be offered under the New York University Municipal Personnel Program starting Tuesday, March 1, the New York City Department of Personnel has announced.

The course, "Speaking For Radio and Television," is designed to help City officials to improve their radio and television talks and interviews, and to participate effectively in discussion and panel programs. Considerable time will be devoted to actual recording and playback analysis.

Bernard Buck, Program Manager of WNYC, will conduct the course which will be held at the WNYC Studios, 25th floor, Municipal Building, at 6 p.m. The fee is \$15, for 10 weekly two-hour sessions.

Further information is available from the Department of Personnel, Training Division, 299 Broadway, New York 7, New York (CO 7-8880, extension 231).

## Injunction Against Out-of-Title Work in Police Dept. Upheld

A temporary injunction that barred Police Commissioner Stephen P. Kennedy from using patrolmen, sergeants and lieutenants for "out-of-title" work and duties was unanimously upheld last week by the Appellate Division of the Supreme Court.

The ruling was on a petition on behalf of more than 2,000 policemen who contended that high positions in the Police Department were being filled by men of lower rank in violation of the State and City Civil Service Codes. Alleged delay or elimination of promotion chances was the reason for the petition.

In granting the injunction, Supreme Court Justice Arthur Klein had ruled the procedure was "inconsistent with the spirit and policy" of Civil Service laws governing promotions.

The Appellate Division's action was in answer to the City's appeal against Justice Klein's ruling.

Patrolmen's Benevolent Association President John J. Cassese called the Commissioner's out-of-title policy a "breakdown of the whole civil service structure."

## Fireman's Knell

The entire Fire Department has expressed its sympathy to the family, relatives and friends of Fireman First Grade Paul R. Cady, Supervising Engineers Co. 1, who died on Jan. 13 as a result of injuries "sustained in the line of duty" on Jan. 10.

The funeral was from the Thomas F. Bergen & Son Funeral Home, Woodside, Queens; Requiem (Continued on Page 12)

## Upgradings Come for Those In 22 HA Titles

Twenty-two New York City Housing Authority jobs titles have been upgraded effective Jan. 1, 1960, the Authority has announced.

These include 18 clerical titles as well as motor vehicle operator, moved from grade 7 to 8; junior planner, moved from 10 to 12; assistant planner, up from 13 to 15, and planner, up from 18 to 19. They follow Board of Estimate approval Dec. 11 of upgradings for these titles under the Career and Salary Plan, from which the Housing Authority withdrew in 1958.

The Authority has followed Career and Salary Plan upgradings with the same upgradings for its own personnel since its withdrawal from the Plan.

The 18 clerical titles upgraded, including old and new grades, are:

- Account Clerk, 4 to 5; alpha-betic key punch operator, 3 to 4; clerk, 3 to 4; comptometer operator, 3 to 4; illustrator, 8 to 10; NCR 2000 operator, 7 to 8; NCR operator, 3 to 4; office appliance operator, 3 to 4; Senior Clerk, 6 to 7; Senior office appliance operator, 6 to 7; senior stenographer, 6 to 7; senior tabulator operator (IBM), 6 to 7; senior telephone operator, 7 to 8; stenographer, 4 to 5; tabulator operator (IBM), 4 to 5; telephone operator, 4 to 5; typist, 3 to 4; and varitypist, 4 to 5.

## BMT HOLY NAME SOCIETY TO MEET

The BMT Holy Name Society of the New York City Transit System will offer its annual Memorial Mass for the living and deceased members of the Society on Monday, Feb. 22, at 10 A.M. in St. James Pro-Cathedral, Jay and Tillary Streets, Brooklyn. Mass will be said by Rev. Edward B. Brady, moderator of the Society.

Families and friends of deceased members, and all personnel of the Transit Authority are invited to attend. After the Mass there will be a solemn reception for new members. After the ceremonies, William Garrett, president, will conduct a business meeting in St. James School Hall.

## CAREER OPENINGS FOR ENGINEERING DRAFTSMEN

Civil engineering draftsmen with college training or experience are wanted now to fill positions in various City departments paying \$4,850 to \$6,200 a year. March 23, 1960 is the closing date for filing. See the "Where to Apply for Public Jobs" column in this week's Leader.

## Correction

The New York City Department of Personnel's Clerk pool held Jan. 29 was from selective certifications of male names only and went down to number 1875.

The pool announced for Feb. 24 is for both male and female eligibles.

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# NY Is First State Requiring Minimum Training For Police

ALBANY, Feb. 8 — New York State has become "the first state in the Union" with a mandated minimum training program for police officers.

Governor Rockefeller announced the step, stating: "This assures that professional standards in law enforcement will be raised and that police officers will be better equipped to perform their duties."

New rules governing the training of police officers were promulgated by the Governor on the recommendation of the Municipal Police Training Council, a new State agency created by the 1959 Legislature.

The 1959 law which established the training program provides that police officers appointed after July 1, 1960, must satisfactorily complete a basic training course as a condition of permanent employment.

### Requirements

The course requires at least 80 hours of instruction in 17 subjects which are basic to police work, including: the role of law enforcement, police-community relations; laws of arrest, civil rights, civil liberties, Constitutional guarantees; code of criminal procedure; penal law; vehicle and traffic law; traffic control and accident investigation; laws of evidence; physical evidence; court testimony; interviews, notes, admissions, state-


ments; the patrol function; firearms training; defensive tactics; techniques and mechanics of arrest; emergency aid to persons; the youthful offender law, the children's court act, and the handling of juveniles.

Each trainee is required to take and pass a final examination and is required as a part of the firearms training to do actual firing of a service weapon on a range. Attendance and notebook requirements are specified as part of the procedure which leads to the issuance of a certificate of satisfactory completion.

### Training Schools

Training schools are to be sponsored locally by sheriffs' departments or police departments, subject to approval and certification by the Municipal Police Training Council. Prominent police officials are acting as volunteer coordinators within 13 training zones of the state. Instructors may be requested by the local sponsors, without charge to the locality, from such agencies as the FBI, the New York State Police, sheriffs' departments, police departments, the courts, district attorneys, and many other sources.

Considerable local latitude is permitted in the development of a training program so long as it meets the state minimum standards.



# Join the CSEA Easter Tour to HAWAII

## 16 DAYS— ALL EXPENSES \$536.10 (INCLUDING AIR FARE)

Departing from New York on April 8, 1960 Including:

- Fresh lei reception at Honolulu
- Nine nights at Waikiki Beach
- Excursion to Mt. Tantalus
- Native Hawaiian feast (Luan)
- Circle tour of Oahu Island
- Boat trip to Pearl Harbor

Plus:

- Dinner at San Francisco's Chinatown
- Deluxe tour of San Francisco
- Night in Hollywood
- Excursion to Disneyland

Note: Other departures from New York on June 4, July 1 and August 12, 1960; at \$598.75 per person.

For further information and details fill out and submit the coupon to:

## CSEA Travel Representative

Le Beau Tours  
100 W. 42nd Street  
New York 36, New York

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Name .....

Address .....

.....

Please send to me further information and application forms for ..... persons for your Hawaiian tour leaving New York City on .....

Le Beau Tours include: Miami Beach, Canada, Mexico, the Caribbean. Write for details.

For Real Estate Buys Pass your copy of The Leader See Page 11 On to a Non-Member



# CORRECTION CORNER

By JACK SOLOD

## "We Gotta Have A Gimmick"

At the Broadway Theatre in New York City the inimitable Ethel Merman sings her way into the very hearts of huge audiences. The name of the show is "Gypsy" and the old pro, Ethel Merman, assures one of a memorable evening.

One of the comedy highlights is a strip-tease with three show girls singing "you gotta have a gimmick." These words are the outstanding truism of the decade. "You gotta have a gimmick" Whether on Broadway, Washington, Albany, or Madison Avenue this expression has made an indelible imprint upon the American way of life.

The Civil Service Employees Association representing 87,000 State employees is pressing for a general increase for State workers. Fully aware of budgetary difficulties and the expressed desire by Governor Rockefeller of a pay as you go budget, the CSEA is ready with a "gimmick."

### Our Ace In The Hole

This is the ace in the hole which is very much alive. The delegates at the October convention in Albany passed this resolution numbered A-1-A. "Resolved that the CSEA sponsor legislation to reduce each employee's contribution to the retirement system by 5% without lessening the amount of retirement that would otherwise be payable."

This resolution if enacted into law would result in a take home pay increase of a full 5% without deductions of any kind. The appealing aspect of this resolution is more money for the employees at a minimum cost to the State. Very little money will be necessary to accomplish this legislation because the State would only start paying upon a workers retirement from State service.

The net effect of this law would be:

1. More take home pay for the employees.
2. The State would pay for three quarters of members' retirement instead of the present one-half.
3. Final retirement would be no less than under the present system.

The Civil Service Employees Association continues fighting for a general raise. Also in the best traditions of Madison Avenue and with the interests of its 87,000 members foremost is ready with "gimmicks," legislation, conferences, legislative hearings, lobbying etc. to further the interests of State employees.

# Urges Veto of Welfare Bill

(Continued from Page 1)

Service Employees Association, this approach is regrettable. It negates the very premise upon which the whole structure of the public service is based — that the best shall

serve the State.

If industry settled its professional personnel problems in the manner suggested, we are certain that the great advance in the Gross National Product would never have occurred.

### Blow to Standards

On all sides we are beset with the criticism that the United States is lagging in its survival race in the world because we do not produce sufficiently trained and professionally minded people. Yet when we are faced with a crisis in the maintainance of our professional standards, we back away from the problem by down-grading our standards rather than finding the way through salary adjustments to maintain them.

We do hope that you will veto this bill and again express to the public servants of the State your often expressed belief that not only the general salary level of the public employees should be raised rather than depressed, but also that it is only by making the public service attractive to highly trained, professional personnel that the efficiency of the public service will be maintained and our democracy preserved.

### 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 8EEKMAN 3-6010. For list of some current titles see Page 15.

## Pharmacists Suggested For Woodbourne; Other Suggestions

ALBANY, Feb. 8 — The State Correction Commission has recommended that the State Budget Division approve a position of pharmacist for the Woodbourne Correctional Institution.

In its annual inspection report, the commission said the institution itself should make "a continued effort" to fill the positions of two male nurses. The institution's custodial staff is at full strength.

The commission commended the staff of the institution for the "apparently satisfactory morale among the inmates in view of the fact that housing in the dormitories presents risks of security and problems of proper supervision."

The commission said the department should alleviate the condition, although it was recognized that new cell blocks could not be built overnight.

Other recommendations:

That the department study the existing problem of inadequate winter recreation facilities both indoors and outdoors and endeavor to provide inmates at this institution with more opportunity to indulge in such activities.

That the hospital be supplied with a refrigerator, and an ultrasonic unit.

# Governor Plans Active Incentive Program For State Employees in '60

(Special To The Leader)

ALBANY, Feb. 8 — Although largely overlooked by the daily press, Governor Rockefeller's second annual budget message, delivered to the Legislature last week, contained a section of great import to state employees.

Mr. Rockefeller told the lawmakers he had asked his budget director to initiate a continuing and systematic program of efficiency and economy in state government.

The seven-point program, which the Governor outlined, included development of a new incentive system for state workers to "recognize and reward employees for unusually effective and dedicated service."

Mr. Rockefeller pointed out his incentive program would be broader than the State Employees Suggestion program, now conducted by the State Merit Award Board.

### The Program

Other parts of the program include:

Provide a continuing appraisal of departmental programs, study possibilities for further automation, push work simplification, conduct periodic management reviews, establish a management improvement council and improve budgetary procedures.

Regarding his proposed incentive program, the Governor said:

"Unlike the Federal government and private industry, New York State has not used an incentive system to recognize and reward employees for unusually effective and dedicated service. While we have rewarded employees for suggestions for improvement, we have not recognized in any material way the outstanding achievements of unusually competent employees.

"I, therefore, urge the development of an incentive program which will bring about a keener public appreciation of government services, interest individuals of the highest caliber in state employment, retain the competent employees we have and raise the sights of all employees."

"There have been excellent suggestions for an incentive system in and out of State government. These should be carefully reviewed and a fair and equitable plan developed in collaboration with representatives of State employees."

### To Review Agencies

In order to conduct periodic

## Two GOPers Hit Rest Home Closing

ALBANY, Feb. 8 — Two Republican legislators have attacked the Rockefeller plan to close the New York Women's Relief Corps Home at Oxford and turn the institution into an annex of the Binghamton State Hospital.

Senator Janet Hill Gordon and Assemblyman Guy Marvin said they were "shocked and surprised" by the "callous disregard shown for the health and well being of the more than 200 residents" of the home.

Mr. Rockefeller proposed closing the home in his annual budget message.

If approved by the Legislature, the residents of the home would be transferred to private homes and institutions under the supervision of the State Social Welfare Department.

management reviews, Mr. Rockefeller said it would be his intention to select a number of state agencies each year "for an objective and constructive management review."

