

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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DISCUSS CSEA LEGISLATION — Joseph F. Felly, right, President of the Civil Service Employees Association, and Dr. T. Norman Hurd, State Budget Director, confer on a fine point of the Association's major salary and retirement legislation during a meeting of the two and members of their staffs at the Capitol last week.

Salary Talks With Hurd Launch CSEA Drive; Meet With Governor This Week

ALBANY, Jan. 22 — The major salary and retirement legislation proposed by the Civil Service Employees Assn. was outlined to State Budget Director T. Norman Hurd and his staff at two separate meetings last week, in preparation for a CSEA conference with Governor Rockefeller today.

Given top priority at the meetings were the CSEA proposals for a 10 per cent salary increase for all State employees and an increased ordinary death benefit, including a minimum benefit of six months' salary.

Also stressed were the CSEA proposals for accrued sick leave week; overtime pay and other portions of the extensive CSEA program.

Heading the CSEA representa-

tion were Joseph F. Felly, president; John T. DeGraff, Harry W. Albright and Frank Laesch, of the CSEA legal staff, and Davis L. Shultes, chairman of the CSEA Salary Committee.

They pointed out that the rea-

sons for the salary legislation are supported by a salary survey made by the Classification and Compensation Division of the Department of Civil Service as well as by a separate survey made by the Employees Association. The studies show plainly the lag in state employees salaries as compared to private industry, and other leading public jurisdictions, they said. The salary proposal, already introduced in the Legislature, was designed to accomplish Governor

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Park Police Won't Take No For An Answer; Go To Grievance Board

Long Island State Park Police have carried their fight for summer vacations to the state government's highest internal tribunal, the State Grievance Board.

A request to review unfavorable decisions on a summer vacation grievance at the local level was forwarded to Board Chairman Edward Meacham by Joseph F. Felly, President of the Civil Service Employees Association, and Stanley Grala, President of CSEA's Long Island State Parkway Police Chapter.

Long Island State Park Commission policy prohibits vacations for Park Police from the third week of May until the third week of September. Commission policy on personal leave also is considerably more stringent during this 17-week period, the park officers maintain.

Background

A grievance on the vacation denial was first brought in December, 1960, to N. T. Landers, Chief of the Park Police Department, who gave an unfavorable decision. An appeal on the chief's decision subsequently was made to Chester R. Blakelock, Executive Secretary of the Commission. He also

denied Park Police summer vacations.

A petition for reconsideration of the rejection, containing additional facts and information, was submitted to the Commission in November, 1961. Early this month Mr. Blakelock said he would not reconsider the grievance.

Chart Aids Case

In the appeal to the State Grievance Board, it was maintained that the contention of the commission is that the great influx of visitors to the park areas during the summer months requires the employment of the full police force.

(Continued on Page 16)

Road Problem Resolved By Civil Service Unit; Shortcut Now Official

ALBANY, Jan. 22—The president of a chapter of the Civil Service Employees Association has proven once again that there's truth to the old saying, "Necessity is the mother of invention."

When construction of a state arterial route really jammed up traffic at the entrance to Albany's Campus Site, state workers began to make their own entrances and exits to the state office building site.

Blazing The Trail

Pioneering aides blazed a trail across the sands of the Campus from state parking areas to Western Ave. Soon hundreds of state

employees were using this overland route, rather than brave the traffic congestion at the Washington Ave. entrance.

Noting the difficulties of employees, John Cosgrove, president of the Civil Service Department chapter of the CSEA, wrote a letter to the Office of General Services suggesting construction of an official road between the parking area and Western Ave.

Not long after his letter, the road was under construction and the blacktopped highway was officially opened for state employee use last month.

More Liberal Military Coverage Offered Under CSEA Group Life Plan

The Board of Directors of the Civil Service Employees Association reviewed and approved on November 30, 1961, a liberalized arrangement relative to CSEA Group Life Insurance coverage during military service which was worked

out with the Insurance Company by CSEA President Joseph F. Felly and the Chairman of its Pension - Insurance Committee, William J. Dugan.

The Insurance Company will prepare an amendment to the present Group Life Policy issued to CSEA for approval by the Association to carry out this change.

The present CSEA contract provides for continuance of the Group Life Insurance at group rates for 120 days after entering active military service on military leave. If the insurance is continued during such period by payment of

premium, there is an additional 31 days after the 120 day period expires during which the employee may convert his insurance and if

(Continued on Page 16)

Highway Engineers Meet In Albany

ALBANY, Jan. 22 — Conferences with state officials and a dinner session were highlights of a two-day meeting of the New York State Association of Highway Engineers held here early this week.

Donald Mullaney, president of the association, reported helpful and informative conferences were held with J. Burch McMorran, superintendent of the Public Works Department, and staff members of the Bureau of the Budget, concerning a number of problems needing solution. Results of the talks will be reported in the near future.

Among the guests attending the dinner was Joseph F. Felly, president of the Civil Service Employees Assn.

How to Write That Bill Is Capital Conf. Meeting Theme

Senator Owen M. Begley, representing Schenectady and Schoharie counties, and Assemblyman Orrin Wilcox of Jefferson County, will discuss Civil Service legislation before the 1962 Legislature at the January meeting of the Capital District Conference, Civil Service Employees Association, to be held at Jack's State Street Res-



SEN. OWEN M. BEGLEY

taurant, Albany, on Monday, January 29, at 5:30 p.m.

Also on the program will be Harry Albright, Jr., associate counsel for the Civil Service Employees Association.

Proper methods for writing legislation will be the theme.

Senator Begley, Democrat, representing the 38th Congressional District, is a native of Schenectady, and is an attorney by profession. He has served as an assistant attorney general for the State of New York and was mayor of Schenectady from 1948 to 1952. He was elected to the State Senate in a special election in 1957.

Assemblyman Wilcox, Republican (Continued on Page 16)

Psychiatric Sets Health Plan Talk

The Psychiatric Institute Chapter, Civil Service Employees Association will discuss health plan choices during its next meeting on Wednesday, Jan. 31 at 4 p.m.

Representatives of Blue Cross, Blue Shield and Group Health Insurance (GHI) will discuss their plans and a question and answer period will follow, according to Salvatore Butero, Chapter president.

The Veteran's Counselor

By FRANK V. VOTTO

Dir., N.Y.S. Div. Vet's Affairs

Questions on veterans' and servicemens' rights will be answered in this column or by mail by the State Division of Veterans' Affairs. Address questions to Military Editor, The Leader, 97 Duane Street, New York 7, N. Y.

Income Waivers

Waivers of all or part of certain benefits by some claimants had been accepted for pension purposes prior to the calendar year 1960. The annual income questionnaire instructions released in January 1961 required reporting of the claimant's total income, including any such amounts which had been waived but excepting those specifically exempted by law. The date such instructions were received will constitute the beginning of a prompt notice period. Therefore, in such cases the following rules will apply:

come is not received before negotiation of the February 1961 check, it will not be considered prompt notice under VA Regulation 1253(D). The amount of pension paid from January 1, 1961, to which the payee was not entitled will be considered an overpayment, subject to the waiver provisions. However, there is protection to pension under laws in effect on June 30, 1960, in these cases since the claimant was receiving pension on that date.

Adjustment

No general review of claims is necessary because of this instruction. Any prior determination that protection does not exist on a basis inconsistent with this instruction will be reconsidered if routinely encountered or when requested by the claimant. If otherwise entitled, such claimant will be awarded pension under the laws in effect on June 30, 1960, effective July 1, 1960, subject to any payments made under Public Law 86-211.

Angelo Mauriello, Commissioner's Father, Succumbs

Angelo Mauriello, father of New York City Civil Service Commissioner Anthony M. Mauriello, died Jan. 18 in the Fleetcrest Hospital, Waterbury, Conn. He had been at the hospital four months recuperating from a heart ailment he suffered last September. He was 95 years old.

He is survived by his wife, Caroline, two sons, Commissioner Mauriello and Ernest of Mount Vernon, and one daughter, Mrs. Margaret Perillo of Waterbury, Conn., seven grandchildren and five great-grandchildren.

O'Connor Seeking Re-election as President

John P. O'Connor, employee member of the Personnel Board of the Board of Education, is seeking reelection for a three-year term.

Mr. O'Connor, president of the Federation of Employees of the Board of Education, was appointed to the Board of Education as a first grade clerk in 1929. He has risen through the ranks to his present position as administrator in the office of school buildings.

The Personnel Board deals with matters in the area of employee relations affecting the welfare of almost 15,000 non-pedagogical personnel in the Board of Education.

James F. Gaffney is chairman of the Committee For The Re-election of Mr. O'Connor.

FOR THE BEST IN
IN ALL SECTIONS — PAGE 11

Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is a vice-president of the public relations firm of Martial & Company, Inc.)

"I'm doing" is the basic idea every elected public official is trying to get across to his public—the voters who put him in office, and who may or may not keep him there.

"We're doing" is what all civil servants should be trying to get across to their publics—the top executive who makes up the budget, the legislators who must pass on the budget, and the taxpayers whose approval or disapproval can make or break a budget.

Thus, the first step in implementing the "doing something" idea is really to be "doing something."

The next step is to get the idea across. We've talked about the use of the press, radio, television, and now we come to a most effective public relations tool — pictures, still or moving, in color or in black and white.

These should be used at every opportunity to tell a story in a way which people will remember. There is solid truth to the saying: a picture is worth a thousand words.

For example: a picture layout showing the New York State Police in action—patrolling traffic, investigating a crime, making a

forest rescue, saving the life of an injured farmer—can be told with far greater impact than with words.

The Long Island newspaper, "Newsday", recently published a three-part series on the work of the Nassau County Police Department. What we remember most of this report were the striking photographs illustrating the articles.

Every government department or agency has a picture story to tell, even a seemingly dull and impersonal department as the Income Tax Bureau of the State Department of Taxation.

They can show electronic machines which help keep accurate taxpayer records to get across the idea that the Income Tax Bureau is a highly efficient branch of government.

Of course, the machines must be there and in actual practice the Bureau must be efficient in order to make a believable story.