He said it was far better to anticipate problems and take preventive action than to use special "trouble shooting" surveys once the problems have arisen.

Stating that "the participation of all State employees is vital if we are to achieve economy and efficiency in State Government," Mr. Rockefeller added, "I propose to use more fully the skills and imagination of these employees through the inauguration of a work simplification program."

## CSEA Wants State To Pay Moving Expenses of Aides

Legislation which would require the state to pay moving expenses when an employee is transferred to another area on state orders has been drafted by the Civil Service Employees Association and submitted to the Legislature.

Sponsors of the bill are Senator Hatfield and Assemblyman Hanks. Introduction numbers are Sen. 1402 and Assmb. a2556.

A memorandum by John T. DeGraff, association counsel, describes the nature of the bill. It reads:

This legislation would authorize the Comptroller to pay the expense of moving, should an employee be transferred or promoted to a place of employment in excess of 25 miles away from his former place of employment. The bill would also allow reasonable lodging and subsistence allowances for the employee and his family during the move and until they move into permanent quarters at the new employment location, provided that no such expenses shall be paid for a period in excess of 30 days. The overall moving, lodging and subsistence payment in any one case under the bill shall not exceed \$750.00.

### A Beneficial Measure

It is recognition of a policy generally followed in private employment and in many public jurisdictions that an employee transferred or promoted is entitled to reasonable expenses for moving to the new location. It moreover would have a salutary effect on promotion and transfer within the service. Many employees who are in all respects qualified to be promoted and who are reachable on promotion lists now decline promotion because it would involve moving their families. In many cases the expense of moving completely eliminates the opportunity for any net increase in salary for at least the next two years.

With respect to employees who are transferred with no choice in the matter, the argument is even more compelling that they should have their reasonable moving expense reimbursed.

Under this plan, the Department of Civil Service and the Division of the Budget will join in training several employees from each state agency in ways and means of analyzing existing methods of operation, identifying waste and installing better and more economical systems.

"This group, in turn, will train operating supervisors in their agencies," Mr. Rockefeller said, "in the techniques and tools of work simplification. In this way, every supervisor will be able to work closely with his employees in recognizing potential economies and installing necessary improvements."

### Sees Automation

The Legislature was told that State government was "only at the threshold of automation," having computing equipment in a few agencies.

"We are all aware of the possibilities of electronic data processing equipment in terms of economy, improved performance, better information and the potentiality of relieving tedious tasks. This year we will direct," he continued, "particular efforts at identifying additional areas where electronic computing equipment can profitably be employed. But, as we make use of technological improvements, we shall be evermindful of the loyal men and women who serve our State."

Mr. Rockefeller also announced he was reconstituting the Interdepartmental Committee on Methods and Procedures, which has been formed in 1947, as a Management Improvement Council.

The council, he said, would spearhead a drive for management improvement.

## Oswego County Fed. Credit Union Elects

The Oswego County civil service employees Federal Credit Union held their annual dinner meeting at Joe and Mary's Restaurant, Oneonta, N.Y., on Saturday evening, Jan. 23. Arrangements for the dinner were completed by Mrs. Joseph F. Mercun. There were 66 members and guests present.

Thomas J. Natoli, outgoing president of the organization, conducted the business meeting. He announced that the Board of Directors had voted to declare a 4.2 percent dividend to shareholders on the basis of net earnings for the year.

Howard Lout, treasurer, reported on the assets and earnings of the organization. Mrs. Harry Williams presented a report of the work of the Credit Committee for the past year. Mrs. Richard Pugley gave a report of the work of the Supervisory Committee.

Mr. Natoli introduced Leland Miller, vice-president of the Sidney Federal Credit Union, and a director of the New York State Credit Union League, who discussed the many changes in the Federal Credit Union laws in 1959 which were designed to permit the local federal credit unions to operate in a more efficient and modern manner.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane St., New York 7, N. Y.



# U.S. Service News Items

By GARY STEWART

## Preference Act Being Tested in Claims Court

For a while a decision made in the Court of Claims looked as if it would finally negate the long-standing Civil Service Commission rule that allows Federal agencies to bypass the Preference Act when laying-off veterans. Under the Preference Act, veterans must be given 30-day notice "specifically and in detail."

The Commission rule, which the court originally decided against, lets agencies overlook the Preference Act if there is "insufficient time to plan all changes in positions and other adjustments."

In such cases, according to the rule, the agency concerned may issue a general notice that the employee will probably be laid off at the end of a 30-day period. Then, at the end of the 30 days, it can follow with a specific and detailed notice and have the action valid.

Chief Judge Marvin Jones of Court of Claims wrote a new opinion upholding the Government. He held that it wasn't necessary to give a veteran a full 30 days notice before he could be laid off.

## Court Tells How to Fire Fed. Employees

In another layoff case before the Court of Claims, the decision was handed to the employee, and Federal agencies got some advice on how to fire unsatisfactory employees.

A veteran was fired from an Agriculture job in 1954 on the basis of unsatisfactory job ratings. The court held that this was illegal under the Preference act.

At the same time, the court acknowledged the time consuming clumsiness of firing an employee by first rating him unsatisfactory. An agency, he said, can omit the rating procedure entirely and prefer specific charges of unsatisfactory performance against the employee, and let the employee appeal to the Commission.

If the Civil Service Commission approves, the employee can be discharged without going through any of the rating procedure. "In this way," the Judge said, "an unsatisfactory veteran may be removed without too much difficulty."

## Senate to Consider Retirees Health Plan

A bill to set up a health program for civil service retirees and survivors is slated to go before the Senate soon. The bill was drafted by Sen. Richard Neuberger (D-Ore.) with the cooperation of Administration officials. The bill is sure to pass and the only issue at stake is the effective date.

Officials of the Administration don't want the bill to go into effect until July, 1961. The reason: it will take at least a year of planning and arranging to get the program into operation.

Sen. Neuberger, along with many others, is hoping to get the bill into effect no later than Jan. 1, 1961.

## NFFE Calls for Action on Pay Raises

The National Federation of Federal Employees has warned employees that much hard work would be required to secure pay

raise action at this session of Congress.

Though "substantial bipartisan support" is expected, the NFFE went on to say that "it would be a serious mistake to assume that favorable action on pay increase is assured."

The NFFE has recognized the vital need for salary raises and changes in the Classification Act to improve its effectiveness. It said that higher costs of living would have a very definite effect on the Federal Government's recruiting of employees, and keeping those they have.

The NFFE said the President has opposed action at the present time, but that they "will make a strong case for action."

## Coffee-Break Wins Out in Washington

When the Eisenhower Administration came into power many of its aides decided to fight the coffee-break practice in Washington offices. After fighting a losing battle all the way, most of the aides have given in and joined the coffee drinkers.

The Administration's battle against coffee-breaking was actually a rout from the start. Officials now claim that the coffee-break is a good practice and defend it as a morale builder.

It appears now that, even though the President doesn't drink coffee in his office, the rest of the Administration has given in to, and even completely condoned the practice.

## Bond Law Saves U.S. Employees \$5 Million

Three years ago a new law was pushed through Congress which required the Government to bond its own employees instead of having them buy individual surety bonds.

The law, which was guided through Congress by Rep. Tom Murray (D-Tenn.), faced almost insurmountable opposition representing special interest groups.

Since the law has gone into effect, the Government has saved \$500,000 in red tape and paperwork, and the employees have been saved approximately \$5 million.

## Aide Wins Battle Against "RIF" Notice

Last October Hannibal Scannella, a construction representative, GS-11, got a reduction-in-force notice effective Nov. 29, reducing him to a clerk, GS-3. Mr. Scannella had worked eight years for the Government.

Mr. Scannella appealed to the Second Regional Director, who annulled the notice and held that he was entitled to the position of construction representative, GS-9, with back pay effective Nov. 29. Attorney Samuel Resnicoff represented Mr. Scannella.

## Postal Pay Raise Bills in Congress

The campaign for Federal pay raises has gotten under way with an AFL-CIO-sponsored bill, introduced by Rep. James Morrison (D-La.), which lumps postal and classified employees together for raises.

At least a dozen other House members have introduced the same bill, but it doesn't seem at all likely to observers that any raises approved by Congress will be as liberal as the Morrison bill.

# FOUR U.S. AIDES GET COMMISSIONER'S AWARD



Four U.S. Government long-time career employees were awarded the U.S. Civil Service Commission's highest award, the Commissioner's Award, at ceremonies observed in connection with the 77th birthday of the signing of the first Civil Service Act of 1883. The winners of the gold-medal award for "outstanding and distinguished service" are shown with the three members of the Civil Service Commission. They are, from left, David F. Williams, director of the Bureau of Management Services; Commissioner Frederick J. Lawton; Joseph A. Connor, director of the 7th Regional Office at Chicago; Chairman Roger W. Jones, who made the presentations; O. Glenn Stahl, director of the Bureau of Programs and Standards; Commissioner Barbara Bates Gunderson; and Philip W. Schultz, the Commission's Public Information Officer.

## Summer Lifeguard Steam Engineers Jobs at \$11 Open; Get to \$2.51 on Get Free Training Staten Island

Candidates for summer lifeguard jobs on the City's beaches can apply until about the first of May for the \$11-a-day jobs. Those who qualify and pass the exam will be admitted to the free lifeguard course given by the Department of Parks.

Applicants must be U.S. citizens and three-year city residents. They must pass a non-competitive 5-yard swimming test in 35 seconds, free style.

Minimum height is 5 feet 7 inches, weight 135 pounds. Medical certification of good health will be required.

Get applications at public, private, parochial and Hebrew High School, university and college placement offices and YMCA, YMHA and Red Cross Chapter offices or at any borough office of the Parks Department.

## U.S. Offers Shipyard Helpers to \$19.36

Men with at least six months' experience can apply now for \$17.92-a-day helper jobs at the Brooklyn Naval Shipyard. Maximum salary attainable is \$19.36 a day.

Applicants must be males over 18 and be U.S. citizens, or owe permanent allegiance to the United States.

To apply, obtain Application Form 60 and Card Form 501-ABC from the Executive secretary, Board of U.S. Civil Service Examiners, New York Naval Shipyard, Brooklyn 1, N. Y.; from the Director, Second U.S. Civil Service Region, Federal Building 641 Washington Street, New York 14, N. Y., or at main post offices except Manh. and Bronx.

It calls for an across-the-board 12 per cent increase for the 550,000 postal employees and 12.5 per cent for the 950,000 classified employees, which with fringe benefits brings the increases to about 15 per cent for both groups.

Other features of the postal portion of the bill are elimination of the first level of the 20-level pay system, elimination of the first of the seven within-grade pay steps in each level, an across-the-board 12 per cent raise based on the new levels, and \$200 longevity raises after the 10th, 15th, 20th, 25th years of total service.

Two years of experience in the operation of steam equipment is the only requirement for \$2.51 to \$2.60-an-hour jobs as operating engineer, steam, at the U. S. Public Health Service Hospital, in Staten Island.

For general information regarding nature of appointment, certification, re-employment, veteran preference, age, basis of rating, citizenship, etc., see Form 2X-94, Revised, "General Information for Applicants."

Further information and application forms may be obtained from any post office; Director, Second U. S. Civil Service Region, Federal Building Christopher St., New York 14, N. Y.; or Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island 4, New York.

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Occupation \_\_\_\_\_

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# State Correction Officer at \$82 Open for Filing

Just opened with the State of New York is a big exam for correction officer, an \$82-a-week position. There are hundreds of jobs to be filled from the list resulting from this filing period in institutions throughout New York State.

Just one eligible list will be established from this exam, and from it will be filled jobs as correction officers, correction youth camp officers, male correction hospital attendants and warrant and transfer officers.

If a person declines appointment to one of these titles, his name will remain on the list for the other titles; if he is appointed to a title, his name will be removed from list.

Most of these \$4,280 to \$5,250 a year openings are at Green Haven Prison, Sing Sing Prison, and Matteawan State Hospital, and most appointments from the eligible list will be made originally to these locations. Openings at other institutions are expected from time to time and are usually filled by transfer.

### One for Women

A separate exam will be held for correction matron, at the same salary as correction officer. For this job, too, there are numerous openings throughout the State. The official announcement (No. 4003) is not yet out; full details will be carried in The Leader as soon as they are released.

### Requirements

For filing applications for correction officer, there is no education requirement. For appointment, applicants must have a high school diploma or equivalency. Applicants must be between 20 and 35 years of age to file; and at least 21 for appointment.

Physical requirements demand at least 20/30 vision in each eye without glasses, height of at least 5 feet 8 inches, weight at least 150 pounds and satisfactory hearing without a hearing aid.

One year's legal residence by April 9, 1960, in New York State is required, as is U.S. citizenship. Applicants may take the exam, though, before becoming citizens.

### The Test

A written test is scheduled for April 9, and will be held in more than 40 locations throughout the

## Social Welfare Jobs in Monroe County Open Now

The Monroe County Department of Social Welfare has numerous openings in public assistance and child welfare, paying from \$4,290 to \$7,046 a year.

The open titles are: case work trainee (paying \$4,290 a year), case worker (at \$4,784 to \$5,824), case work supervisor, public assistance (\$5,824 to \$7,046), and case work supervisor, child welfare (\$5,824 to \$7,046).

The first two titles are open for continuous recruitment, the others are not. Requirements vary with the job, but all applicants must have college degrees. Address inquiries to Mrs. Catherine Manning, deputy director, Monroe County Department of Social Welfare, 1460 South Ave., Rochester 20, N.Y.

## Senate Okays Bill to Lower Requirements of Local Welfare Workers

ALBANY, Feb. 8 — Despite opposition of the New York City Welfare Department, the State Social Welfare Department, the Civil Service Employees Association and various professional groups, the Republican majority in the Assembly has passed the Brydges bill to reduce standards for local welfare workers.

The bill, having previously passed the Senate, now goes to Governor Rockefeller for his signature.

The measure eliminates the requirement that caseworkers and investigators for county welfare departments and for the New York City Welfare Department, have a college degree.

The vote in the Assembly was 82-54, with most Democratic legislators voting against the measure. Albany Democrats supported the bill. The Senate vote was 32-24.

City Welfare Commissioner James R. Dumpson, who earlier voiced very strong opposition to the bill, stated again that it would "be a very serious mistake," as far as his department is concerned.

### Hopes Gov. Won't Sign

"It would," he said, "be a very serious setback for social welfare. My hope is that the Governor, in his wisdom and understanding, will not approve the bill."

Civil Service Employees Association President Joseph Feily declared his organization was "un-

alterably opposed" to the measure and warned its passage would be a "definite step backward."

A final appeal to Governor Rockefeller to veto the measure was made. Mr. Feily took the stand that "it would be an alarming trend for the State to weaken the standards of employment at this time."

Assembly debate on the bill, introduced by Senator Earl W. Brydges of Niagara Falls and Assembly Majority Leader Charles Schoeneck, took more than one hour.

State. It will be designed to test for general intelligence and good judgment and will include questions on the ability to use good judgment in dealing with inmates, fellow employees, superiors, and the public; and understanding of written material.

Veterans who pass the written test and the medical and physical examinations are entitled to 5 and 10 points (for veterans and disabled veterans, respectively) added to their earned score.

Apply before March 7, for Examination No. 4004, to the State Department of Civil Service, Albany 1, N.Y.; or 270 Broadway, Manhattan.

## Typist Jobs to \$4,330

Open with the City until Feb. 24, is an exam for typist and transcribing typist to fill vacancies in various City departments.

Salary for typist is from \$3,000 to \$3,900 a year; and for transcribing typist, from \$3,250 to \$4,330.

The jobs require no formal education or experience, only that the applicant be able to type 40 words a minute. A written test, requiring 70 per cent, will be given.

### Filing

The filing procedure for these jobs will be for the applicant to contact the Commercial Office of the New York State Employment Service, Unit 6-G, 1 E. 19th St., New York 3, N. Y., for an interview and test appointment.

After passing the test, candidates will pay the filing fee of \$2 for the typist list, or \$3 to be placed on both lists, and will be given application forms to fill out and return to the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

### PURCHASE INSPECTORS IN CITY AT \$4,850 WANTED

The City of New York wants purchase inspectors (printing and stationery), and will pay them from \$4,850 to \$6,290 a year. Required are four years of experience.

Apply between Feb. 4 and Feb. 24 to the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y.

## City Units Need Tab. Operators At \$3,750 & Up

Until Feb. 24 the City of New York will be accepting applications for \$3,750 to \$4,830 a year jobs as senior tabulator operators (IBM), in various City departments, for both open competitive and promotion exams.

The only requirements are high school graduation and one year of experience in the operation of IBM equipment. Applicants who are six months short of the experience requirement may apply, but must meet the requirements by time of appointment.

Information and applications are available from the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

### RESEARCH JOBS IN FOUR FIELDS OPEN IN D. C.

Jobs in research are now open for chemists, mathematicians, metallurgists and physicists with the U.S. Government in the Washington, D. C., area at \$4,490 to \$12,770.

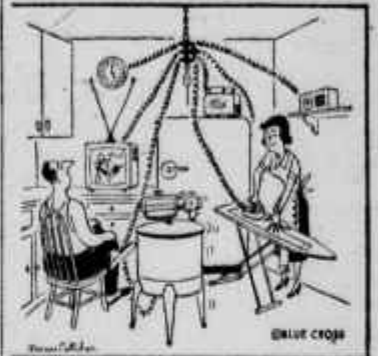
Announcement 209 B for positions paying \$6,285 to \$12,770; Announcement 210 B for jobs paying \$4,490 to \$5,430. See "Where to Apply for Public Jobs" column in The Leader.

### OPEN COMPETITIVE ONE PROMOTION TEST

A promotion test has been ordered for superintendent of Women's Prisons, New York City Correction Department to replace a long-postponed open competitive test for the title, according to the Department of Personnel.

Open competitive tests were ordered for probation officer, engineer-assessor, senior appraiser (real estate), senior mechanical engineer, senior steel construction inspector and assistant director of research (youth activities). Filing dates will be published here as soon as they are established.

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# Civil Service LEADER

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TUESDAY, FEBRUARY 9, 1960 31

## An Increment, If Not A Grade Increase, Should Go With City Upgrading

THE CAREER and Salary Appeals Board will hold hearings on Thursday, Feb. 18, to consider upgradings for employees in 139 titles in New York City civil service. This does not mean, of course, that all or even most of those in titles that eventually get upgraded will get real raises.

If the Appeals Board recommends upgradings and the Board of Estimate and Budget Bureau approve them, and they pass the State and City Civil Service Commissions, beginning employees in the upgraded titles start at a higher salary and those in the top of the old grade get an immediate increase, but for the rest of them the upgrading may mean nothing for years.

### Other Jurisdictions Fairer

State civil service, unlike New York City, gives across-the-board increases as well as upgradings.

In Federal service, upgraded personnel get immediate raises equal at least to one increment in their old grade. The difference between, for instance, GS-3, step "B" and GS-4, step "B" is \$260, while the difference in GS-3 between Step "B" and step "C" is \$95. So a Federal employee in Step "B" of GS-3 who is upgraded to GS-4, while he doesn't get the full \$260, at least gets some immediate pay increase.

mediate pay increase.

Private corporations comparable in size and scope to civil service, of course, give even more realistic pay raises, but their employees are generally highly organized and may create greater pressures on employers.

The City, in its present financial drought, might argue it cannot afford to upgrade titles and leave personnel affected in their old increment step in the new title, but the City should at least grant an immediate raise equal to a yearly increment when it grants an upgrading, as the Federal Government does.

## State Education Investigators Are After Upgradings

Investigators in the division of professional conduct of the State Department of Education have filed an appeal with the Classification and Compensation Appeals Board of the State Civil Service Commission for upgrading from Salary Grade 13 (\$4,740 to \$6,000) to Salary Grade 17 (\$5,796 to \$7,272).

The Committee filing the appeal is headed by Louis Karasik. Other members are: Nathan Bilsky, Albert A. Buchholz, Alfred E. Desposito, Norman Frankel, Anthony P. Greco, Theodore J. Guido, Allan J. Lamkay, Eugene Myers and Herbert R. Scharnikow.

In their brief, the Investigators outlined the extent of their responsibility for enforcement of the Education Law and stated:

"As investigators we are required to know thoroughly the law, the regulations and the administrative procedures concerning 18 professions licensed by the State of New York. Enforcement of the required standards of conduct in these professions requires conduct in these professions requires

constant vigilance on our part. It also means that we must keep abreast of judicial interpretations, of the recurring statutory changes relating to these professions, of the opinions handed down by the Attorney General and those rendered by the Department of Education's Counsel."

The professions which they supervise are architecture, certified public accountancy, dental hygiene, dentistry, practical nursing, medicine, ophthalmic dispensing, optometry, osteopathy, physiotherapy, podiatry, psychology, professional engineering, land surveying, registered professional nursing, veterinary medicine, public accountancy and certified shorthand reporting.

The Investigators also called attention in their appeal to the supervision which they exercise over the work of Special Investigators who operate under their jurisdiction. They referred, also, to their duties in preparation of cases for trial by the Attorney General and to the constant expansion of their function in protecting the health, safety and welfare of the community.

Eugene R. Canudo, former New York City Magistrate, is the attorney for the Committee of Investigators.

## Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

Is a state employee who has been in state employment and paid social security since it went into effect considered fully insured now, and what would be the amount a person could receive at retirement at 65 earning more than \$4,800. annually? There would be no other source of income.

A state employee who has been covered by social security since March, 1956 is considered fully insured at the present time either for retirement or survivor benefits. If the earnings of the wage earner have always been at maximum (at the present time \$4,800.), then the minimum benefit that such an employee could expect is \$116. This benefit could be slightly higher depending upon retirement date. If you wish more specific information, it is suggested you contact the nearest office of the Social Security Administration.

I am 65 and insured for social security. In my business, I do not know whether my earnings will be more or less than \$1,200 in any year. What should I do about filing a claim for benefits?

You should file a claim. If you can reasonably expect earnings to exceed \$1,200, benefits will be suspended until the end of each year, at which time you will file a report of your earnings and settlement will be made for the year rather than on a month-to-month basis.

I am 56 years old and receiving disability payments. For years I supported my husband who is 66 years old and blind. Is he eligible for any payments?

Under the Social Security Act recently amended, your husband may be entitled to monthly benefits if you were supporting him at the time you became disabled. You and your husband should visit the social security office.

I receive \$10 cash a week and room and board as a housekeeper for my employer. Does he pay the tax on the entire amount, cash and room and board?

No. Only cash wages paid to a household employee are counted for social security purposes. Wages in kind such as room and board are not considered as taxable for social security purposes.

I have frequently read that people applying for social security payments should bring proof of their recent earnings. Why is this? I thought my employer sent in reports of what he paid me.

While it is true that your employer sends in reports of your earnings every three months in most cases, it requires a little time for the Internal Revenue Service to process these reports, and a little time for our accounting office in Baltimore to credit those earnings to your account. Therefore, there is a time lag of about six months from the time your employer reports, until your account is credited.

## Letters to the Editor

All letters to the Editor must be signed. We will withhold senders name upon request. Address all letters to the Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y. We reserve the right to withhold publication or to edit published letters as seems appropriate.

### CALLS PAY ISSUE GOVERNORS BLIND SPOT

Editor, The Leader:

Everyone has a blind spot when it comes to certain issues, and I feel Governor Rockefeller has such a blind spot when it comes to considering a raise for the State employees this year. I wonder if he realizes how many State employees have to seek extra jobs, not because they want to, but because they are hard pressed to make ends meet on their State salary. This is particularly true of young parents raising families at present day high prices of food, housing, medical bills etc.

The lack of a pay raise this year to State employees, is going to contribute to the lowering of moral of these employees. The need for a pay raise is now, not in the future. The Governor's desire to put the State fiscal house in order is commendable indeed, but not at the expense of state workers, whose salaries have never been comparable to salaries paid for similar jobs outside State service. We are all proud of our democratic way of life, but let us not forget that democracy no matter how earnestly venerated, is of little importance to men whose immediate concern is the preservation of physical life.

MARY E. MURPHY  
BINGHAMTON HOSP.

### ASKS HELP TO GET LONG-DUE PROMOTIONS

Editor, The Leader:

After completing a course at the Delehanty Institute, and attending classes given by the Dept. of Hospitals, I became eligible for promotion to Senior clerk. A year has passed and almost no promotions have been made, while other departments far smaller have made substantial promotions, some promoting entire lists. This has happened because of improper evaluation of jobs, which resulted in the down-grading of many positions. Please see that our department corrects these conditions. Help us to get the promotions due us.

IRENE SMITH  
BROOKLYN

### THEIR OATH CALLS FOR MORE PAY, HE SAYS

Editor, The Leader:

It seems that the firemen and the police at the time of their appointment are the only ones who, besides the loyalty oath, take an oath to always fulfill their duties no matter what they may be.

Although the firemen were slated to become firefighters, they perform 1,001 other duties "where their services are required."

This oath in itself should be a good and sound reason for favorable action when their salaries come up for revision or future study.

HARRY FITZER

### PRACTICAL NURSE SAYS LACK OF RECOGNITION RESENTED IN STATE

Editor, The Leader:

This letter is to bring to your attention the unfair situation of the licensed practical nurse in State institutions. Why are they not recognized?

We pay a fee every two years to keep up our registration so that we may be eligible to practice nursing, and thinking perhaps some day we will get some recognition from the state.

The practical nurse is expected to perform different duties and assume more responsibility than the ward attendants but still gets the same pay. This is a sad morale builder in State hospitals and a resented one.