Like any aspect of public relations, there must be substance and fact to a story. Pictures or words cannot be used as a "cover-up." They can be used only to tell an honest story to win the good public relations an agency has earned and deserves.

IN CITY CIVIL SERVICE

Health Insurance Plan Committee Sets Meeting

The health insurance plan advisory committee of Teachers and Administrative Employees of the Board of Education resolved that the members of all participating groups should indicate to the Mayor and the Board of Estimate their keen interest in the administration's approval of the "Choice of Plans."

All participating groups are urged to send their representatives to the next meeting which will be held on Wednesday, February 28,

at the Donnell Library. At this meeting there will be a clarification of the benefits to subscribers offered in such of the four plans. Active interest and participation are essential to provide improved health insurance for the employees of the Board of Education.

Former Student at Internal Revenue Unit Joins Columbia Council

Lt. Mario Biaggi, president of the Grand Council of Columbia Associations in Civil Service, representing 75,000 members in City, State and Federal departments, as well as industry and cultural organizations, now serving as Governor Nelson A. Rockefeller's director of Community Affairs for the New York State Housing Division, has announced the newest affiliated Columbia Association of the Grand Council — the Columbia Association of the Bureau of (Continued on Page 9)

the Civil Service Travel Club announces CARIBBEAN FUN CRUISE

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MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

CSEA Mental Hygiene Representative

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

Mental Health Spending

THE SPECIAL GOVERNOR'S Conference on Mental Health met recently and advocated substantial increases in spending for mental health programs by all levels of government.

THE GOVERNORS called attention to the recommendation of the Joint Commission on Mental Illness and Health that local, state and federal expenditures work to triple expenditures in the field of mental illness over the next ten years.

FEDERAL PARTICIPATION in mental health financing was clearly the major area of concern at the conference. Equally clear was the general sentiment that control of mental health programs must remain with the state.

OUR MENTAL hygiene workers are very definitely interested in programs that will improve the care of the mentally ill. They are also interested in better salaries so as to be able to remain and produce more efficiently in the care of our mentally ill citizens.

IN A SESSION on financing recommendations of the commission, Gov. Norman A. Erbe of Iowa declared that whole state efforts could be supplemented by federal, local or private funds, or by activity at the federal or local level, "state government must provide the leadership and direction in the field of mental health in each state."

GOV. ROBERT B. MEYNER of New Jersey, discussing the obligations of county and city governments, maintained that these units should be full partners in the planning and supporting of mental health services and should be participants in underwriting the cost. He described as a "Frankenstein" the proposed federal expert committee with "so much power through the control of vast federal sums to mold the nature and development of mental health service in all the 50 states. There is strong support," he said, "for the argument that the tax dollar which is spent under the authority and responsibility of elected officials who are real-life citizens in everyday contact with their constituents will be spent more efficiently and effectively than the tax dollar which is sent to Washington."

DR. PAUL H. HOCH, our Commissioner, called for independence in research at all levels. He contended that research in psychiatric fields should not be the sole responsibility of the federal government. "Even with the best of intentions, research policies cannot be formulated with the flexibility that is needed, and different research approaches cannot be considered as fairly if the decisions of policy making in this field were to be in one hand."

PRESIDENT KENNEDY has named a panel of federal administrators to analyze the report of the Joint Commission with a view to determining what should be the federal role in the mental health field and what responsibility should remain with the states, localities and private groups. The deliberations of this panel will have crucial implications for future federal - state relations in the field of mental health.

Tribute To Solod

CORRECTION, MENTAL hygiene and all civil service representatives that knew him were saddened by the loss of Jack Solod, delegate from Woodbourne Prison. His death is a blow to CSEA as he worked hard and long for many years in the fight to help civil servants obtain their goals and objectives. We especially are depressed by his passing—he was a real friend.

Niagara Chapter Hears About Group Life Plan

LOCKPORT, Jan. 22 — Thomas P. O'Connor, assistant manager of the Goup Department of the Travelers Insurance Company, Albany, was the guest speaker at a dinner meeting of the Niagara chapter, Civil Service Employees Association, Jan. 18 at Fieldstone Manor, Lockport, Viola Demorest chapter president announced.

Mr. O'Connor reviewed and explained the CSEA Goup Life Insurance and made arrangements for an open enrollment period to extend the coverage to CSEA members in Niagara County. He also conducted a question and answer period to advise members of the many provisions available while in active service or at retirement.

Mr. O'Connor said that, if the extension of the plan qualifies in Niagara County, all members will be enrolled without a medical examination, regardless of physical condition or occupation, through age 69.

Miss Demorest said the chapter's recently launched membership campaign is moving along accord-

ing to plan with the able assistance of two former U. S. Marine Corps sergeants, Patrick G. Rogers and James Powers, now CSEA field representatives.

Niagara County employees are extremely anxious to have the group life insurance program installed, Miss Demorest said, and for that reason, the current chapter members are going "all out" to enroll their fellow employees as CSEA members in order to qualify for the life insurance plan. Sixty per cent of the county employees must be members of CSEA to qualify for the life insurance program.

Tonawanda Aides Given 3% Raises

BUFFALO, Jan. 22 — The Town of Tonawanda board has granted 3 percent wage increases to all employees earning less than \$8,000 annually. Supervisor Henry J. D-wilt said the increase, effective Jan. 1, will go to 318 town workers.

Central Conference And Workshop to Meet In Syracuse on February 10

The New Hotel Syracuse Country House is the location set for the winter meeting of the Central New York Conference and Workshop at Syracuse, New York, on Saturday, February 10.

Final plans were announced recently by Mrs. Florence A. Drew, Binghamton, New York, President of the Conference. The Syracuse chapter, Margaret Obrist, President, will act as host. Special plans have been made by Syracuse chapter, which will celebrate its 25th anniversary at its annual dinner dance with chapter members and Conference and Workshop delegates who are expected to attend in record numbers.

The customary morning meeting of Chapter presidents will take place at 10 a.m. in the Western Room of the Country House. A special program has been planned. The focal point of the meeting will be a discussion on ways and means to make the conference program more meaningful to Conference members.

Conference President Mrs. Drew will preside and Robert Wilbur, Rome State School will act as moderator. Because of the importance of this session, many Chapter presidents are planning to arrive in Syracuse on Friday night in order to participate fully in the deliberations of this important group. The delegates will meet for lunch at 12.30 p.m. in the Red Surrey Room.

Afternoon Program

The afternoon agenda starts at 1:30 p.m. with the Conference delegates meeting in the Western Room and the County Workshop delegates in the Eastrn Room for their formal business sessions. At 3 p.m., both groups will unite for a joint meeting and program in the Red Surrey Room to participate in a combined program. Two main speakers will participate. These are Maxwell Lehman, First Deputy Administrator of the City of New York and former editor of the Civil Service Leader, and Maurice Warren, Director of the Syracuse Region of the Social Security Board. A social hour will take place from 5:30 to 6:30 in the beautiful Bridge Lounge with dinner scheduled at 6:30 in the main banquet hall to be followed by entertainment and dancing.

The winter business meeting of the Conference will be under the direction of Mrs. Florence A. Drew. In addition to regular business, various Conference committees will make their reports.

At the same time, in the Eastern Room, the County delegates will convene under the leadership of President S. Samuel Borelly. An agenda of particular interest to members of various County Chapters has been planned.

Syracuse Chapter Dinner

The highlight of the meeting will be the 25th annual dinner-dance of the Syracuse chapter, at which Theodore Wenzl, State treasurer of the Civil Service Employees Association, will function as toastmaster. The principal speaker will be Lawrence M. Rulison, Senator from the 44th Senatorial District of Onondaga County.

Many outstanding personalities in the legislative and civil service world will be present to join with members of the Syracuse Chapter as they celebrate their silver anniversary as one of the oldest chapters in the Civil Service Employees Association.

The social activities of the Conference will be conducted under the direction of Chairman Marion Wakin (Oneonta), assisted by Al Dexeimer (Binghamton); Georgiana Stenglen (Willard); Irma German (Rome State School);

Gertrude White (Marcy) and Joseph Mahaney (Oneonta).

The Syracuse chapter has been working for many months in the planning of this important affair. The General Chairman for the occasion is Helene M. Calahan. She has been assisted by many members of Syracuse Chapter who have been working on various committees.

Present officers of the Conference are President, Mrs. Florence A. Drew (Binghamton); First Vice-President Edward Limner (Willard); Second Vice-President, Tom Ranger (Upstate Medical

Center); Secretary Gertrude H. White (Marcy) and Treasurer Irma German (Rome).

Officers of the Central New York Workshop are S. Samuel Borelly (Utica), President; Kenneth Hulburt (Johnstown), Vice-President and Mary Manning (Ogdensburg), Secretary-Treasurer.

Officers of Syracuse Chapter are President Margaret R. Obrist; First Vice-President John R. Riley; Second Vice-President Helen M. Hanley, Third Vice-President Raymond Field; Secretary Agnes M. Weller; Treasurer Ida C. Meltzer; Executive Secretary Doris LeFever and immediate past President Peter B. Volmes.

Where To Get Tickets

Cost of the dinner tickets will be \$5 per person, which includes the social hour. Delegates and others planning to attend this meeting should send their reservation to Raymond Field, Tax Department, 4th Floor, State Office Building, Syracuse 2. It is requested that reservations be accompanied by check.

Hotel reservations should be made directly with Hotel Syracuse Country House, Thruway Exit 38 and Interstate 81, 1308 Buckley Road, North Syracuse 12, New York. Mark your reservation to the attention of Mr. Van G. Sterio, Reservations Manager. A special rate has been made for "two-to-a-room."

Hear Merit System Talk In Potsdam

At the January meeting of the Potsdam chapter, Civil Service Employees Association, in Potsdam, N.Y., President Harold Conant introduced Ambrose Donnelly, CSEA field representative, who spoke to the chapter on "Civil Service Lists - Why are they so easily circumvented when appointments to jobs are made?"

A most informative meeting was held. Mr. Donnelly spoke on the merit system which came into being about 75 years ago gradually displacing the "spoils system." And how today we must maintain constant vigilance to protect rights of civil service.

And how we are weakening the whole system in the state by hiring non competitive people, and by the practice of keeping temporary people in jobs and ignoring lists.

This is where policing must come in. Mr. Donnelly says the issue must be forced. Harold Conant suggested that somehow copies of the lists should be sent to Civil Service presidents or at least be made available to them so that flagrant violations could be made public.

Jefferson County Approves \$64,000 In Pay Increases

WATERTOWN, Jan. 22 — The Jefferson county board of supervisors has approved a \$64,000, 1962 budget item for boosting pay of officials and employes.

The salary increase came after a survey by the consulting firm of Barrington & Company, New York. The firm made an evaluation of county jobs, including a study of re-assignment of work requirements to keep sometime idle workers busy by serving similar departments where work loads increase-temporarily.

It was estimated that about \$23,000 of the total increase is reimbursable from the state for welfare department salary increases.

Seminar to Improve Office Efficiency Being Held in Albany

ALBANY, Jan. 22 — A seminar on "Improving Office Efficiency through Manual, Mechanical and Automated Methods" is being sponsored by the Albany Chapter, National Office Management Association, on Wednesday, Jan. 24, at the Crossroads Restaurant, Latham, from 3 to 9 p.m.

Vico E. Henriques, electronics data processing consultant, from the New York State Division of the budget will deliver the keynote address. The panel members who will present methods of improving office efficiency are Victor T. Dollery, manual methods, Robert Wick, mechanical methods, and Douglas R. Stevenson, automated methods.

Dr. Milton C. Olson, director of Business Education, State University College of Education, Albany, will be moderator for the program.

The panel presentations will be followed by small discussion groups led by panelists. Following dinner, the conclusions of the group discussions will be summed up and presented to the floor with an opportunity for questions from the floor.

Edward Heffner of the Addressograph-Multigraph Co., 1535 Western Ave., Albany, is in charge of registration.

Where to Apply For Public Jobs

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

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

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

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

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

STATE — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St. telephone BArcley 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; Room 100 at 155 West Main Street, Rochester (Wednesdays only); and 141 James St., Syracuse (first and third Tuesdays of each month).

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

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

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

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

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

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

U.S. Service News Items

Graduate Study Program Offered U.S. Employees

A new Career Education Awards Program for Federal employees has been announced by the National Institute of Public Affairs and the U.S. Civil Service Commission.

The program will enable promising young Federal employees to attend school for a year of graduate study.

Using funds provided by the Ford Foundation, the National Institute of Public Affairs will select the awardees and will meet tuition costs and personal expenses for up to 50 such career employees each year.

These employees will have demonstrated their ability and potential for further advancement on the basis of employment experience during four to six years with the Federal Government.

To assist universities in the development of programs to meet educational needs of the awardees, the Ford Foundation grant provides for funds to aid the universities which award recipients will attend.

Admiral Roland Promoted to Asst. Commandant Post

President Kennedy last week nominated Rear Admiral Edwin J. Roland, USCG, to the post of Assistant Commandant of the U. S. Coast Guard, with the rank of Vice Admiral. He succeeds Vice Admiral James A. Hirshfield, USCG.

Admiral Roland is currently Commander of the Third Coast Guard District and Commander, Eastern Area—positions he has held since July 1, 1960. As Commander of the Third Coast Guard District, he is responsible for Coast Guard activities in New York, New Jersey, Pennsylvania, Delaware, Connecticut and Vermont.

In his capacity as Commander, Eastern Area, Admiral Roland is concerned with Search and Rescue and flood relief work in the Eastern two-thirds of the United States and for the operations of U. S. Ocean Stations in the Atlantic Ocean.

First Army Gets Three Top Incentive Awards

In a ceremony observing the 79th anniversary of the signing of the Civil Service Act, First U.S. Army Chief of Staff Brig. Gen. Howard Snyder accepted an incentive award for Headquarters, First U.S. Army, from the Federal Incentive Awards Association of Metropolitan New York recently.

Headquarters First Army achieved its first place award for the rate of improvements suggestions submitted and adopted during the fiscal year 1961 for federal agencies with more than 8000 civilian employees.

Other First Army awards went to Ft. Wadsworth with civilian employees not exceeding 1,000. This award was accepted by Col. Edmond Rowan, Commander of the Staten Island Post. Col. William A. McNulty, Post Commander of Ft. Jay, Governors Island, accepted the award in the 1,000 to 8,000 civilian employee grouping. The other first place award went

to the New York Civilian Personnel Office, U.S. Air Force, in the 2,000 to 8,000 category. A Certificate of Merit was presented to Andrew F. Kaye, Executive Secretary First Army Incentive Awards Review Committee, for his efforts in furthering the objectives of FIAA.

Coast Guard Auxiliary Begins Winter Courses

A review of 1961 small boat accidents in the Third Coast Guard District shows that the Coast Guard in this area participated in more than 7,000 assistance cases, with the Coast Guard Auxiliary assisting an additional 639 boatmen.

The Coast Guard Auxiliary maintains that thoroughness in the educational approach to boating will reduce greatly the number of pleasure boat "assists" which tax already overburdened rescue facilities.

Whether a person is a new boatman or a seasoned skipper, there is a course of instruction designed to help the operator become more acquainted with procedures and practices for safety afloat, the Coast Guard said.

The Basic Seamanship and Small Boat Handling Courses deal in eight lessons, with a comprehensive but practical study of boating which covers seamanship, aids to navigation, piloting, rules of the road, safe motorboat operation and accident prevention.



40 TERMINAL YEARS — Otto J. Klecak, employee in the storage branch of the supply and service division at Brooklyn Army Terminal was recently presented with a length-of-service pin for 40 years of Federal Service. All of the 40 years were spent at the Terminal, and all in the same Division, with the exception of 18 months of pre-Pearl Harbor Army duty.

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ACCIDENTS take a TERRIBLE TOLL...

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It's a fact, each year millions of Americans lose billions of dollars in lost wages as a result of accidents and sickness. Statistics show that 1 out of 3 people will be disabled before age 65, and approximately 1,000 people are permanently disabled due to accidents alone each day!

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Earn While Learning

US Student Trainee Jobs Always Open; Pay to \$77 Weekly

Qualified high school and college students are being offered part-time trainee positions with the U.S. Government under its Student-Trainee Program.

Students are allowed, under the terms of the program, to complete their educations while working in the field of their educational choice. Hours are arranged to coincide with school programs during the school year and those participating are offered summer employment.

Students may earn as high as \$77 weekly while completing their education. Salary is based, in all cases, on hours worked and educational achievement.

Students may alternate periods of school attendance and employment, may be employed part-time while attending school, or may work during school vacation.

The student trainee program offers students the opportunity to train in nearly 20 occupational fields, mostly in the science and engineering field.

The student-trainee program is designed to recruit college students and well-qualified high school seniors for student-trainee employment opportunities offered with Federal agencies throughout the country. Most of the opportunities are in physical sciences, engineering, and agricultural sciences, with limited opportunities in economics, statistics, and accounting.

Nature of Program

The program enables students to work in their fields under the guidance of experienced and capable professional employees. It also gives trainees an opportunity

Employment Up In State, Report Shows

Employment in New York State for the month of November stood at 7,415,000, an all-time high for the month, State Industrial Commissioner M. P. Catherwood has announced.

The unemployment figure for November was estimated at 405,000 or a rate of 5.2 percent. This was slightly lower than in November of last year and made November the first month in 1961 in which the unemployment rate dropped below the 1960 rate for the same month. As a result of a seasonal decline in farm jobs, the November unemployment rate was three-tenths of one percent higher than the October figure of 4.9%.

Almost all major labor market areas reported fewer unemployed and lower unemployment rates in November 1961 than in November 1960, Commissioner Catherwood reported.

To Boost Milk Sales

ALBANY, Jan. 22 — James R. Donnan of Galway has been named to the Governor's Committee for the Increased Use of Milk.

to observe and participate in an agency's work and decide whether they later would like to join it for a career. Programs for trainees are offered mainly at Federal research laboratories and offices from coast to coast.

The written examination is required for all grades of occupational options under the program. Tests will be held every month. Applications generally must be filed about three weeks before the test date. Eligibility in the student-trainee test is good for five years or until graduation from college. Applications rated eligible since September 1959 need not re-take it.

After graduation trainees may be appointed to full-time professional, technical and other positions at \$4,345 a year. However,

those with outstanding academic records or those with at least a year's work experience under the program may receive \$5,355 a year.

Students must apply for employment in the specialized field consistent with their college or high-school studies. Applicants interested in vacation work programs should apply for the examination early in the school year to assure greatest consideration for jobs next summer.

Additional information and the application card, Form 5000-AB, are available from college placement offices, post offices, or Boards of Civil Service Examiners at many Federal installations, civil service regional offices, or the U.S. Civil Service Commission, Washington, D.C.

Teach in Institutions For New York State; Jobs Begin at \$5,020

Institutional teachers in nearly all fields of education are being recruited by the State of New York for positions paying from \$5,020.

No written test is required. Ratings will be made from information given by applicant's in training and experience questionnaires. An oral test may be given to candidates who qualify on the basis of the questionnaire.

Vacancies are in the Departments of Correction, Health, Mental Hygiene and Social Welfare.

Minimum requirements for institution teachers are college graduation and completion of the necessary teaching requirements for the provisional State teaching certificate. Senior institution teachers must have a permanent

teaching certificate and two years of experience.

Applications and further information may be obtained from the Recruitment Unit, New York State Department of Civil Service, Box 12, The State Campus, Albany 1, N. Y.

B'klyn Savings & Loan Reelects Five to Board

Frederick H. Viemeister, President and Chairman of the Board of the East Brooklyn Savings and Loan Association, announced that Sydney H. Atkinson, Winfield S. Burns, Hon. J. Francis Lynch and Frederick H. Viemeister were re-elected directors of the Association for three-year terms at the annual meeting recently.