PRACTICAL NURSE  
STATE CIVIL SERVICE

### \$100 PREPARATION BUT NO PROM., SHE SAYS

Editor, The Leader:

We, the civil service clerical employees of the City Department of Hospitals who are on promotion lists, have learned that our Department is not entitled to any promotions at this time. Thus it seems that the lists which were established during 1959 will not benefit any of us.

In view of this, what have we to look forward to? What has the Career and Salary Plan offered us?

If we are to remain on the same level indefinitely, with no opportunity for promotion, we are not being offered a career. Some of us have spent over \$100, almost two-and-a-half-week's take home pay, to file for and prepare for the promotional tests.

If we must remain on the same

(Continued on Page 7)

## CIVIL SERVICE NOTES FROM ALL OVER

STOCKTON, Cal.—Police candidates here are screened in a 90-minute interview with a lie-detector checking their answers, the International City Manager's Association reports.

Between 40 and 60 percent of the candidates are excluded by answers they give to about 300 questions on previous work, loyalty, arrest and traffic record, physical and mental health, financial stability, use of liquor and narcotics, education, marital records and abnormal sexual behavior. Police candidates are generally willing to talk freely since the information is kept confidential and is not used for any other purpose.

The city claims that some very undesirable characteristics have been turned up by the test which might never have been discovered

without it. Also, time of top officials formerly spent in lengthy oral interviews has been saved.

SAN DIEGO, Cal.—San Diego County employees are tied together by a radio network unique in the Country, according to the National Institute of Governmental Purchasing.

More than 150 county cars are equipped with radios through which an employee can talk to his home office or to another county vehicle anywhere in the county.

The Civilian Defense Office can reach all county employees by radio at the same time. The sheriff's office and highway maintenance vehicles are hooked to the same network. Four mountain peaks are used in the microwave hookup.



# LETTERS TO THE EDITOR

(Continued from Page 6)

job level, at the same rate of pay, should we remain with the City?  
MRS. HELEN LAKS

## CALLS CITY RETIREMENT "FORCED SAVING" AT LOW INTEREST RATES

Editor, The Leader:  
I am enclosing a copy of a letter which I sent to the Board of Directors of the New York City Retirement System.

Since this is a matter that directly affects thousands of civil service employees, I thought you might be interested.

Sometime ago the interest rate paid to members of The New York City Employees Retirement System was reduced to 3% for members joining after a certain date. This action may have been reasonable and appropriate under the then existing conditions, as reflected in Savings Bank interest rates; U.S. Government Bond interest rates etc.

However, you will agree that many things have changed in the interim. Savings banks are now paying 3 1/2% on all accounts and 3 3/4% with certain provisions. U.S. Savings Bonds now earn 3 3/4%. Certain other institutions pay 4% or better.

In view of the mandatory nature of membership in The New York City Employees Retirement System for permanent Municipal Civil Service employees, it would appear that recent and new appointees are obligated to save their money at a lesser rate of interest than is currently available in the community.

It appears that this is a gross

inequity and one that warrant the immediate attention of the Board of Directors of The New York City Employees Retirement System.

It would also appear that the new interest rate (which I am confident will be adopted, should be retroactive to at least January 1st, 1959, since community and federal institutions have been paying 3% or better as of that date or earlier.

ERIC D. BROWN  
NEW YORK CITY

## RECOMMENDS "BIG STICK" TO GET PAY RAISE

Editor, The Leader:  
It has been our policy when dealing with this administration to approach with our hats in our hands appealing for a fair shake in their dealings with us. The ultimate result most of the time has been "plenty of nothing."

The recent shabby treatment accorded our appeal for a suitable wage is only one example. A mere one-slot upgrading for the two lowest clerical categories and nothing for supervising and administrative titles was all they gave.

A labor leader with power gets upwards of \$20 million over three years for his members, but those in power said they could not find the money to give us even a crumb.

Our answer to this discriminatory policy is that from now on, no more hat-in-hand. We will speak softly, but we must find a big stick. We must remind the politicians that we control a considerable number of votes and, comes the election, we will not forget those who are using us for patsies.

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Occupation (or rank if on active duty) \_\_\_\_\_

Yr.	Make	Model (Dlx., 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.  
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Age	Relation	Married or Single	% of Use

A monthly check that means so much

Every month a state employee in Albany who is recovering from a hip injury looks forward to a special envelope. You see, inside this envelope is a disability check for \$100 which this woman uses to help meet her regular living expenses! To date, she has received 30 checks or \$3,000.

You too can protect against loss of income due to accident or illness by enrolling in the C.S.E.A. Plan of Accident and Sickness.

Before another day goes by, get in touch with one of these experienced insurance counsellors in our Civil Service Department.

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### 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 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 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 BArcley 7-1616; State Office Building, State Campus, Albany, Room 212; Room 400 at 155 West Main St., Rochester; hours at these offices are 8:30 A.M. to 5 P.M., closed Saturdays.

Wednesdays only, from 9 to 5, 221 Washington St., Binghamton.

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.

Applications for State jobs may also be made, in person or by representative only, to local offices of the State Employment Service.

**U.S.** — Second U.S. Civil Service Region Office, 641 Washington St. (at Christopher St.), New York 14, N.Y. This is in the south-west corner of Greenwich Village, just above Houston St. The nearest subway stop is the Houston St. stop on the IRT 7th Avenue Local.

Hours are 8:30 A.M. to 5 P.M., Monday through Friday. Telephone WAtkins 4-1000.

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

# New State Exam Schedule Open for Filing; Almost 40 Titles at \$3,680, Up

Now open with the State of New York is a huge exam schedule of nearly 40 job titles, in varied fields and salary grades, paying from \$60 to \$14,476 a year.

This is an exceptional list of jobs, with four outstanding titles open for filing, and many others almost as good. The four outstanding ones are Correction officer, Correction matron, park patrolman and traffic and park officer.

The correction jobs pay \$4,280 to \$5,250 a year; park patrolman pays \$82 a week, and traffic and park officer pays \$86. Stories appear elsewhere in The Leader on these jobs.

The exams are scheduled for April 9, and applications will be accepted until March 7.

The exams follow by number, title and salary range. New York State residence is required of all but the starred (\*) titles.

\*4000. Associate curator (interpretation), \$6,098 to \$7,388.

\*4001. Guidance counselor, \$4,988 to \$6,578.

\*4002. Field representative (education), \$6,410 to \$7,760.

4003. Correction matron, \$4,280 to \$5,250.

4004. Correction officer, \$4,280 to \$5,250.

\*4005. Consultant on eye health, \$5,516 to \$6,696.

4006. Foster home licensing representative, \$4,502 to \$5,512.

\*4007. Senior industrial hygiene physician (U.S. citizenship is not required for examination or appointment), \$9,104 to \$10,874.

\*4008. Associate industrial hygiene physician (U.S. citizenship not required), \$12,346 to \$14,476.

4009. Assistant director of industrial hygiene and safety standards, \$12,346 to \$14,476.

## U.S. Hiring Arch. Aides At \$4,040

Open until Feb. 16 with the U.S. Government are \$4,040 a year jobs as architectural aides. The jobs are in the Newark, N. J., insuring office of the Federal Housing Commission.

To qualify, applicants must have at least three years' experience in an appropriate field. Education may be substituted for experience according to standard U.S. Civil Service regulations. No written test will be required; applicants will be rated on the extent and quality of their experience and training.

Further information is contained in Announcement No. 2-80-1 (1960). Copies of the announcement and application forms are available from the Executive Secretary, Board of U.S. Civil Service Examiners, Federal Housing Administration, 10 Commerce St., Newark 2, N. J.

\*4010. Director of physical rehabilitation and therapy, \$7,074 to \$8,544.

\*4011. Physical rehabilitation coordinator, \$7,818 to \$9,408.

4012. Senior electronics laboratory engineer, \$7,818 to \$9,408.

4013. Supervisor of instrument development, \$7,818 to \$9,408.

4014. Gas tester, \$3,870 to \$4,780.

4015. Gas meter tester, \$3,630 to \$4,560.

4016. Principal draftsman (mechanical), \$5,246 to \$6,376.

4017. Park maintenance supervisor, \$6,098 to \$7,388.

\*4018. Senior sanitary engineer, \$7,818 to \$9,408.

4019. Junior architectural specifications writer, \$5,246 to \$6,376.

4020. Surplus property assistant, \$5,796 to \$7,026.

4021. Test development aide, \$4,988 to \$6,378.

4022. Assistant in test development, \$6,732 to \$8,142.

4023. Industrial investigator, \$4,502 to \$5,512.

4024. Park patrolman, \$82 a week (requires four months' residence in Steuben, Wayne, Yates, Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming, Cayuga, Livingston, Monroe, Ontario or Seneca counties).

4025. Traffic and park officer, \$86 a week (requires four months' residence in Nassau, Suffolk or Queens counties).

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State and Eagle Streets  
\*special rate does not apply when Legislature is in session

\*4400. Clinical psychologist Erie County, \$6,540 to \$8,400 (open to residents of any county in New York State).

\*4406. Biochemist, Tompkins County, \$7,000 to \$8,000.

4407. Microbiologist, Tompkins County, \$5,000 to \$7,000.

\*4415. Public health nurse, cities and counties, salaries vary.

\*4030. Associate in teacher education, \$8,880 to \$9,870.

4031. Associate in foreign languages education, \$8,220 to \$9,870.

To apply for any of these jobs, contact the State Department of Civil Service, Lobby of the State Office Building; and 270 Broadway, Manhattan.



We'll rendezvous for cocktails at five — and spend a lighthearted interlude in the nicest spot in town. The drinks are extra large and extra good...

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

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# The Job Market

A Survey of Opportunities  
In Private Industry

By A. L. PETERS

Ship yard workers are in demand; coppersmiths, electricians, pipe fitters, pipe fitters and sheet metal workers are urgently needed in the Brooklyn shipyards.

Applicants must have at least four years experience in their trade in any industry. Must be United States citizens and pass a physical examination.

The pay is \$2.66 an hour for a five-day, 40 hour week. Apply at the Shipyard Unit of the State Employment Service at 165 Joralemon Street, Brooklyn.

Other industrial jobs in Brooklyn include those for tool and die makers, at \$2.75 an hour, depending upon experience. A platen pressman for a die cutting firm is needed to work on a 28x41 Thompson Press, \$80 a week.

A Garnet machine operator is wanted to produce felt rolls on pads from cotton fibre. Also must be able to adjust rollers and trimmer and make repairs. \$2.50 an hour depending on experience.

Apply for these jobs at the Brooklyn Industrial Office, 590 Fulton Street.

### Manhattan

There are several openings in Manhattan and the Bronx for pearl workers, women experienced in stringing, tipping and clasping pearl and bead necklaces. Must be able to speak, read and write English. \$1.10 and up depending on experience.

Jewelers, either men or women with a minimum of one year's experience are needed. Must have checkable references and will be bonded. Applicants must know how to file, solder and assemble gold jewelry in either production or special order work on cast or stamped jewelry lines. Up to \$4.00 an hour.

Wiremen with at least one year's experience or sufficient electronic training to read schematics are needed. Must be able to wire and solder and work from schematics on fire and burglar alarm systems. Several openings at \$1.77 an hour to start.

Zipper workers are wanted, women experienced with slider mounters stop machines and pinking. \$42 to \$46 for a five-day 40 hour week. Apply at the Manhattan Industrial Office, 255 West 54th Street.

### Secretaries, Etc.

Also in Manhattan, are many openings for monitor board operators who can type and are skilled in general office work. Some jobs require modeling. For a five-day week from 9:00 A.M. to 5:30 P.M. the pay range is \$60 to \$70 a week.

Full-time and part-time legal secretaries able to use either manual or electric typewriters are urgently needed. Full-time jobs pay from \$80 to \$100 a week. The pay scale for part-timers and temporary workers ranges from \$2.50 an hour to \$20 a day.

Wanted for jobs at several levels in Madison Avenue advertising agencies are secretaries. Some of these openings are for executive secretaries. Advertising experience is essential. Pay \$85 to \$90 a week.

Other openings call for contact with clients and applicants must be attractive, well-groomed and poised. Steno speed of 90 words per minute and typing speed of 50 words per minute are also essential. Salary \$70 to \$90 a week.

For junior secretaries, advertising or related experience is pre-

ferred, and the pay is \$70 to \$80 a week.

There are also openings in these agencies for typists-clerks. Applicants will do figure work and must type accurately at least 50 words a minute. Salaries \$60 to \$75 a week.

Apply at the Commercial Office, 1 E. 19 St.

In Queens, experienced cabinet makers for bench and machine work on furniture or custom cabinets can get jobs paying \$2 to \$2.50 an hour. Apply at the Queens Industrial office, Chase Manhattan Building, Queens Plaza, Long Island City.

Also in Queens is a job for an

experienced color matcher to mix and match colors for wallpaper. \$1.50 to \$2 an hour. Applicants should report to the Flushing Office, 42-09 Main Street, Flushing.