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Today's Civil Service Exams require a broad knowledge of many diverse subjects. Competition is extremely keen in Entrance and Promotional tests. A high rating is necessary to obtain a position on the Eligible Lists that will assure early appointment. Half-hearted study methods lead only to disappointment! Thousands of men and women have found SPECIALIZED DELEHANTY PREPARATION to be the key to success. Fees are moderate and may be paid in installments. Classes meet at convenient hours. Be our guest at a class session of any course that interests you and convince yourself of the wisdom of making this small investment in your future.

Applications Close Jan. 23. Written Exam April 14 CORRECTION OFFICER - \$7,585 After 3 Years

Full Civil Service Benefits—Excellent Promotional Opportunities
MEN ONLY—20 to 31 Years of Age—MIN. HGT. 5 Ft. 7 1/2 In.
Complete Preparation for Both Written & Physical Exams
Attend 3 Lectures and 3 Gym Classes Every Week
MANHATTAN: MON., TUES. & FRI. at 1:15, 5:30 or 7:30 P.M.
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Your exam date has been definitely set. ANY DELAY IN STARTING PREPARATION WILL SERIOUSLY IMPAIR YOUR CHANCE OF SUCCESS! The record achieved by Delehanty students in these exams has always been outstanding. You have but to look at the results in order to realize that Delehanty Training will enhance greatly your opportunity to secure a high rating and early promotion. START THIS WEEK AND ATTEND REGULARLY!
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5% to 10% Improvement May Make a Difference of 2 Years or More!
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3.—Toe a line and leap forward with both feet at one time, making a broad jump of 7 ft. 8 in.
Supervised training in our specially equipped gymnasiums should enable you to achieve 90% or better in Official Exams.
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Tuesday, January 23, 1962 31

Retirement Field Needs Some Original Thinking

IT is interesting to note that during this current session of the State Legislature, public employee organizations are focusing much more attention and effort on securing guaranteed half-pay pension plans from their retirement systems. And a good thing it is, we say.

For some years now, a number of powerful factors have tended to water down the values of pension plans for public employees, pension plans which originally were leaders in the retirement field and an example to employees in private jobs. Inflation, excessive borrowing of paid-in funds, indiscriminate increases in benefits to one employee group at the expense of another, etc. are some contributing causes. The result has been to nullify and complicate much of the original good intentions of these retirement plans, once a major attraction of the civil service.

Several employee organizations, notably the 98,000-member State Civil Service Employees Association and the large New York City Patrolmen's Benevolent Association—are deeply engrossed in studies and efforts to amend the current difficulties which work against public employees being assured a decent retirement income. The Employees Association has even conducted its own survey of the State Retirement System. The PBA this very year is introducing legislation designed to guarantee retired patrolman a half-pay plan.

These efforts are commendable and a service to the people these organizations serve. But we feel it is incumbent on the State and City to do some drastic and original thinking in this field. There has been much talk on the possibility of variable annuity retirement plans, but little real study made of the issue. There has been much talk of consolidation of retirement plans into a uniform benefit. But the whole thing is being done piecemeal and we feel the issue is important enough to warrant a major program of study and action, without the retarding effects of party politics or personal interest groups.

This is not to say that the State or the City have made no effort nor increased the worth of their respective retirement systems. But it would appear that a much more imaginative approach to the whole problem needs to be taken.

While we applaud, for instance, the State's approval of a vested interest in the Retirement System by employees who leave before retiring we must point out how the benefit is reduced by requiring that the age to draw benefits is 60 instead of 55. Some persons earn less interest on their funds than others. Benefits themselves vary.

It would seem that the words "uniformity" and "guaranteed" describe the basis on which an overhaul of all these retirement systems must be constructed.

There is sufficient employee-sponsored legislation in the hands of our lawmakers to authorize the needed action in this area. Let us hope that 1962 will be the year of enlightenment in the retirement field.

Lefkowitz Named State Employees' USO Chairman

Louis J. Lefkowitz, attorney general of the State of New York, will serve as chairman of the State Employees Division of the USO of Greater New York in its current campaign to expand USO facilities throughout the world.

This was announced recently by Major General Melvin L. Krulwich, USMCR (ret.), chairman of the New York State Athletic Com-

mission and campaign chairman of the New York USO. To keep pace with the morale needs of America's armed forces, the USO this year seeks \$11,525,000 nationally, of which New York City's fair share is \$1,250,000.

DA Becomes Judge

ALBANY, Jan. 22 — Governor Rockefeller has appointed Robert J. Trainor, district attorney for Westchester County, as judge of the County Court. He succeeds Joseph F. Gagliardi, recently elected to the Supreme Court.

LETTERS TO THE EDITOR

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

Thanks Leader For Support

Editor, the Leader:

I think that I represent all members of New York City Civil Service when I say thank you to all who helped support legislation for repeal of the Lyons Law on residency.

Your editorials and stories added great weight to our fight to repeal this restriction on city employees. I have wanted to purchase a house on Long Island for some time but the residency restriction was a barrier. I know many did disregard the ban but I did not want to get caught.

I know many people who would like to work for the city but were held back. Now, I know they will file and accept such employment.

S. KOCH,
BROOKLYN

Social Security

Below are questions in 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.

I am 67 years of age. I inquired at the social security office when I was 65 and was told that I had not worked long enough under social security to get retirement benefits. Have been told that the law has been changed and that it is now easier to qualify. Is this true?

Yes, and I suggest that you get in touch with your nearest social security office right away. The 1960 amendments to the social security law have reduced the amount of work required by about one third. You may now be entitled on your wage record. If you reached 67 in 1960, you will need 2½ years of work to qualify for retirement benefits. Under the old law, you would have needed 3½ years of work under social security in order to get benefits.

Does this new rule regarding work apply to younger workers, as well as older ones?

The amount of work required for the payment of retirement or survivors benefits has been reduced for anyone will reach retirement age before 1982. A man becoming age 65 after 1981 or a woman becoming age 62 after that year will still need 10 full years of qualify for retirement benefits.

How often should I check my social security account?

You should check your account at least once every three years. This can be done by completing a special card and mailing it to Baltimore, Maryland. All it costs you is a three cent stamp.

I work for a few weeks every Christmas season. Why do I have to pay social security taxes on this employment? Surely I'll never be able to receive any benefits from this small amount of work.

This is not necessarily so. It is



Civil Service LAW & YOU

By HAROLD L. HERZSTEIN

Mr. Herzstein is a member of the New York bar

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

Queens County Saves the Day

GOOD THINGS happen in Queens County!

IN NEW YORK City, Queens is known as the civil service county. Local employees, for the most part, must be New York City residents. As their salaries have increased they have moved to new apartments and small houses in Queens. Many State and Federal employees live there too. Go to almost any club dinner or club meeting in Queens, and you will find a civil service majority or certainly what seems like such a majority.

JUDGE HAROLD J. Crawford, of Queens County, just rendered an excellent opinion on a civil service matter, which I would like to write about briefly. (Matter of Conner (Trussel)). He took advantage of several phases of recent cases for the civil service, and not against them. It pays to look into this opinion and to expand it if possible.

What Happened

THE PLAINTIFF was a pupil nurse in the Queens General Hospital which is part of the New York City Department of Hospitals. She claimed that she had been dismissed, and that at the time of her dismissal she was forced to sign a resignation. She also claimed that her dismissal was not founded on any fact or reason and that no legal ground existed for it.

SHE GOT BACK all right. Judge Crawford took good care of that! I do not know him. However, I wish that all our officials had his courage!

Issue No. 1

THE FIRST issue raised by the City was the petitioner's right at all. She was not in the competitive class and the Court agreed that ordinarily a person not in the competitive class could be removed without a hearing. However, the court, in reliance upon Matter of Edell v. Municipal Broadcasting, 9 Misc. 2d 220, held that a court will interfere where "the action of the administrative body was arbitrary, capricious, in bad faith or unlawful." The Edell case is about two years old. Under it non-competitive employees are getting, in cases where the courts are sympathetic to their causes, the same treatment as competitive employees. It is good, and it is to Judge Crawford's credit that he made it.

Issue No. 2

IN THE second issue, Judge Crawford ruled that the action of the city was arbitrary and capricious. It had denied that, and claimed that the petitioner failed to maintain the standards of the school. "Continued failure of clinical practice," said the City.

THE CITY took a very poor position in regard to its proof of this Issue No. 2. For example, it failed to provide the Court with either a copy of the petitioner's official transcript or academic record or with a copy of the official standards of its school.

THE CITY did not dispute the accuracy of some papers submitted by the petitioner however. For example, it did not deny the authenticity of certain documents submitted to the Court by the petitioner, among which were one purporting to be the educational policy of the school and another giving the evaluation of its pupils which showed that the petitioner ranked thirteenth out of the thirty-one pupils in her class.

THE SCHOOL had written to the petitioner's parents and told them that she could do better in a different type of school. This did not look very well as it was in conflict with the facts—something which Judge Crawford pointed out forcefully.

The End

THE JUDGE ended his opinion stating:

"Accordingly, the relief sought in the petition is granted and the petitioner will be restored to a position in the Queens General Hospital School of Nursing. The class of which she will be a member and the date she will return to her aforesaid employment will be settled in the order to be entered hereon."

THE CITY had taken no appeal. All's well that ends well.

possible to qualify for benefits based only on part-time work of this sort. You might receive only the minimum retirement benefit of \$40 a month, but this would no doubt be a welcome addition to other retirement income you might have.

I became disabled in 1957. In 1958 I began receiving monthly social security disability benefits. My doctor has now advised me that I might be able to do some light work. Will my social security disability benefits stop if I go back to work?

A trial work period is provided, during which you continue to receive your disability benefits while you attempt to work, even though you are still disabled. This period lasts nine months. After this time, a decision is made as to your ability to engage in substantial work. If your disability is terminated, your benefits will continue three months after the ninth month of work. Of course, the trial work period does not apply to an individual whose condition had improved so that he is no longer disabled and can work once more.

Saturday's Steno & College Aide 'B' Test Answers

Following are the official tentative key answers for two New York City exams given last Saturday: senior stenographer, and college office assistant "B". Both exams combined open competitive and promotion tests.

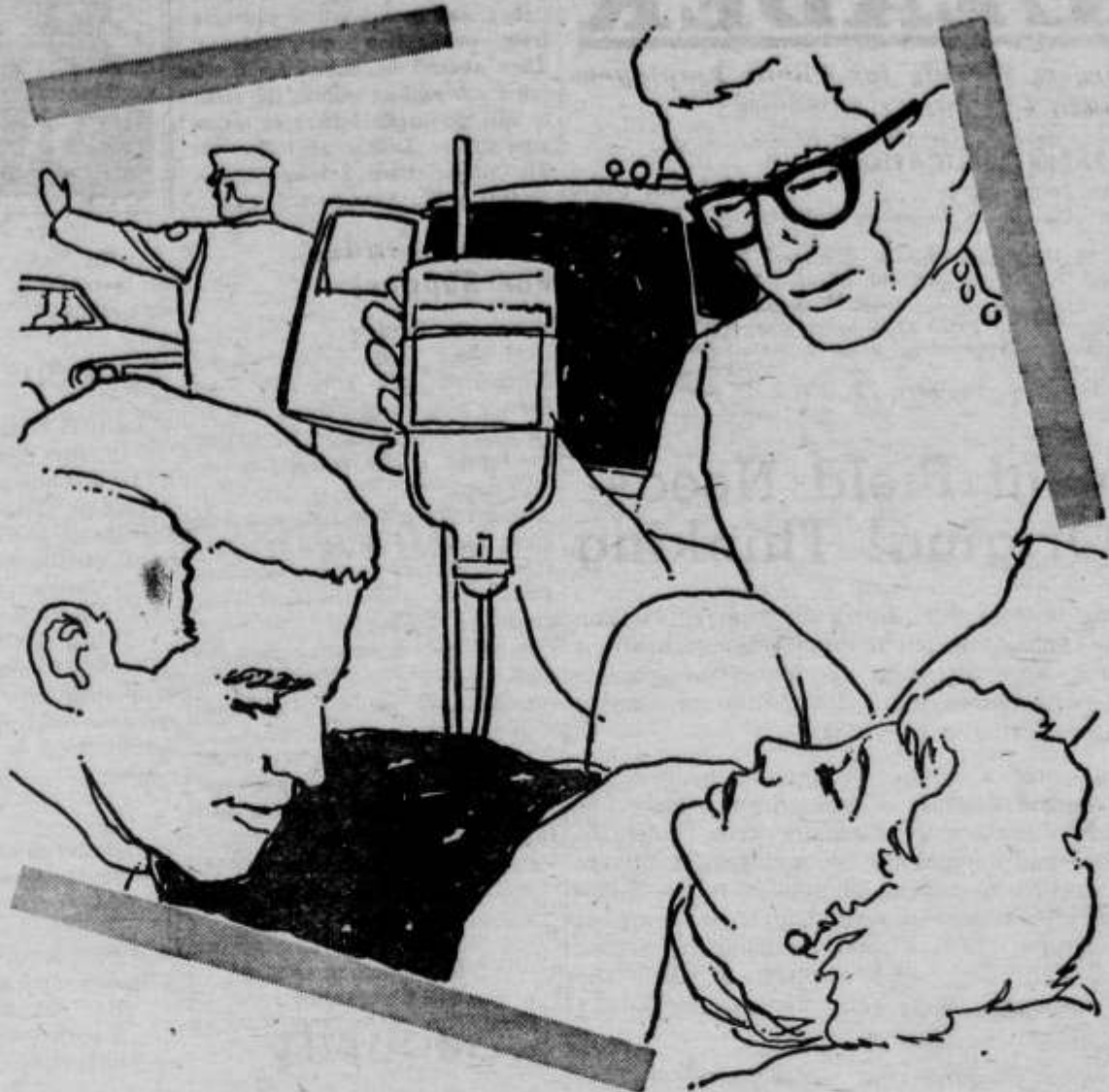
Protests of these answers must be filed no later than Feb. 7 with the City Civil Service Commission.

Senior Stenographer

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

College Office Assistant 'B'

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



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SPECIAL BRACES, TRUSSES, EQUIPMENT (purchase or rental of crutches, wheel-chairs, prosthetic devices, etc.)

OXYGEN (out of the hospital)

HOSPITAL CARE, MENTAL AND NERVOUS DISORDERS (in a general or private hospital for more than thirty days)

PSYCHIATRIC CARE BY PHYSICIAN (at home, in nursing and convalescent homes, Rehabilitation Centers or at specialized Patient Care Institutions.)

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File Continuously With City

The City of New York has over 20 examinations, for jobs in various departments and locations, which are open for the filing of applications on a continuous basis.

For most of the exams, applications are available at the Applications Section, New York City Department of Personnel, 96 Duane St., New York 7, N. Y.

The titles, with salary ranges, are:

- Assistant accountant, \$4,850 to \$6,290.
- Assistant architect, \$6,400 to \$8,200 a year.
- Assistant civil engineer, \$6,400 to \$8,200 a year.
- Assistant mechanical engineer, \$6,400 to \$8,200 a year.
- Assistant plan examiner (buildings), \$6,750 to \$8,550 a year.
- Civil engineering draftsman, \$5,190 to \$5,590 a year.
- Dental hygienist, \$3,500 to \$4,850 a year.
- Junior civil engineer, \$5,150 to \$6,590 a year.
- Junior electrical engineer, \$5,150 to \$6,590 a year.
- Occupational therapist, \$4,250 to \$5,330 a year.
- Patrolman, \$6,133 to \$7,616 a year.
- Public health nurse, \$4,590 to \$5,150 a year.
- Recreation leader, \$4,550 to \$5,990 a year.

- Senior street club worker, \$5,150 to \$6,590 a year.
- Social Investigator Trainee, \$4,850 a year.
- Social case worker, \$5,450 to \$6,890.
- X-Ray technical, \$4,000 to \$5,080 a year.

Secretarial Jobs

For the following secretarial jobs, apply to the Commercial Office of the New York State Employment Service, 1 East 19th St.,

Manhattan. After passing the test there, candidates will be given City application forms, which they will then file at the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

- College office assistant A, \$3,700 to \$5,100 a year.
- College secretarial assistant A, \$3,700 to \$5,100 a year.
- Stenographer, \$3,500 to \$4,580 a year.
- Typist, \$3,250 to \$4,330 a year.

Parties of Four Can Save Money On March Caribbean Cruise

While the lowest-cost space aboard the S.S. Atlantic, which will carry civil servants and their friends to the Caribbean March 16 is gone, the Civil Service Travel Club, Inc., announced a formula last week by which travel savings could still be affected. Any four men or four women who wish to share a four-berth cabin may save money in the following manner. Two persons will be charged the full rate for the

space and two persons will be charged the minimum rate of \$350. Between them, the overall price may be averaged out and shared.

While a good selection of space is still available, those planning to take this sunshine cruise are advised that immediate application is needed to get the type of cabin they want.

Reservations and bookings may be made by writing to Civil Service Travel Club, Inc., Time & Life Bldg., New York 20, N.Y. Bookings also may be made in the Albany are by contacting Hazel Abrams, 478 Madison Ave., Albany, telephone HE 4-5347, and in the Long Island area by contacting Irving Flaumenbaum, P.O. Box 91, Hempstead, L.I.

Best Season

This two week cruise leaves at the most desirable time of the year and will visit six colorful Caribbean ports. These include San Juan, Puerto Rico; St. Thomas in the Virgin Islands; Port de France, Trinidad, Curacao, and Kingston, Jamaica.

Four members will receive their land tours free of charge. Shipboard activities will include a "Welcome Aboard Party," swimming, dancing, parties and sheer leisure.

Those in the New York Metropolitan area wishing telephone information may call JU 2-3616.

(Further Details on Pg. 20)



BEST WISHES — New Buildings Commissioner Harold Birns congratulates Commissioner Peter J. Reidy of the Department of Public Works after presentation of a desk set. Commissioner Reidy was replaced in the Buildings Department by Commissioner Birns when he moved to the Public Works Department. The presentation was made during a dinner tendered by members of the Department of Buildings. Pictured are, left to right; Deputy Commissioner Judah Gribeth, Commissioner Birns, Commissioner Peter Reidy and Deputy Commissioner William Kane.

Hughes Evening High School Has Enlarged Program

The Charles Evans Hughes Evening High School will open its next semester with a newly expanded program when registration begins on Monday, Jan. 29. The school is located at 351 West 18th St.

All the services of the school are offered free to students over 17 whether or not they are high school graduates.

A person may start on a course of academic, commercial or general studies or continue any such course from where he had previously left it.

Science, mathematics, English, speech, foreign languages, stenography, typing, bookkeeping and history make up part of a schedule of classes enriched by courses in television and radio repair, dressmaking, art, millinery and many other courses.

Further information may be obtained by calling CHelsea 3-6700 on any evening between 7 and 9 p.m.

Fort Hamilton Has Clerk-Typist Jobs

The headquarters unit at Fort Hamilton, Marine Avenue and Fort Hamilton Parkway, Bay Ridge, Brooklyn, is urgently in need of clerk-typists, GS-3, \$3,760 to \$4,390 a year. Applicants may visit the Post or call SH 5-7900, ext. 22233, for further information.

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Service Pins Given In State Labor Dept. To Syracuse Aides

SYRACUSE, Jan. 22—State Labor Commissioner Martin P. Catherwood recently presented 20-, 15- and 30-year service pins to 23 employees of the Syracuse office of the State Labor Department.

Receiving 30-year pins were Kathryn V. Purcell and Helena M. Dwyer.

Seven employees received 25-year pins; Catherine F. Blaich, Kyran W. Egan, Sumner Forward, Le-land Gardiner, Grover C. Hubbell, Catherine L. O'Connell and Charles Rose.

Those awarded 20-year pins were: Henrie M. Allen, Patrick E. Fennelly, Jeanette Hodge, Mary O. Hogan, Constance Hughes, Florence Jones, Agnes C. Learney, J. William Lowenstein, Olive P. Hahan, Mary M. McDonald, Angie M. Peluso, Norman C. Randall, Elma S. Smith and Agnes Weller.