College students can apply now for camp counselor jobs. Most of the resident jobs are in the mountain and lake areas of the Middle Atlantic and New England states.

There are day camp jobs, too, in New York City and its surrounding area. Jobs for general counselors pay from \$100 to \$400 a season, depending on experience, plus free transportation and room and board.

Specialists in dance, drama, music, nature study, photography and athletics (swimming in particular) can earn from \$250 to \$600 plus extras.

Program director jobs pay from \$400 to \$800 and up. Apply at the Professional Placement Center, 444 Madison Avenue. Applications can also be made by mail.

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Q. Is the cost of specialist care fully covered regardless of number of visits?	A. Yes. All H.I.P. specialist services are provided at no extra charges and without limit on visits.	
Q. Are there complicated claim forms?	A. No. H.I.P. gives medical service, not cash payments.	
Q. Do you have to pay the doctor?	A. No. In H.I.P. there is no exchange of money between patient and doctor.	
Q. Must you discuss your family income with the doctor before he sets his fee?	A. No. There are no doctors' fees in H.I.P. Your benefits are the same regardless of income.	
Q. Is the plan concerned with quality of care?	A. Yes. H.I.P. is the only plan in this area which has specified professional standards for its family doctors and specialists.	
Q. Can any doctor join the plan?	A. No. In H.I.P. every doctor must be first approved by a board of distinguished physicians.	
Q. Do the doctors give only the kind of care they are trained to give?	A. Yes. In H.I.P. mothers are delivered only by obstetricians, surgery is performed only by surgeons, etc.	
Q. Can you continue with full benefits if you leave your job?	A. Yes. You can continue in H.I.P. by direct payment without losing any benefits such as home and office calls, X-rays, laboratory tests, etc.	

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TEST AND LIST PROGRESS - N.Y.C.

Below is the complete progress of New York City examinations, the last number certified from each eligible list and other information of interest in anyone taking open-competitive or promotion examinations in City civil service.

Table with columns: Title, Last No. Certified, Other News. Lists various job titles like Account Clerk, Assistant Engineer, etc., with their respective certification dates and other relevant information.

Table with columns: Title, List No. Certified, Other News. Lists various job titles like Motor Vehicle Operator, Painter, Parking Meter Attendant, etc., with their respective certification dates and other relevant information.

NYC EXAMS THIS WEEK

February 9
Promotion to Structure Maintainer-Group D, Transit Authority, Practical, Civil Service Test Room, 207th St. shops of IND Div., 3961 10th Ave. at 211th St., Manh., 9 A.M. for 10 candidates.

Elevator mechanics helper, Practical Oral, Civil Service Testing Laboratory, Basement Hall of Records, Centre & Chambers Sts., Man. 8:30 A.M. for 14 candidates.

Psychiatrist, Oral, training and experience, Rm. 705, 299 Broadway, Man., 5:30 P.M. for 4 candidates.

Promotion to Structure Maintainer-Group D, Transit Authority, Practical, same as above for this title, 9 A.M. for 10 candidates.

Promotion to Power Maintainer, Group B, Transit Authority, Written, Special Military, Rm. 203, 299 Broadway, Man., 8:45 A.M. for 2 candidates.

Elevator Mechanic's Helper, Practical Oral, same as above for this title, 8:30 A.M. for 14 candidates.

Dental Hygienist (Fourth Filing Period), Practical, Periodontia Clinic, 8th fl. N.Y.U. College of Dentistry 421 First Ave. (25 St.) NYC, 4 P.M. for 8 candidates.

February 11
Promotion to Structure Maintainer-Group D, Transit Authority, Practical, same as above for this title, 9 A.M. for 10 candidates.

Elevator Mechanic's Helper, Practical Oral, same as above for this title, 8:30 A.M. for 14 candidates.

Acc'ing Trainee Jobs at \$4,600 Open for Filing

Accounting trainees to fill provisional openings at \$4,600 a year are wanted by the State of New York. Appointment will be pending a civil service exam.

Applicants should have a bachelor's degree with 24 semester credit hours in accounting, or one year of accounting or auditing exam must complete a year in the experience. Those who pass the trainee title and are then automatically appointed payroll examiners at \$4,988 a year.

Persons with a year of specialized experience or 30 hours of graduate study may be appointed directly to the payroll examiner title.

Applications will be taken by the State Employment Service's Professional Placement Center at 444 Madison Avenue in New York City and by local State Employment offices outside the City.

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\$15,500	B-1-7 ROOMS, 3 BEDROOMS, NEW GAS HEAT, EXTRAS	\$93 Mo.
\$14,990	B-2-6 ROOMS, 3 BEDROOMS, OIL, 2 CAR GARAGE	\$89 Mo.
\$ 9,990	B-6-5 ROOMS, FINISH BASEMENT, OIL, VACANT	\$59 Mo.
\$10,500	B-8-5 1/2 ROOMS, OIL, VACANT	\$62 Mo.
\$13,990	B-9-DETACHED, 5 1/2 ROOMS, GARAGE, ALL EXTRAS	\$83 Mo.
\$14,500	B-22-6 1/2 ROOMS, 75x100, 2 CAR GARAGE	\$87 Mo.
\$12,990	B-28-6 ROOMS, 3 BEDROOMS, GARAGE, ALL EXTRAS	\$77 Mo.
\$13,990	B-30-RANCH, 5 1/2 ROOMS, 3 BEDROOMS, GARAGE	\$83 Mo.
\$11,500	B-31-5 1/2 ROOMS, PLUS ATTIC, GAS HEAT	\$67 Mo.
\$15,500	B-21-2 FAMILY, 10 ROOMS, 60x100	\$29 Mo.

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### City Offering Open, Promotion Exams For Mechanical Engineers

The City of New York is accepting applications now, and will accept them until Feb. 24, for the \$7,100 to \$8,900 a year mechanical engineer position. Both open competitive and promotion exams are being offered.

Required are a bachelor's degree in mechanical engineering and six years' experience, or high school graduation and ten years' experience. All candidates must possess a valid New York State professional engineer's license.

The written test, weight 50, 70 per cent required, will cover the responsibilities and technical knowledge required from the Application section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

### City, State, U.S. Steno Jobs Open

Stenographers and typists are always in demand in civil service to fill jobs paying from \$3,000 to over \$4,000 a year and offering complete benefits. Many of the jobs are on a rapid placement basis, due to the great demand.

#### City Jobs

The New York City Examination for stenographers will be open for the filing of applications until further notice. The job pays \$3,250 to \$4,330 a year and requires a typing speed of 40 words per minute and dictation of 80 words a minute.

To apply, contact the Application Section of the City Department of Personnel, 96 Duane St., New York 7, N. Y., two blocks north of City Hall and just west of Broadway.

#### New York State

For New York State steno jobs, at \$3,050 to \$3,810 a year, and typist jobs, paying from \$2,920 to \$3,650, contact the State Employment Service, 1 East 19th St., Manhattan; the Albany office at 488 Broadway, in the Arcade Building; or the nearest local office of the Employment Service. Filing is open on a continuous basis.

#### With The U.S.

On the U.S. Government's announcement No. 214, jobs are offered in pay grades GS-2 and GS-3, paying \$62.80 and \$68.60 a week for typists; and in pay grades GS-3 and GS-4, paying to \$72.30 a week for stenographers. Apply to the Second U.S. Civil Service Region, Federal Building, Christopher St., New York 14, N. Y., and mention Supplement No. 2-10 (1959) to Announcement 215.

#### EDUCATION BOARD SETS AVIATION MECH. COURSE

The New York City Board of Education has opened an evening trade school for mechanics currently employed in commercial aviation to ease their way to promotions.

Classes meet Mondays and Wednesdays from 6:30 to 8 P.M. in the new \$6.4 million Aviation High School, 35th St. and Queens Boulevard, Long Island City, Queens. It has present accommodations for 650 students. If registration warrants, classes may also be held on Tuesday and Thursday evenings.

According to the evening school committee of the Aeronautic Educational Commission, which requested the Board of Education to establish the program, "a serious shortage of certified mechanics exists at this time and this condition will become critical in the near future."

The Commission pointed out that the problem is particularly urgent in New York City, where 15,000 mechanics will be needed between now and 1965.

#### MEDICAL OFFICERS NEEDED IN WASHINGTON, D.C. NOW

The U.S. Government is offering exams for medical officer (rotating intern), at \$3,800 a year, and medical officer (psychiatric resident), paying from \$4,800 to \$5,600 a year. Jobs are open each July 1, at St. Elizabeth's Hospital in Washington, D.C.

File under Announcement No. 219 B. Applications are available from the Second U.S. Civil Service Region, Christopher St., New York 14, N.Y., or from the U.S. Civil Service Commission, Washington 25, D.C.

## IN CITY CIVIL SERVICE

(Continued from Page 2)

em Mass at St. Teresa's Roman Catholic Church, and interment in Calvary Cemetery.

The funeral escort included virtually the entire upper echelon of the Department.

### Sofrim Head Will Address Hadassah

Guest speaker at the open meeting of the Nedivah Business and Professional Group of Hadassah, to be held in the Hotel Olcott, 72d St. and Central Park West, Manh., at 8:30 P.M. Wednesday, Feb. 10, will be Samuel Post, president of the Sofrim Society and of the Business and Professional Ort.

He will speak on the problem of the Jew in Israel, Europe and North Africa. The public is welcome.

### To Give Oaths

The Fire Department has empowered all battalion chiefs to administer the loyalty oaths required of persons who become members of the Civil Defense forces of the Department.

### Sanitation's First Promotions of Year

Commissioner Paul R. Screvane last Wednesday made the first 20 promotions of the year in the Department of Sanitation.

They include a new district superintendent, at \$8,172; eight foremen, at \$6,355, and 11 assistant foremen at \$5,920.

The new district superintendent is Augustine L. Scato. His new rank is the highest competitive post in the Department. He has been a member of the Department since 1943.

The new foremen are Edward Sullivan, Joseph Chanelli, Frank J. Scarpinato, James J. McCormick, Michael Vanchleri, Justin J. Tabacchi, Joseph Matusewich and Angelo Stangas.

The new assistant foremen are August M. Mascia, George P. Ungar, Alfonso P. Napoli, Joseph P. Charles, Angelo A. Anzalone, Lionel J. Payette, Edwin J. Westerblyde, John Parvis, Paul Zeuner, Wilfred J. Derragon and Dominick V. Marino.

### Columbia Assn. Grand Council Holds Meeting

A continuing campaign to obtain "fair play and justice" for Americans of Italian extraction was inaugurated by the 75,000-member Grand Council of Columbia Associations at its annual meeting last Thursday in the Henry Hudson Hotel. President Mario Biaggi announced.

Mr. Biaggi, who began his third term as president, is a former president of the Police Columbia Association and past first vice-president of the Patrolmen's Benevolent Association and of the Police Conference of New York State.

Carmine G. De Sapio, New York County Democratic leader, was scheduled to be guest speaker.

Lt. Biaggi announced that the anti-defamation committee of the Grand Council has been successful in obtaining the cooperation of many elements in the radio, television and publishing industry to end the consistent portrayal of Italian Americans in an unfair manner. However, there remains a core of resistance that requires further and united action with regard to the offenders, he added.

"All too often, the terms Mafia, Appalachian and Italian are used

synonymously," Lt. Biaggi said. "Americans of Italian background are opposed to crime and lawlessness as much as any other group of Americans."

Lt. Biaggi also announced that the Columbia Association would discuss plans to coordinate its anti-defamation activities with those of other organizations of different national background.

### Substitute Teacher Wins Lost Salary

Although a substitute teacher is employed on a day-to-day basis, her license and appointment as a substitute teacher can not be terminated without any reason, at the will of the Board of Education, according to a decision by Supreme Court Justice Vincent A. Lupiano, in the case of Myra S. Warner, against the Board of Education (N. Y. Law Journal, Jan. 29, 1960, p. 14).

Mrs. Warner's substitute teaching license, issued in 1951, was terminated in 1956, by direction of the Board of Examiners, who ruled that she was not physically qualified because she had diabetes. She appealed to the State Commissioner of Education who held that diabetes, alone, was not a physical disqualification, and that the medical evidence showed that she was physically qualified as a teacher.

After the Board of Education restored her license, Mrs. Warner sued for the pay that she lost during the two years that she was kept out of her job, awaiting reinstatement.

The Board of Education argued that she had no permanent tenure as a substitute teacher and could be dismissed at will. Judge Lupiano disagreed, and said that she had an appointment as a substitute teacher for an indefinite term, which gave her the right to teach as a substitute indefinitely "as her services may be required"; that the decision of the Commissioner of Education restoring her license established that she was wrongfully deprived of it; and, consequently, that she has a valid claim for the salary she lost because of the wrongful termination of her license.

Morriss Weissberg represented Mrs. Warner in the action and in the prior appeal to the Commissioner of Education.

### Fire Companies Get Temporary New Home

Engine Company 40 and Ladder Company 35 of the Fire Department have been relocated in temporary quarters at 129 Amsterdam Ave., Manh. Their old house is being torn down to make room for part of the Lincoln Center of the Performing Arts.

Alarm assignments and administrative district boundary lines of both companies are unchanged.

### Firemen to Join K of C Parade

Members of the Fire Department Anchor Club, Holy Name Societies and other off-duty members of the Department have been invited to participate in the Annual Memorial Mass of the New York Chapter Knights of Columbus, to be celebrated at St. Patrick's Cathedral at 10:30 A.M. Monday, Feb. 22.

Those participating will be assembled in 35th St. at Fifth Ave., Manh., at 9 A.M. The parade will

then move north on Fifth Ave. to the Cathedral.

### Schools Administrator Gilman Leaves Service

On his 52d anniversary as a Board of Education employee, Charles Gilman announced his retirement from his \$22,500-a-year post as administrator of business affairs for the Board. He started there as an office boy at \$300 a year.

"The kind of efficient and devoted service that he has rendered is indispensable to the administration of our vast school system," said Superintendent of Schools John J. Theobald of Mr. Gilman. (Continued on Page 13)

#### LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York at the Old County Court House, Borough of Manhattan, City of New York on the 27 day of January, 1960.

PRESENT: HON. Frances E. Rivers, JUSTICE.

In the Matter of the Application of RAYMOND J. BUCZYNSKI for leave to assume the name of Mark Raymond Chandler.

On reading and filing the petition of Raymond J. Buczynski, verified the 26th day of January, 1960, praying for a change of name of the petitioner, it being requested that the said Raymond J. Buczynski be permitted to assume the name of Mark Raymond Chandler in the place and stead of his present name, and the said Raymond J. Buczynski having been born in the city of Erie, County of Erie, State of Pennsylvania, on the 25th day of July, 1934, and the Court being satisfied that said petition is true and that there is no reasonable objection to the change of name proposed, and it further duly appearing that the said applicant is duly registered under said name of Raymond J. Buczynski with Local Board No. 65 of United States Selective Service at 39-01 Main Street, Flushing, New York;

NOW, on motion of Davies, Hardy & Schenck, attorneys for the petitioner, it is ORDERED, that the said Raymond J. Buczynski, born on July 25, 1934, be and he hereby is authorized to assume the name of Mark Raymond Chandler in the place and stead of his present name, on the 26 day of Feb., 1960, and it is further

ORDERED, that the petitioner cause this order and the papers upon which it was granted to be filed in the office of the Clerk of this Court in the County of New York within 10 days from the date hereof; that within 20 days after the date of the entry of the said order, the petitioner cause a copy thereof to be published in the Civil Service Leader, a newspaper published in New York County within the County of New York, at least once; that within 40 days after the making of this order, proof of publication by affidavit be filed and recorded in the office of the Clerk of this Court in the County of New York; that a copy of this order and the papers upon which it is based be served by registered mail upon the chairman of Local Board No. 65 of the United States Selective Service at which the said applicant is registered for selective service, within twenty days after entry of this order, and that proof of such service shall be filed with the Clerk of this Court in the County of New York within ten days after such service.

ENTER: F. E. R. J. C. C.

CITATION — File No. P296, 1960 — The People of the State of New York, By the Grace of God Free and Independent, To JULIANNA HARANGI

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 March 7, 1960, at 10:30 A.M., why a certain writing dated June 2nd, 1959 which been offered for probate for John Weiler, residing at 756 Second Avenue, New York City, should not be probated as the last Will and Testament, relating to real and personal property, of Jennie Schwinger, deceased, who was at the time of her death a resident of 756 Second Avenue, New York City, in the County of New York, New York. Dated, Attested and Sealed, January 25th, 1960.

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

CITATION, File No. P 83, 1960, 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 of MABEL PRUETT, 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 and cannot be ascertained after due diligence.

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 February 26th, 1960, at 10:30 A.M., why a certain writing dated December 10th 1959 which has been offered for probate by Bernard Lefkowitz, residing at 3859 Hudson Manor Terrace, New York 63, New York should not be probated as the last Will and Testament, relating to real and personal property, of MABEL PRUETT, deceased, who was at the time of her death a resident of 171 West 73rd Street, in the County of New York, New York, and that letters testamentary be issued to Bernard Lefkowitz as executor designated by tenor of the will. Dated, Attested and Sealed, January 15th, 1960.

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

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# IN CITY CIVIL SERVICE

(Continued from Page 12)

## Firemen Give to Sister Kenny

The Sister Elizabeth Kenny Foundation, which treats and rehabilitates victims of polio and other crippling disabilities, has received a check for \$500 as a contribution from the New York City Fire Department Welfare Fund.

The check was formally presented by George P. Mand, first deputy commissioner and chairman of the Welfare Fund Committee, at Fire Department Headquarters in the Municipal Building. It was accepted for the Sister Kenny Foundation by Walter B. Stoddard, Eastern Information Director.

The Fire Department Welfare Fund comes from contributions by officers and men.

## Commissioner McElroy Resigns

Police Commissioner Stephen P. Kennedy has announced acceptance, "with the greatest regrets" of the resignation of James McElroy as Deputy Commissioner in Charge of Licenses. Commissioner McElroy, 65, resigned because of age after forty years of service in the Police Department.

He was appointed a Deputy Commissioner on March 20, 1957, after having served as Chief of Staff of the Police Department since 1949. Commissioner Kennedy designated Deputy Commissioner Alexander Aldrich as Acting Deputy Commissioner in Charge of Licenses, in addition to his duties as Deputy Commissioner in Charge of the Youth Program.

## Police Pulaski Association Installs

The Police Department Pulaski Association will hold its fourth annual installation ceremonies and dinner-dance this Thursday, Feb. 11, at the Queens Terrace, Roosevelt Ave., Woodside.

Distinguished service awards will be presented to Association Counsel Alexander Malewski and to Stanley Kay, a Queens civic leader. Guests of honor will include State Senator Thomas Mackell, Queens; Justice Ludwig Glowa, Magistrate Walter J. Bayer, Deputy Police Commissioner James Kennedy and representatives of all Police line organizations as well as members of the clergy.

Officers being installed are: Sgt. Michael Labowski, president; Anthony Pierzgaliski, 1st vice-president; Edward Rybak, 2nd vice-president; Joseph Burkhardt, executive secretary; Charles Rindos, recording

secretary; Stanley Katta, corresponding secretary; Nicholas Ankuta, treasurer; Andrew Putis and Daniel Bolko, financial secretaries; John Bandarick, Daniel Tauken Sr., Edward Rosey, Theodore Kaplon, Charles Krolik, Frank Maciewiski, Daniel Tauken Jr., Murray Rakowski, Thomas Jakubowski; trustees and Stephen Kaczynski, agt.-at-arms.

## Holy Name Society Scholarship Test

The Fire Department Holy Name Society of Brooklyn and Queens will hold its scholarship examination for girls and boys at St. Thomas Aquinas School, Flatbush and Flatlands Avenues, Brooklyn, on Saturday, March 12, at 10 A.M.

All children graduating from the 8th grade in elementary or junior high school in 1960 may compete if their father or brother is a member in good standing or a deceased member of the Society. Contact Dominick G. Capillo, 90-19 88th Ave., Woodhaven 21, Queens, Telephone VI 7-9580. Or contact John A. Skelly, 43d Battalion, Group 1. Specify if application is for girl or boy.

## Police Dept. Tapes Calls from RMPs

A message marked "urgent" has been circulated by the president of the New York City Patrolmen's Benevolent Association, John J. Cassese, warning all Association members that tap recorders have been installed in a number of patrol cars throughout the City.

"Our exact information," said the bulletin from Mr. Cassese, "indicates that the tape recorders are rigged to function when the car radio is used. Therefore any on-the-air conversation by the operator or recorder is transcribed and is traceable to the car from which it originated."

The exact reason for installation of these machines is not clear, according to the bulletin. Federal Communications Commission regulations prohibit the use of improper language on the air and Police Department regulations specify the manner in which radio communications are to be conducted.

"Although infractions of these rules may be few and far between," said Mr. Cassese, "the existence of monitoring tape recorders make it doubly important that personnel assigned to RMP cars follow precise procedure and exercise extreme caution in making and receiving calls."

## U.S. Internal Revenue Still Seeks Recruits

Applications are still being accepted for U.S. internal revenue agent jobs, in pay grade GS-5 at \$4,040 a year. There are also openings for treasury enforcement agents, at \$4,980 and estate tax examiners at \$4,980.

Most of the jobs are in the New York City area, and some are in the Buffalo and Syracuse areas. A working knowledge of a foreign language is desirable for some of the investigative positions.

All interested persons who have not yet filed an application for these positions are urged to do so immediately so as to receive early consideration for appointment.

Application forms and a copy of the appropriate announcement or information as to where they may be obtained can be secured in any post office in New York State except New York, N.Y.; Second U.S. Civil Service Region, Federal Building, Christopher Street, New York 14, N.Y.; and the Board of U.S. Civil Service Examiners, Internal Revenue Service, Room 1116, 90 Church Street, New York, N.Y.

## To \$5,080 For City Ass't Buyer

Opening this Thursday (Feb. 4) with the City of New York is an exam for assistant buyer, a \$4,000 to \$5,080 a year job. Applications will be accepted until Feb. 24.

Promotion opportunities are good; assistant buyers are eligible for promotion to buyer, paying from \$5,450 to \$8,890 a year.

Requirements are two years' experience in purchasing a large volume and variety of materials; or two and one-half years of experience in a closely related field, or a college degree and one year of experience.

The jobs consist of assisting buyers, under direct supervision, in the purchasing of various commodities, and doing related work. Assistant buyers work in accordance with standard procedures and legal requirements.

Apply after Feb. 4 to the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y., two blocks north of City Hall and just west of Broadway.

## Forestry Jobs to \$4,900 Open in Federal Agencies

Men with four years of college or four years of experience can get from \$4,340 to \$4,980 a year in forestry work. Must be U.S. citizens, in good health and at least 18 years of age.

File under Announcement No. 218 B; forms 57, 5001-ABC, CSC Form 226, CSC Form 226 A and Standard Form 15. Forms are available from the Second U. S. Civil Service Region, 641 Washington St., New York 14, N. Y.

For Department of Interior positions, send applications to the Executive Secretary, Department of the Interior, Northwest Board of U.S. Civil Service Examiners, 1001 NE Lloyd Boulevard, P. O. Box 3537, Portland 8, Oregon. For those in the Department of Agriculture, send to Board of U. S. Civil Service Examiners, Department of Agriculture, Washington 25, D. C.

# Substitute Clerk and Carrier Jobs Open in B'klyn at \$80 a Week

Exams are beginning Feb. 22 for those who filed before Feb. 1 for the \$2-an-hour substitute clerk and substitute city carrier jobs at the Brooklyn Post Office, and applications are still being accepted there on a continuous basis for an exam to be given at a later date.

### No Experience

The number of the exam is 2-103-1 (1960), and should be referred to, along with the title, when requesting information or applications. The minimum age for filing is 17, and for appointment 18.

There are no minimum of education or experience requirements for either job, the only requirements being good health and U.S. citizenship. Applicants must be physically able to perform strenuous tasks in all kinds of weather.

Substitute clerks and carriers will receive, after six annual increments, \$3.42 an hour, and will be eligible for regular titles according to seniority.

Substitute employees get annual leave of 13 to 26 days a year, and earn sick leave at the rate of 13 days per year. Other benefits include low cost group life insurance, liberal retirement and, after July, 1960, group health insurance.

### How to Apply

To apply, obtain Card Form

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Open for continuous filing with the U.S. Government are \$3,495 a year career-conditional jobs in the Veterans Administration Hospital in New York City.

File Form 57, Card Form 5001-ABC and Standard Form 15 with the Executive Secretary, Board of U.S. Civil Service Examiners, Veterans Administration Hospital, 1st Avenue at E. 24th Street, New York 10, N. Y. Forms are available from the above address, from local post offices, or from the Second U.S. Civil Service Region, 641 Washington St., New York 14, N. Y.

5000-AB in person or by writing to the Executive Secretary, Board of U. S. Civil Service Examiners, General Post Office, Room 413, Brooklyn 1, N. Y., or to the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y.

## Federal Entrance Exam Still Open To College Grads

Applications are still being accepted by the U. S. Civil Service for the Federal Service Entrance Exam, the traditional doorway to high paying Federal career jobs.

There are still two more exams to be held this year, April 9 and May 14, and filing cutoff dates will be set shortly before each one.

The positions to be filled from the exam are in more than 60 fields ranging from administration to wildlife activities, located throughout this country and abroad.

### How to Apply

Detailed information and the application card, Form 5000-AB, for both the FSEE and student-trainee program are available from college placement offices; many post offices; the U.S. Board of Civil Service Examiners, Second Civil Service Region, Federal Building, Christopher St., New York 14, N. Y.; or the U.S. Civil Service Commission, Washington 25, D.C.