At the dinner, Commissioner Catherwood said he hoped to obtain better quarters for the department's offices here. At present most offices are in the State Office Building, but there are several in other Syracuse buildings.

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

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Enter Any Field Through FSEE; 9000 Jobs Set

Applicants for the 1962 Federal Services Entrance Examination must file before April 26 to be eligible to take the May test. The internship exam in management will close for filing on Thursday, January 25.

The FSEE is one of the largest examinations given in the United States and conservative estimates show that some 9,000 jobs are expected to be filled from the resulting eligible list.

This exam is especially popular with retired state and city employees because of the lack of pension barriers in federal employment.

Filing for the test is limited to college graduates and those who will graduate within the next 21 months. However, three years or more experience in administrative, professional, investigative, technical or other responsible work will be accepted in lieu of the educational requirements.

Any equivalent combination of the education and experience will also be satisfactory. In combining education and experience, one academic year of study will be considered equivalent to nine months of experience.

The Federal Service Entrance Examination is issued to fill jobs in nearly all branches of the federal government. The positions which are to be filled from the test are located throughout the United States and in U. S. agencies in foreign countries.

For grade GS 5, paying from \$4,345 to \$5,830, candidates must meet the above experience or educational requirement. For the GS 7 positions, paying from \$5,355 to \$6,840, candidates must have an

additional year of graduate study of a combination of graduate study and experience totaling one year.

Management internships are also offered. This test is to recruit people with management potential for special training. The number of management internships available is limited and only outstanding candidates are rated eligible.

Most of these management intern positions are located in the Washington, D.C. area. These jobs

are in grades GS 7 at \$5,355 a year. Minimum qualifications are a bachelors degree or four years of appropriate experience or a satisfactory equivalent combination.

Federal Service Entrance Examination tests will be given in February, March, April and May.

Application form 5000 AB can be obtained from the regional office of the U.S. Civil Service Commission, 220 E. 42nd St., New York, 17, N. Y., or from the U. S. Civil Service Commission, Wash., D.C.

IN CITY CIVIL SERVICE

(continued from Page 2)

Internal Revenue - Manhattan District.

Mr. Herbert Fantin of Jackson Heights, L. I. is the president of the Columbia Association of the Bureau of Internal Revenue.

L. Biaggi further stated that this is another milestone in the evergrowing expansion program of the Grand Council of Columbia Associations in Civil Service that has been instituted during his administration.

Former Student At Manhattan Printing Named to Office By Indonesian Govt.

An Indonesian exchange student, Engkon Sutadiredja, who recently completed an intensive course of study in printing techniques at the Manhattan School of Printing, 88 West Broadway, N.Y.C., has been appointed Deputy Director of the Indonesian Government Printing Office in Djakarta.

Mr. Engkon, who was in this country under the International Cooperation Administration program, was sent by the Indonesian

government to study at the Manhattan School of Printing, which has trained numerous students from many countries overseas. His aim in the course he followed was to secure additional background and training in printing techniques and in the operation of large-scale printing establishments.

Upon his return he was moved up to his new post at Djakarta where helps guide an office employing 1,100 people in one of the largest printing operations in Indonesia.

This achievement is considered one of the outstanding success stories among the more than 500 students from Indonesia who have studied in this country, under the International Cooperation Administration program.

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. For list of some current titles see Page 15.

Employees enrolled through New York State Health Plan

Please Choose Carefully

During the transfer period ending Feb. 28th, employees enrolled in the other two options may switch to the GHI Option.

THE GHI OPTION STILL PROVIDES:

COVERAGE FROM THE FIRST VISIT: Under the GHI Option, your insurance starts with the first dollar. There is no "deductible" that you must pay before your benefits begin. You also are not required, under the GHI Option, to pay any percentage of doctor bills (co-insurance amount), which might discourage you from seeking prompt diagnosis and early treatment.

PAID-IN-FULL BENEFITS: GHI "Service Benefits" apply without regard to your income or that of your family. Over 10,000 participating doctors have agreed to limit their charges for covered services to GHI's allowances when the simple GHI paid-in-full rules are followed.

FREE CHOICE OF DOCTOR: Under the GHI Option, the same GHI payments are made no matter what doctor you choose. When paid-in-full benefits apply, GHI pays the doctor directly. If a non-participating doctor is chosen, you receive the check,

PLUS HOSPITAL BENEFITS

Like all New York State Civil Service Employees, subscribers under the GHI OPTION are covered by the 120-Day Blue Cross Plan.

AND THESE OUTSTANDING ADVANTAGES

- ✓ Highest payments for maternity care
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For full details, see your payroll or personnel officer or mail coupon below.

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State Trooper Exam Set For Feb. 10; File Now

On Saturday, Feb. 10, an open competitive test will be given for the position of trooper with the New York State Police. The exam will be given at various locations throughout the State.

State trooper is a \$5,200 to \$7,000-a-year position. Uniforms and equipment are furnished to troopers and they are given excellent opportunities for promotion.

Applicants for trooper jobs must be between 21 and 29 years of age at the time of appointment, and must be U.S. citizens. The minimum height is 5 feet 8 inches, and the weight limits are 145 minimum and 216 maximum.

Candidates must be physically strong and free from any defects that would be a handicap in the use of firearms or in self-defense. Normal hearing is required, as is visual acuity of not less than 20/40 in weakest eye, correctable to 20/20 in each eye.

The Test

Exams will be given in Albany, Bay Shore, Binghamton, Buffalo, Elmira, Glen Falls, Middletown, New York City, Olean, Plattsburgh, Poughkeepsie, Rochester, Syracuse, Utica, Watertown, and perhaps at other places that will be designated later.

The written exam will be designed to test for general intelligence and aptitude for police work. An oral exam will be given to determine mental alertness, soundness of mind, initiative, personality, intelligence, judgment and appearance.

Also, a physical test will be given and an investigation made into applicants' backgrounds, activities and accomplishments. The oral and physical tests will be given on Feb. 17 for those who pass the written exam.

All State troopers must become members of the State Employees Retirement System, and they must be willing to work anywhere in the State at any time.

Applying

Application blanks for the written exam may be obtained in person or by mail from the New York State Police, 162 Washington Ave., Albany, N. Y., or from any State Police installation.

Completed application forms are to be filed with the Albany office. Those mailed in must be post-marked no later than midnight Feb. 5. Those filed in person must be in by Feb. 7.

Applicants who qualify to take the test will be notified, and no one will be admitted to the exam without a notice indicating that he is eligible to take it.

While not necessary to take the test, a valid New York State driver's license will be required for appointment.

V.A. Clinic Needs Occupational Therapist

The Outpatient Clinic of the Veterans Administration, 35 Ryerson St., Brooklyn, has a vacancy for an occupational therapist. The starting salary is \$5,355 per annum. For detailed information, contact personnel office at MAIN 4-7400, extension 214, between 8:00 a.m. and 4:30 p.m.

Auditors, Accountants Needed by State; Jobs Open in New York City

Auditors and accountants are needed now for jobs in New York City with various state agencies. These jobs, paying from \$5,200 to start, are on an open continuous filing basis.

The jobs are, with their exam numbers: rent accountant, No. 309; payroll examiner, No. 310; and payroll auditor, No. 311.

The \$5,200-a-year figure is the pay for a one-year training period, after which promotion will be made to the regular grade 14 level of \$5,620.

Candidates with an extra 30

hours of graduate training, aside from the other requirements, can apply for appointment at \$5,620.

The minimum requirements are a bachelor's degree or two years of accounting or auditing experience, or a combination, and one of the following: 1) 24 semester hours in accounting, 2) a two-year business school course in accounting, 3) one year of accounting or auditing experience, or 4) a combination of the above.

To apply for this exam, contact an office of the State Department of Civil Service. In New York City the address is 270 Broadway.

Recreation Leader Jobs Open Continuously in City; Pay from \$4,550 a Yr.

Recreation leaders are being recruited on a continuous basis by the New York City Department of Personnel. Salary for these positions starts at \$4,550 a year and top pay is \$5,990.

Appointments will be made to the Department of Parks and to the Department of Hospitals. Appointments to the Department of Hospitals are exempt from the New York City residence requirements.

Requirements

Candidates for this test must be college graduates. The candidate's college studies should have included 18 credits in recreation, physical education, or group work. Six months of paid leadership experience in organized recreational programs may be substituted for the specific credit requirement.

The written test will be of the

multiple choice type and may include questions covering such areas as general intelligence, reading comprehension and arithmetic reasoning. Questions on dealing-ground information may also be included.

Candidates will be required to pass a qualifying medical and physical test before appointment.

Applications will be issued at the Application Section of the Department of Personnel, 96 Duane St., New York 7, New York. Applications will be accepted on any Tuesday between 8:30 and 9:30 a.m., at 141 Church St., second floor.

Army Engineers Need Clerks - Stenographers

The U. S. Army-Engineer District is seeking qualified female applicants to fill existing vacancies as clerk-stenographers paying from \$4,040 a year. The vacancies are in the Corps of Engineers at 111 East 16th St., N.Y.C.

Applicants selected must have a minimum of one year of specialized experience and be able to take and transcribe dictation at the rate of 80 words per minute. Appointment is subject to passing a Federal Civil Service Examination.

FOR THE BEST IN ALL SECTIONS - PAGE 11

ICC Offers Tariff Examiners \$5,885

A new examination for transportation tariff examiner (freight) has been announced by the U. S. Civil Service Commission for filling positions paying starting salaries of \$5,885 a year in the Interstate Commerce Commission in Washington, D. C.

Further information and applications may be obtained from the Executive Secretary, Board of U.S. Civil Service Examiners, General Post Office, Room 413, 271 Washington St., Brooklyn, N. Y.



RETIREMENT GIFT — Gertrude E. Scheckel, totally blind dictating machine transcriber of Hollis, Queens, receives a talking book from Oscar Friedensohn as Mrs. Lucy Wheeler and Mrs. Marion Hellriegel look on. Miss Scheckel was feted on the occasion of her retirement after 35 years with the Commission. Planning to keep active in retirement, Miss Scheckel said: "Not working will give me more time for my two favorites—baseball and rock and roll."