## Staten Island Hosp. Needs Dietitians

Staff dietitians, at \$4,980 to \$5,985 a year, are needed now at the U.S. Public Health Service Hospital in Staten Island. Applicants must be college graduates and members of the American Dietetics Association.

The Hospital overlooks New York Harbor, and is within easy access of Manhattan. To apply, contact the Personal Section, U. S. Public Health Service Hospital, Staten Island, 4, N.Y.

## CALENDAR

- BMT HOLY NAME SOCIETY** of City Transit Authority, Memorial Mass, business meeting, St. James Pro-Cathedral, Jay & Tillary Streets, Brooklyn, Monday, Feb. 22, 10 A.M.
- ANNUAL KNIGHTS OF COLUMBUS TRACK MEET**, Madison Square Garden, Saturday evening, Feb. 27.
- UNIFORMED FIREMENS ASSOCIATION**, Meeting, Hotel Martinique, 32d Street & Broadway, Thursday, Feb. 11, 8 P.M. Refreshments.
- BROOKLYN CATHOLIC TEACHERS ASSOCIATION**, Holy Hour, Delegates' meeting supper (\$3.25), St. Joseph's College, 245 Clinton Ave., between Willoughby and DeKalb Ave's., Tuesday, Feb. 23, at 5 P.M.
- COLUMBIA ASSOCIATION OF THE DEPARTMENT OF SANITATION**, Meeting, Thursday, Feb. 11, 8 P.M., 175 Oxford St., Bklyn., for delegates & alternates. Refreshments.
- PULASKI ASSOCIATION, SANITATION DEPARTMENT**, Meeting, 8 P.M., Thursday Feb. 11, 429 Broadway, Manh. (Howard St. entrance). Refreshments.
- INTERNATIONAL ASSOCIATION OF MACHINISTS**, Municipal Lodge No. 432, A.F.L.-C.I.O., Machinist Building, 7 East 15th St., Manh., Executive Board meeting, 6:30 P.M. Tuesday, Feb. 16.
- FIREMEN & OILERS OF SANITATION DEPARTMENT**, Local No. 56, Meeting at 7 P.M. in Room 705, Local Union Office, 1890 Broadway, Manh., Tuesday, Feb. 16.

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CHIEF FACTORY INSPECTOR, DEPARTMENT OF LABOR

(Exclusive of the State Insurance Fund, Workmen's Compensation Board, Labor Relations Board and the Division of Employment)

1. Keid, O. Rome..... 800

PRINCIPAL CLERK, DISTRICT ATTORNEY OFFICE, KINGS COUNTY

SUPERVISING PUBLIC HEALTH NURSE, DEPARTMENT OF HEALTH, WESTCHESTER COUNTY

STENOGRAPHIC SUPERVISOR PROBATION DEPARTMENT, ERIE COUNTY

1. Conway, Pauline, Buffalo..... 801

PRINCIPAL CLERK-TYPIST TOWN OF AMHERST, ERIE COUNTY

CLERK-STENOGRAPHER TOWN OF TONAWANDA, ERIE COUNTY

HEAD STATIONARY ENGINEER DEPARTMENT OF PUBLIC WORKS

RECREATION SUPERVISOR DEPARTMENT OF MENTAL HYGIENE

1. Thompson, Scherwood, Pheasant..... 972

SENIOR CLERK DISTRICT ATTORNEY'S OFFICE, KINGS COUNTY

ASSOCIATE EMPLOYMENT MANAGER, DIVISION OF EMPLOYMENT, DEPARTMENT OF LABOR

1. Langway, Walter, Sunnyside..... 1041

SENIOR UNEMPLOYMENT INSURANCE MANAGER, DIVISION OF EMPLOYMENT, DEPARTMENT OF LABOR

1. Witaling, Sam, NYC..... 1097

TRUCK MILEAGE TAX EXAMINER DEPARTMENT OF TAXATION AND FINANCE

1. Jacoby, Edward, Baldwinville..... 926

PRINCIPAL STATIONARY ENGINEER-INTERDEPARTMENTAL

1. Siedenburgh, Howard, Mt. McGrew..... 1055

SENIOR STATIONARY ENGINEER-INTERDEPARTMENTAL

1. Zolwinski, W. Rome..... 1038

SENIOR MAINTENANCE SUPERVISOR DEPARTMENT OF CORRECTION

HEAD CLERK NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

SENIOR BACTERIOLOGY TECHNICIAN EDWARD J. MEYER MEMORIAL HOSPITAL, ERIE COUNTY

ASSOCIATE CHEMIST DEPARTMENT OF LABOR

ASSISTANT DIRECTOR OF COMPENSATION CLAIMS THE STATE INSURANCE FUND DEPARTMENT OF LABOR

11. Aronow, Teresa, Bronx..... 888

HEAD CLERK INSURANCE DEPARTMENT

PRINCIPAL CLERK DEPARTMENT OF CIVIL SERVICE

1. Conchilio, Anna, Albany..... 875

ASSISTANT EMPLOYMENT SECURITY SUPERINTENDENT DIVISION OF EMPLOYMENT DEPARTMENT OF LABOR

1. Finch, Charles, Whitesboro..... 986

SPECIAL DEPUTY COURT CLERK COUNTY CLERK'S OFFICE, ERIE COUNTY

RECEPTIONIST AND/OR HOSPITAL CLERK, COUNTY, TOWNS, VILLAGES AND SPECIAL DISTRICTS, WESTCHESTER COUNTY

1. Zolwinski, Louis, Buffalo..... 802

INTERMEDIATE CLERK, COUNTY, TOWNS, VILLAGES AND SPECIAL DISTRICTS, WESTCHESTER COUNTY

1. Fawcett, John, White Plains..... 9053

ASSOCIATE ECONOMIST DIVISION OF EMPLOYMENT DEPARTMENT OF LABOR

1. Albert, Floyd, Ft. Chatter..... 1001

ASSISTANT DIRECTOR OF ACCOUNTS AND FINANCE-INTERDEPARTMENTAL

1. Cur, Frederick, E. Greenbush..... 880

SENIOR MAINTENANCE SUPERVISOR DEPARTMENT OF CORRECTION

HEAD CLERK NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

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ASSOCIATE CHEMIST DEPARTMENT OF LABOR

ASSISTANT DIRECTOR OF COMPENSATION CLAIMS THE STATE INSURANCE FUND DEPARTMENT OF LABOR

1. Anzalone, Joseph, Bronx..... 1070

1. Dolin, Benjamin, NYC..... 1053

1. Angione, Joseph, Bronx..... 1070

1. Angelo, Joseph, NYC..... 1093

1. Angelo, Joseph, NYC..... 1070

CHIEF STATIONARY ENGINEER INSTITUTIONS

DEPARTMENT OF MENTAL HYGIENE

1. McBurney, Liam, Binghamton..... 1024

SUPERVISING FARM PRODUCTS INSPECTOR, DEPARTMENT OF AGRICULTURE AND MARKETS

1. Brown, Sylvester, Averill Pt..... 970

SUPERVISING PHYSICAL THERAPIST (Public Health)

DEPARTMENT OF HEALTH

1. Snyder, F. Ft. Edward..... 818

PRINCIPAL CLERK DIVISION OF HOUSING EXECUTIVE DEPARTMENT

1. Stevenson, Cyril, NYC..... 854

SENIOR TRUCK MILEAGE TAX EXAMINER, DEPARTMENT OF TAXATION AND FINANCE

1. Cohen, Louis, Bklyn..... 1052

1. Miller, Leo, Elmhurst..... 989

1. Kora, Marvin, NYC..... 968

1. Kalina, David, Bklyn..... 983

1. Dammari, Abraham, Bayside..... 985

1. Miller, Robert, Ashville..... 957

1. Koor, Joseph, Delmar..... 956

1. Kora, Marvin, NYC..... 968

1. Abbott, William, Cohoes..... 942

1. Christof, Paul, Rochester..... 942

1. Graham, Thomas, Cohoes..... 911

1. Bradford, George, Schuyl..... 928

1. Bach, Martin, Verona Bk..... 947

1. Furman, Jack, Rochester..... 937

1. Mullins, Priscilla, Hudson..... 936

1. Reizen, Seymour, Albany..... 919

1. Kuznets, Henry, Cohoes..... 917

1. Lemma, Joseph, Syracuse..... 914

1. Zou, Iko, John, Bladefield..... 907

Budget Message

(Continued from Page 1) Yet in the face of the facts of the predicted trend in manufacturing wages and the price index rise, the State's employees, in another part of the message, are told that the Governor "is not in a position to recommend" a salary adjustment "at this time".

It should be noted that the first pay adjustment which the civil servants can receive will be on April 1, 1961—fourteen months from now.

The indisputable facts have been that the State workers have, for some years, been unable to meet the increased cost of inflation on its own level. They lagged behind some 5% last year, lost another 5% in 1959 and by April 1961 will be behind by whatever percentage the inflationary spiral will have risen.

In the interim through increased taxes and other deductions, their actual take-home pay has been materially shrinking — so that instead of just standing still, they are, in terms of real money, definitely falling behind. The civil servants of the State do not have extra resources upon which they can depend during the period of fiscal adjustment.

Increases Higher Than Income We do not quarrel with the need for economy—but we are disturbed that wage increases on the outside this year will probably average higher than the average State worker's income.

Compared to the predicted manufacturing wage level of

\$92.00 per week or \$4,800 per year, over 51,000 of the State's workers will earn less than \$4,500.

State employees are integral parts of the economy. They spend their money for the things which contribute to the prosperity of the State and the Nation. Clothing, food, furniture, rent, cars, and the like, are as much their needs as they are the needs of the manufacturing, mining, or retail employees.

LIFE INSURANCE

(Continued from Page 1) of premium if total disability occurs at age 60.

Members Get Rebates The premium charges to insured members under the plan have been reduced on several occasions in the past and cash refunds have been paid to insured members.

The special offer is good only during February 1960. Bring this matter to the attention of your fellow employees, within CSFA circles, the usual reference to its Group Life Insurance is "How can I afford not to have it?"

The continued development of the CSEA Plan was made possible by ever increasing membership becoming insured thereunder. The total membership of the CSEA is now about 85,000. Any employee of the State or any political subdivision is eligible for membership therein.

1. Beuvers, Patrick, Ogdensburg..... 1079



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# High School Grads Get \$3,255 in Engineering

High school graduates can apply now for the student trainee program being offered by the Brooklyn Naval Shipyard. All that's required, besides high school graduation, is proof of acceptance by a college offering the appropriate course.

Engineering options include electrical (including electronic), marine, mechanical and naval architecture.

The trainee positions are in GS-2 which pays \$3,255 a year to start. The program is designed to let students attend college full-time for the first and fifth years of the program with tuition and related fees to be paid for by the shipyard.

During the second, third and fourth years the trainees will alternate periods of attendance in college with periods of employment in the shipyard.

The maximum salary attainable during the program is \$4,050, though immediately after graduation from college those who have completed the program will qualify for \$5,430 a year jobs.

Interested applicants may write directly to the Executive Secretary, Board of U.S. Civil Service Examiners, New York Naval Shipyard, Brooklyn 1, N.Y., or may visit any main post office except the New York, N.Y., post office, for applications and further information.

## Working to Teach Human Relations

Wallace Wohlking, Assistant Director of the Metropolitan New York Office of the New York State School of Industrial and Labor Relations, Cornell University, will teach "Case Studies in Human Relations," a course to be given this spring under the New York University Municipal Personnel Program, the City Department of Personnel has announced.

Mr. Wohlking has conducted human relations training programs for the New York City Department of Hospitals and many private organizations. He has also taught at the New School for Social Research and in programs conducted by New York University and Pennsylvania State University.

Case studies to be analyzed in the course will include problems in interviewing, disciplining, handling grievances, evaluating and training. Emphasis will be given to causes, actions taken, and effects of such actions. The course will be held on Thursdays, starting Jan. 14, from 6 to 8 p.m., at 241 Church Street, Room No. 1. The fee is \$15 for the weekly sessions. For information call Division of Training, 290 Broadway, New York 7 (CO. 7-8880, ext. 231).

**ELECTRONIC TECHNICIANS**  
Electronic technicians for jobs paying \$4,980 plus cost-of-living differential are sought by the Federal Government to work in Alaska. Announcement 11-101-4 (59). See "Where to Apply for Public Jobs" column in this week's Leader.

# Open, Prom. Exams For Ass't. Acc't.

The City of New York is offering twin examinations, an open competitive and a promotion, for assistant accountant, at \$5,150 to \$6,590 a year job. Filing will be open for the exams until Feb. 24.

### Open

Requirements for the open competitive exam are a college degree in accounting and two years of experience; or high school graduation and six years of experience, or a combination of both.

Candidates lacking one year of the experience or education requirements may take the examination but must meet the requirements by time of appointment.

### Promotion

The promotion exam is open to employees in the titles assistant accountant and senior bookkeeper who have served for at least six months.

Separate eligible lists will be established for each department, along with a general promotion list. When a vacancy occurs in a department, the departmental promotion list will be used to fill it. If there is no departmental list, then the general list will be used.

To file, contact the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y., after Feb. 4.

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## Every Effort to Be Made On Jobs for Displaced Workers, Kaplan Declares

Governor Rockefeller's economy program has drawn assurances from H. Elliot Kaplan, president of the State Civil Service Commission, to state workers that every effort would be made to place displaced employees in similar job situations.

In a memorandum to all state departments and agencies Mr. Kaplan said:

Considerable attention has been directed lately to various proposals for the transfer, consolidation or possible elimination of services rendered by state agencies. These proposals have produced an understandable concern on the part of both management and employees as to their ultimate effect on agency staffing patterns.

### Law Provisions

Governor Rockefeller has asked me to assure you that should any layoffs be necessary every effort will be made to place the affected employees in other positions for which they are qualified. It is anticipated that normal turnover as well as the transfer of employees to other positions will resolve any layoff problems that may arise. This Department is prepared to work closely with you to place in other positions all persons who may have to be laid off.

We are obliged to caution you that the layoff of any competitive class employees who have permanent status is governed by pertinent provisions of the Civil Service Law. These require basically that layoffs be made with special attention to length of permanent state service. We especially call to your attention the rights of veterans and exempt volunteer firemen relative to transfer and retention in the state service.

The names of employees who are laid off are required to be placed on preferred lists which lists must be given prior consideration in the filling of any vacant competitive position.

The Civil Service Law also prescribes procedures to be followed in the event of layoff of veterans or exempt volunteer firemen in the non-competitive or labor classes.

Our Department will be glad to furnish you with such information and assistance as you may request relative to the layoff or placement of employees, and cooperate with you in every respect.

# Metro Conference Wants Firm Commitment From Rockefeller on Pay Raise

The Metropolitan Conference of the Civil Service Employees Association has asked Governor Rockefeller to give a firm commitment to state workers that he will propose a 10 per cent, \$400 minimum raise for all employees.

Irwin Schlossberg, Conference president, declared that lack of such a firm commitment will cause employees to launch an all-out program to gain the raise from the Legislature. Mr. Schlossberg said this would be accomplished by a letter writing campaign, personal visits to legislators and a general program to educate the public to the civil service cause.

"The Governor admits we deserve the raise and he therefore should grant it," said Mr. Schlossberg. "If he doesn't then he will be forced to fight for it."

CSEA President Joseph F. Felly told the Conference that "we (the Association officers) are obeying the mandate of the delegates and continuing our fight for the 10

per cent, \$400 minimum raise across the board for all state employees.

Mr. Felly dealt at length with negotiations and was given a standing vote of confidence by the Conference delegates.

### Rossiter Attends

An all-out attempt is being made to gain the 37½-hour week for clerical employees in institutions. William Rossiter, CSEA Mental Hygiene representative, told the meeting. To date, the institution clerks are the only such personnel still working a 40-hour week. Mr. Rossiter said he and the Association were continuing their fight against this discriminatory practice and hoped for success.

Featured speaker for the meeting was State Sen. Jack Bronston, a member of the Civil Service and Pension Committee in the Legislature.

Senator Bronston expressed his sympathy for the pay demands

of the civil servants and declared that "public employees will always remain behind their counterparts in private industry in salary as long as they get raises that only cover back losses."

The Queens Democrat said that "adequate service can only be had through adequate recognition and that recognition should show up on the pay check."

Creedmoor State Hospital was host chapter for the meeting. Among the many guests attending were Albert C. Killian, CSEA first vice president; Charles E. Lamb, CSEA fourth vice president; Claude E. Rowell, CSEA fifth vice president; Ted Wenzl, CSEA treasurer; James O. Anderson, president of the Southern Conference; Harold Herzstein, CSEA regional attorney; Dr. Harry LaBurt, director of Creedmoor.

Joseph Bucarria, Creedmoor chapter president, congratulated the chapter members for the fine dinner served the guests.

## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

### New York City

The New York City Chapter meeting of Thursday, January 28th, mainly concerned with the Association's efforts to secure the salary increase desperately needed by State employees, saw a reaffirmation by the assembled delegates of the CSEA resolutions, previously passed, calling for a 10 per cent salary increase, or, at the least, changes in the salary deductions as to retirement and health insurance which would result in a corresponding rise in take home pay.

The State employee's financial plight was repeatedly referred to by speakers at the meeting. A special visiting delegation from the Brooklyn State Hospital Chapter, led by Emil Impresa, also testified as to the urgency of correcting the many inequities which have crept into the State's salary structure. Max Lieberman, New York City Chapter President, pointed to salary studies made both by the CSEA and the Department of Civil Service's Classification and Compensation Division as authority for statements that there was a lag of 10 per cent between the salary earned by the State employee and that earned by his counterpart in private industry.

Other New York City Chapter business included the honoring of Sidney Sachs, who is retiring as Chief Accountant, Temporary State Rent Control Commission, to become a Professor of Accountancy at the new 4-year college, the New York Institute of Technology. Mr. Sachs, a long and hard-working member of the Chapter's Audit and Budget Committee, was present with his wife.

The Chapter passed a motion to send ten delegates to the Annual CSEA meeting in Albany, this year to be held on March 9, 10 and 11.

It was announced that Sol Bendet, Chairman of the Grievance and Personnel Committee, in Albany to attend a meeting of the Board of Directors on the salary increase, had met with Mr. Solomon Senior, Chairman of the WCB, in a successful attempt to have a directive to WCB employees both clarified and modified.

President Max Lieberman announced that future meetings would go into the questions raised by Chapter membership in the Metropolitan Conference. Special attention will also be given to the Governor's reorganization plan, a copy of which will be secured and kept on file in the Chapter office at 80 Centre Street.

CSEA Field Representative James Casey announced that past

Association President John F. Power, now a Field Representative for CSEA, would be in New York City for the next month to work closely with Association leaders in the City.

President Max Lieberman indicated that the Chapter had 30 tickets to the Annual Brotherhood Award Dinner, sponsored by the Association of New York State Employee Organizations, in which the Chapter participates. Additional information can be secured from Joe Byrnes at Chapter headquarters, 80 Centre Street, CO 7-9800, Ext. 319.

Chapter Publicity Chairman Ed Azarigian, it was reported, was attending the 30th Annual High School of Commerce Reunion. Lou Gehrig was a member of Ed's class.

New delegates attending were Fannie Kaplan, State University, Brooklyn, and Ruth O'Neill, Department of Labor Research and Statistics unit.

### Creedmoor

Recently we published a complete list of building representatives and for some reason unknown we completely forgot about one of our hardest working groups. The housekeeping department has jumped on us, and rightfully so.

Josephine Lehe is the representative from the housekeeping department and she advises us that their slogan is "Housework is something you do that no one notices unless it's not done." We like this slogan idea and were wondering if any other departments had a slogan.

David Schultz was promoted to supervisor of building 40. Mr. Maggio was promoted to supervisor of the evening shift. Congratulations to them both.

The following employees are in the sick bay: Patsy Pettinato, Peter McCormack, Harry Apicella, Joe Smith, Steve Salepa, Ellen Jurick, Margaret Lawson, Clara Williams, Ellen Adams and Waltrina Watson. We hope they are all us and about soon.

We learned there are quite a few golf enthusiasts here at the hospital. We would like to organize a golfing team for the coming year. Anybody interested should contact Ed Sottong or Ben Sullivan and we will try to get the ball rolling.

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### Buffalo

The January meeting of the Buffalo Chapter was held on January 20, at Jimmy Smith's Restaurant. In the absence of President Jerry Cahill, Mrs. Gormley presided.

Present at the meeting were the following: Ariene Holzer, recording secretary; Ethel Irwin, corresponding secretary; Mary Cannell, second vice-president; Joe Wojnowski and Jack Hennessey, department of public works; Marilyn Gibowicz, Winnie Klaus, Alfreda Koziol, Joe DeWine, all from State Teachers College.

Very soon, all members will be notified of Chapter meetings. This will eliminate one reason for so small an attendance at our meetings, that is, not knowing about it. Meetings for the Buffalo Chapter are held the third Wednesday of each month. If you are not so informed, please check with your officers as to the correct time and place.

Any member interested in discussing a credit union is asked to please be present at the February meeting which will be held on Wednesday, February 17, at 7:30 P.M. in the State Office Building.

Mrs. Gormley and Miss Cannell attended the Western Conference meeting in Rochester on January 23. Also present was Mr. DeWine and always on hand, our Al Killian.

Buffalo Chapter was awarded a certificate of merit for an increase in membership. Also awarded a certificate of merit was Grace Hillery of the State Insurance Fund.

It was announced that the Annual Spring Meeting will be held in Albany on March 9 and 10.

Congratulations to Mrs. Gormley for being appointed to the State Social Committee. That's all for now—see you at the February meeting. Don't forget, if you want to read about it in this column, please call me at MOhawk 3111.

### Erie

Something to think about for getting a better School budget in Building Maintenance.

How do you reply when asked to give an opinion about a product by the person who purchases in your school system? Many will say, "Well, we bought this last year and used this much; I guess it's all right." That's not an answer, is it? Out in California when the school has an open house the custodian brings everything he uses to the auditorium, from a can of oil he uses on a motor, to one of these scrubbing machines,

to his window cleaners and his squeegees and puts it out in the center in a nice pile.

He sells the school and the maintenance department to the community. Most people who see this say, "We didn't know you use all those things. We didn't know it took all that to maintain a school building. We didn't know that you have so much to do." Soon they'll tell a board member and the board will go and tell other board members. Within reason, you'll get a budget and the things you need merely because you took the time to put it out where people could see it.

Haven't you got more things to show? Aren't you spending as much money as their Miss Jones who puts up a picture painted by four-year old Johnny so that the parents can see it? That's what they do in the classroom, isn't it? Don't you have anything to sell to your community?

The Erie County Competitive Civil Service Association has renewed its plea for the Board of Supervisors to award employes for helpful suggestions.

The association points out that the board back in 1956 set up a Merit Award Board, but then failed to take action to have it function.

Personnel Officer Donald M. Neff was named as director of the board, which was to be composed also of the comptroller, two supervisors and an Erie county resident holding no political office.

The association stated that it was assured in May 1958 the plan had not been forgotten but had been delayed temporarily by unlooked-for difficulties.

Then again in May 1959, according to the group, a promise had been made that the personnel officer would obtain detailed information from executives having suggestion systems to present a workable plan.

### Syracuse

Public Works: Ethel Chapman of the accounting division will attend the legislative committee meeting in Albany on February 10.

A welcome back is extended to Kathleen Yonnick who has returned to work in the buildings and grounds division.

Our sincere sympathies are extended to Jeanne Milovicz, assistant civil engineer, on the loss of her father; and also to the family of Basil Mitchell, engineer, who died during the past week.

**OWN YOUR OWN HOME**  
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## 41 Tax Aides Are Promoted

ALBANY, Feb. 8 — The State Tax Department has announced the promotion of 41 career employees. Top appointments, money-wise, went to Francis Afeitra of Syracuse, and Samuel Michelson, Albany.

The department assigned Mr. Afeitra to its new White Plains district office as a district supervisor at \$10,600 and placed Mr. Michelson in charge of its new Mineola office at \$11,264.

Anthony DiAndrea of Utica has been named supervising motor vehicle license examiner at \$5,476 a year. Helen R. Connelly of Albany has been promoted to head clerk, \$5,670.

Promoted to principal clerk were: Josephine T. Daley, Albany; Irving Surroy, Jamaica, May M. DeSeve and Marie Hickey, both of Albany; Mary McMullen, Sadie Lafford, Nassau; Pauline P. Sheridan, Cohoes; Virginia Smith and Alice M. Stewart, Albany.

Senior clerks: Janet M. Fabricius, Latham; Leah A. Kieper, Albany; Alida J. Loftus, Albany; Max Melinger, Bronx; Betty Melzer, Albany; Edna M. Sherry, Albany; Cary Babjeck, Philmont; Joyce M. Barrows, Albany; Thomas Connolly, Troy; Hilda Davis, Albany; Dorothy Gardner, Albany; Lillian Swann, Albany and Marguerite Walsh, Albany.

Senior file clerks: Shirley Plotkin, Brooklyn; Fannie Hayes, Troy; Hedwig Butrym, Schenectady.

Other promotions: Franklin Rury, Binghamton, as senior income tax examiner; John Donohue, Troy, as senior account clerk; Lillian Silberman, Brooklyn, cashier; John J. Mulroy, Buffalo, as commodities tax examiner; Craig A. Chapman, Buffalo, motor vehicle license examiner; Craig A. Chapman, Buffalo, motor vehicle license examiner; Eric E. Schiller, Broux, senior tax collector.