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One 6-room, 3-bedroom apartment available on title! 2nd apartment will be vacant in April. This is an exceptional BRICK 2-FAMILY!! As fine as human hands could make it. A splendid specimen of modern American architecture. On a flower-studded, tree-shaded corner lot—built just about 9 years ago, under the watchful eyes of its owner. Must be sold to settle estate, regardless of original cost. Two exceptional colored tile bathrooms, 2 atomic age modern streamlined kitchens, fully equipped, sensational basement, screens, storm windows, Venetian blinds. You will also find a veritable treasure chest of other extras. \$800 down for everyone! G.I. or FHA mortgage available.

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Further information and application forms available at the U.S. Civil Service Commission's regional office at 220 E. 42nd St., New York 17, N. Y. The announcement is No. 5-35-17 (61). There is no closing date.

NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent

To People of the State of New York, Attorney General of the State of New York, Christian Wijnen individually and as a distributee of Maria Adelaide Rousseau Wijnen, also known as Marie Wijnen, alleged decedent, Hilda Maria Blomdine Bruwer, Belletor, and Heria Elvira Bruwer individually, and as distributees of Maria Wijnen Bruwer, alleged decedent, George Hubertus Alphonsus Habets, Joseph Hubert Casper, Alphonse Habets, Pierre Joseph Hubert Albert Habets, Maria Josephina Hubertina Habets Meckmann, Alphonse Hubert Mathieu Habets, Willem Cornelius Hubertus Habets, Bertha Maria Hubertina Eliska Habets Bamberger, Christian Johannes Henricus Hubertus Habets and Emanuel Gerardus Hubertus Franciscus Habets individually and as persons interested in the estate of Juliette Christine Wijnen Habets, alleged decedent, Consul General of The Netherlands, Curran, Mahoney, Cohn & Stim, Irving S. Marcus, Maria Adelaide Rousseau Wijnen, also known as Maria Wynne, Maria Wijnen Bruwer and Juliette Christine Wijnen Habets, if living, or if dead, their executors, administrators, distributees and assigns, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein;

And to all other heirs at law, next of kin, distributees, devisees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of Christian Wijnen, also known as Christian Wijnen, deceased, and the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and the respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Christian Wijnen, also known as Christian Wijnen, deceased, who at the time of his death was a resident of The Netherlands;

SEND GREETING: Upon the petition of the Public Administrator of the County of New York, having his office at the Hall of Records, Room 509, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, 31 Chambers Street in the County of New York on the 20th day of February, 1962, at 10:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York as administrator c.t.a. of the goods, chattels and credits of said deceased should not be judicially settled and allowed; why the contract of sale for the sale of the decedent's improved real property, to wit: improved property located at 1813 and 1815 Amsterdam Avenue in the City, County and State of New York, entered into between the Public Administrator of the County of New York and Charles H. Charly, should not be approved and confirmed by the Surrogate's Court; why an order should not be made and entered authorizing the Public Administrator of the County of New York to sell the improved real property of which the decedent died seized, to wit: improved property located at 1813 and 1815 Amsterdam Avenue in the City, County and State of New York, to Charles H. Charly for the sum of \$25,000 for the purpose of the payment of debts and administration expenses and for the distribution according to law of the proceeds of the sale of said interests in real estate and of any other assets in real estate and of any other assets in real estate in such case made and provided, and for any other purpose deemed by the Surrogate to be necessary, the said interests in improved real properties being more particularly described as follows:

All that certain plot of land with the buildings and improvements thereon erected, situate, lying and being in Section 7, Block 2004 on the Land Map of The City of New York, bounded and described as follows, viz:

BEGINNING at a point formed by the intersection of the southerly line or side of 150th Street with the easterly line or side of Amsterdam Avenue; running thence easterly and along 150th Street 80 feet; thence southerly and parallel with Amsterdam (10th) Avenue, 50 feet; thence westerly and parallel with 150th Street and partly through a party wall 80 feet to the easterly side or line of Amsterdam Avenue; thence northerly and along the same 50 feet to the point or place of beginning, be the said several dimensions more or less.

Said premises being commonly known as Nos. 1813 and 1815 Amsterdam Avenue.

And why an order should not be made and entered granting such other and further relief as the Court may deem just and proper.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed.

WITNESS, Honorable JOSEPH A. COX, a Surrogate of our said County, at the County of New York, this 9th day of January, in the year of our Lord one thousand nine hundred and sixty-two.

Philip A. Donahue, Clerk of the Surrogate's Court

Three DAs Named By Governor

ALBANY, Jan. 22— Governor Rockefeller has appointed three district attorneys to fill vacancies in the state. All must stand for election this fall.

Named to serve through Dec. 31, 1962:

Bernard C. Smith of Northport, who succeeds John P. Cohalan Jr. in Suffolk County; Edward P. Mergler of Bolivar, who succeeds Norman B. Fitzer of Allegany County, and Stephen Smyk of Binghamton, who succeeds Louis M. Greenblott in Broome County.

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 Courtroom thereof, 111 Centre Street in the Borough of Manhattan, City and State of New York on the 11th day of January, 1962.

PRESENT: HON. JOHN C. LEONFORTE, Justice.

In the matter of the application of IRA LESTER LIPSON and SYBIL LIPSON for leave to change their names to LES LONE and SUSAN LONE.

Upon reading and filing the petition of IRA LESTER LIPSON and SYBIL LIPSON, duly verified the 10th day of January, 1962 for leave to assume the names of LES LONE and SUSAN LONE and said petitioners have been born in New York, New York on June 24, 1929 and Dec. 19, 1930, respectively, as evidenced by birth certificates number B 24 3065 and BX 89133 attached hereto and made a part hereof, and the Court being satisfied that there is no reasonable objection to the change of names proposed.

Now, on motion of RICHARD A. HORNSTEIN, attorney for the said petitioners, it is

ORDERED, that IRA LESTER LIPSON, be and he is hereby authorized to assume the name of LES LONE, and SYBIL LIPSON, be and she is hereby authorized to assume the name of SUSAN LONE, on and after 20th day of February, 1962, on condition however, that they shall comply with the further provisions of this order, and it is

ORDERED, that this order and the papers upon which it is granted be entered and filed within ten (10) days from date hereof, that within twenty (20) days said order be published in The Civil Service Leader, a newspaper published in the County of New York, and that within forty (40) days thereafter, from the date hereof, proof of publication by affidavit, be filed with the Clerk of this Court, and it is further

ORDERED, that following compliance with this order as heretofore directed, and on and after the 20th day of February, 1962, IRA LESTER LIPSON shall be known by the name of LES LONE, and SYBIL LIPSON shall be known by the name of SUSAN LONE, and by no other name.

Let a copy of this order and the papers on which it is granted be served upon twenty (20) days from date hereof upon the appropriate Board of the U.S. Scientific Service, and within ten (10) days thereafter, proof of such service be filed with the Clerk of this Court.

Enter, J.C.L. J.C.C.

File No. P 7, 1962 — CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent.

To: MAXINE LANDRY, MARGARET NIXON, JOHN DUGAN SREEDY, JR. 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 26, 1962, at 10:30 A.M., why a certain writing dated July 15, 1959, which has been offered for probate by Edgar K. Welch, residing at 19 East 8th St., New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of MARY E. SREEDY, deceased, who was at the time of her death a resident of 199 West 89th St., in the County of New York, New York.

Dated, Attested and Sealed, January 12, 1962.

HON. JOSEPH A. COX, Surrogate, New York County Philip A. Donahue, Clerk.

CITATION. — File No. P 67, 1962. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: Louis J. Leikowitz, Attorney-General of the State of New York, 80 Centre Street, New York City, New York, Thomas L. Fitzgerald, Public Administrator, 31 Chambers Street, New York City, New York. Unknown heirs-at-law, next of kin and distributees of Margaret R. Phye Rose, deceased, if living and if any of them be dead, to their heirs-at-law, next of kin, distributees and 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 March 1, 1962, at 10:30 A.M., why a certain writing dated September 19, 1960 which has been offered for probate by James P. Hatch residing at 199 Rutgers Place, Nutley, New Jersey should not be probated as the Last Will and Testament, relating to real and personal property, of MARGARET R. PHYE ROSE, deceased, who was at the time of her death a resident of Hotel Regent, 104th Street and Broadway, in the County of New York, New York. Dated, Attested and Sealed, January 18, 1962.

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

(L.S.)

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Eligibles on State and County Lists

CORRECTION HOSPITAL SENIOR ATTENDANT — CORRECTION

- 1 Lacy Peter, Koenigsberg 1021
2 Moore, Richard, Fishkill 1009
3 Pfifer, George, Beacon 1009
4 O'Herron, Beverly, Fishkill 997
5 Goldsmith, L., Wappinger Fl 985
6 Goldsmith Richard, Glenham 984
7 Kacur, Andrew, Beacon 974
8 Douglas, Mary, Glenham 970
9 Minoquis, James, Clintonville 969
10 Burdick, Bernard, Garrison 969
11 Czarnetzky, Jack, Pheasant 969
12 Walsh, Michael, Beacon 967
13 Kabatar, P., Newburg 965
14 Hoke, Robert, Beacon 964
15 McCarthy, Jeremiah, Fishkill 964
16 Hill, Clayton, Glenham 954
17 Hoke, Elizabeth, Wappinger Fl 953
18 Gillesan John, Wappinger Fl 949
19 Gilboy, George, Beacon 949
20 Murray, Joseph, Pheasant 934
21 Barnett, Robert, Plattsburg 933
22 Martin, Clifford, Ellenburg Depot 931
23 Goldsmith, William, Glenham 924
24 Hart, G., Beacon 923
25 Lambert, V., Plattsburg 916
26 Alexis, R., Stormville 916
27 Clarke, E., RR 3 RT 42 912
28 Pellerin, A., Saranac 909
29 Casey, R., Saranac 909
30 Turner, L., Beacon 903
31 Dickens, W., Dannemora 898
32 King, G., Peru 896
33 McLane, M., Staatsburg 894
34 Tompkins, J., Beacon 894
35 Bauman, O., Beacon 893
36 Star, J., Wappinger Fl 892
37 Perry, H., Beacon 888
38 Mannari, R., Beacon 886
39 Boyd, H., Hopewell Jet 881
40 Fitzgerald, H., Beacon 879
41 Rozan, E., Beacon 879
42 Panola, P., Chelsea 879
43 Malucas, J., Staatsburg 878
44 Moonthrop, E., Fishkill 878
45 McNulty, J., Wappinger Fl 878
46 Gosselin, R., Beacon 878
47 Coffey, J., Saranac 875
48 Ballard, W., Fishkill 874
49 Mesnick, J., Wappinger Fl 869
50 Gagnier, G., Beacon 869
51 Nelson, N., Glenham 864
52 Craige, J., Beacon 864
53 Nevins, D., Beacon 864
54 Betterton, D., Beacon 864
55 Fry, R., Newburgh 864
56 Burke, J., Garrison 864
57 Conne, W., Beacon 864
58 Dupras, W., Dannemora 863
59 McLaughlin, W., Fishkill 860
60 Supple, William, Beacon 859
61 Pullman, F., Beacon 859
62 Battista, J., Wappinger Fl 849
63 Tierney, T., Pheasant 848
64 Novak, H., Nelsonville 848
65 Gagnier, J., Beacon 844
66 Todd, C., Beacon 844
67 Dealy, P., Saranac 836
68 Brown, W., Glenham 834
69 Lamoree P., Plattsburgh 833
70 Wilson, A., Fishkill 830
71 Brunell, B., Fishkill 830
72 DeCaterina, J., Fishkill 823
73 Weiden, R., Monro Forks 823
74 Stantewich, M., Beacon 819
75 Debarandis, E., Cold Spring 819
76 Schaller, R., Aranzuelo 819
77 Ropp, J., Beacon 819
78 O'Herron, J., Fishkill 818
79 Martin, R., Peru 815
80 Furnia, V., Cadyville 814
81 Henderson, V., Wappinger Fl 811
82 Miner, J., Dannemora 809
83 Holland, T., Fishkill 807
84 Onakis, L., Montgomery 804
85 Drusk, P., Wappinger Fl 804
86 Wright, R., Beacon 804
87 McCruden, A., Beacon 802
88 McNulty, M., Wappinger Fl 802
89 O'Donnell, L., Fishkill 801
90 Newell, B., Wappinger 801
91 Weaver, M., Dannemora 794
92 King, J., Dannemora 794
93 Pray, V., Beacon 789
94 Lowman, G., Wappinger Fl 780
95 Powers, J., Beacon 774
96 Healey, T., Beacon 771
97 Lindner, A., Beacon 771
98 Lamoree P., Glenham 768
99 LaRose, E., Hopewell Jet 768
100 Laduko, M., Staudish 764
101 Brown, E., Cold Spring 759
102 Burrows, J., Newburgh 759
104 Vasires, C., Glenham 759
105 Mitchell, R., Wappinger Fl 759
106 Sharp, C., Wappinger Fl 759

LEGAL STENOGRAPHER, DEPT. OF LAW — ERIE COUNTY

- 1. Raschewicz, E., Lancaster 804

SENIOR CLERK, TOWN OF TONAWANDA — ERIE COUNTY

- 1. Hale, Tonawanda 923
2. Unkrich, D., Kenmore 928

SUPERVISING TRANSCRIBING TYPIST, E. J. MEYER MEMORIAL HOSP., — ERIE COUNTY

- 1. Witte, L., Buffalo 859
2. Beyer, V., Kenmore 823

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- 1. Suthill, W., Eastchester 874
2. Spatafore, A., Eastchester 822

PRINCIPAL ENGINEERING MATERIALS ANALYST — PUBLIC WORKS

- 1. Osterhoudt, V., Altamont 940

SENIOR EXAMINER OF ACCOUNTS, COMPTROLLER'S OFFICE — ERIE CO.

- 1. Bawler, E., Buffalo 901
2. Bawler, D., Buffalo 879
3. Bedford, M., W Seneca 852
4. Reagan, A., Buffalo 829
5. Habin, J., Hamburg 801

TABULATING MACHINE OPERATOR (REMINGTON RAND), WEST COUNTY

- 1. Barrow, C., White Plains 853

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- 1. Janetakis, E., Buffalo 908
2. Zdzirski, R., Buffalo 817
3. Carr, G., Tonawanda 785
4. Ostberg, O., Buffalo 783

SENIOR LABORATORY TECHNICIAN (GROUP OF CLASSES) — STATE UNIVERSITY

- 1. Levine, J., Bklyn 957
2. Morgenlander, R., Bklyn 852
3. Platania, S., Bklyn 848
4. Leongrante, M., Bklyn 825
5. Nadel, R., Bklyn 805
6. McCoy, G., St. Albans 788

CANAL GENERAL FOREMAN — PUBLIC WORKS

- 1. Andrews, R., Clarence 952
2. Parziale, S., Syracuse 885
3. Tahmadge, H., Schuylerville 879
4. Clark, J., Rochester 865
5. Callahan, W., Fort Edward 803
6. Aubin, E., Waterford 796

SUPERVISING LABOR MEDIATOR — DEPT. OF LABOR

- 1. Shapiro, I., Eastchester 1110
2. Goldberg, M., Eggertville 1000
3. Wersing, M., Buffalo 997
4. Haehl, W., Delmar 965
5. Silverman, H., NYC 968
6. Gansner, H., NYC 924
7. Friedman, M., Merrick 907
8. Rubin, E., NYC 829
9. Markowitz, I., Syracuse 806
10. Cohen, N., Plainville 798

RECEPTIONIST AND/OR HOSPITAL CLERK — CO., TOWNS, VILGES, & SPEC., DIST., WEST. CO.

- 1. Johnson, J., White Plains 901

INTERMEDIATE CLERK — COUNTY, TOWNS, VILLAGES, & SPEC. DIST., WESTCHESTER COUNTY

- 1. Marcus, S., Katonah 863
2. Stevens, J., White Plains 849

GUIDANCE SUPERVISOR — CORRECTION

- 1. Fleig, R., Bethany 948
2. David, J., Troy 946
3. Beaubien, J., Catskill 933
4. Sullivan, J., Elmira 928
5. Contrast, T., Ossining 917
6. Bailey, R., S Glens Fl 905

- 7. O'Grady, G., Catskill 902
8. Laurietta, S., Elmira 891
9. Leavy, G., Waterford 873
10. Zukor, R., Woodbourne 854
11. Hicks, G., Albion 853
12. Bonaeci, N., Kingston 852
13. Rocco, E., Auburn 852
14. Testo, C., Troy 848
15. Muccicrosso, D., Elmira 834
16. Murphy, P., Pt Ewen 832
17. McMahon, W., Montgomery 820
18. Misner, K., New Paltz 827
19. Maloney, D., Nassau 818
20. Dougherty, J., Peekskill 814
21. Barcus, S., Elmira 809
22. Clarke, D., NYC 807
23. Maenza, G., Granville 793
24. Kennedy, F., Glens Fl 784

SENIOR LABORATORY TECHNICIAN (GROUP OF CLASSES) — HEALTH

- List A
1. Kroll, E., Albany 998
2. McFerran, H., Albany 873
3. Paocella, P., Albany 816
4. Ayle, J., Albany 802
5. Tracey, M., Watervliet 792
6. Stammel, M., Albany 789
7. Sherman, I., Slingerlands 781
8. Sandberg, C., Albany 770
9. DeSanto, J., Albany 762

- List B
1. Jarnot, F., Saranac Lk 953
2. Raducha, J., Buffalo 901
3. Dozier, A., Buffalo 832
4. Michaud, G., Oneonta 809
5. Kaufman, V., Depew 792
6. Szwirski, D., Buffalo 774
7. Pulvino, A., Buffalo 761

- List D
1. Jarnot, F., Saranac Lk 873
2. McFerran, H., Albany 793

MEDICAL STENOGRAPHER, GR. 7, PROMOTION — MEADOWBROOK HOSPITAL — (NASSAU COUNTY)

- 1. Grassman, I., East Meadow 89,452
2. Reiss, E., N. Merrick 84,757
3. Hagerty, L., East Meadow 83,536
4. Komloski, J., N. Bellmore 79,811
5. Pappas, J., Bethpage 75,650

SENIOR LABORATORY TECHNICIAN (GROUP OF CLASSES), INSTITUTIONS — MENTAL HYGIENE

- List A
1. Morrison, A., Islip Terr 998
2. Lichtmann, R., Northport 954
3. Field, J., Ctr Islip 927
4. Lichtmann, J., Northport 867
5. Abrams, R., Bklyn 793

- List B
1. Johnson, A., Romulus 1005
2. Morrison, A., Islip Terr 976
3. Lichtmann, R., Northport 968
4. Field, J., Ctr Islip 967
5. Brown, A., Stony Pt 948
6. Kelley, R., Thiells 938
7. Carlson, H., Salt Point 923
8. Lichtmann, J., Northport 877
9. Wellington, J., Winddale 856
10. Abrams, R., Bklyn 833
11. Sheridan, B., Bklyn 832
12. Montgomery, E., Staten Isl 822
13. Francis, R., Corona 782
14. Suda, R., Bklyn 773

- List F
1. Lichtmann, R., Northport 868
2. Morrison, A., Islip Terr 856
3. Field, J., Northport 827

ASSOCIATE ENGINEERING MATERIALS ANALYST

- 1. Gibson, A., Albany 885

ASSISTANT HEATING AND VENTILATING ENGINEER — DEPT. OF PUBLIC WORKS

- 1. Jackson, R., Albany 923
2. Jarosz, R., Amsterdam 923
3. Barber, J., Albany 818

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- 1. Neuhauer, B., Yonkers 888
2. Hoffer, M., Yonkers 875
3. Baum, D., Mt Vernon 868
4. Fontana, M., Tuckahoe 856
5. Huszar, E., White Plains 850
6. Caputo, E., Mt Vernon 818
7. Geiser, R., Mt Vernon 813

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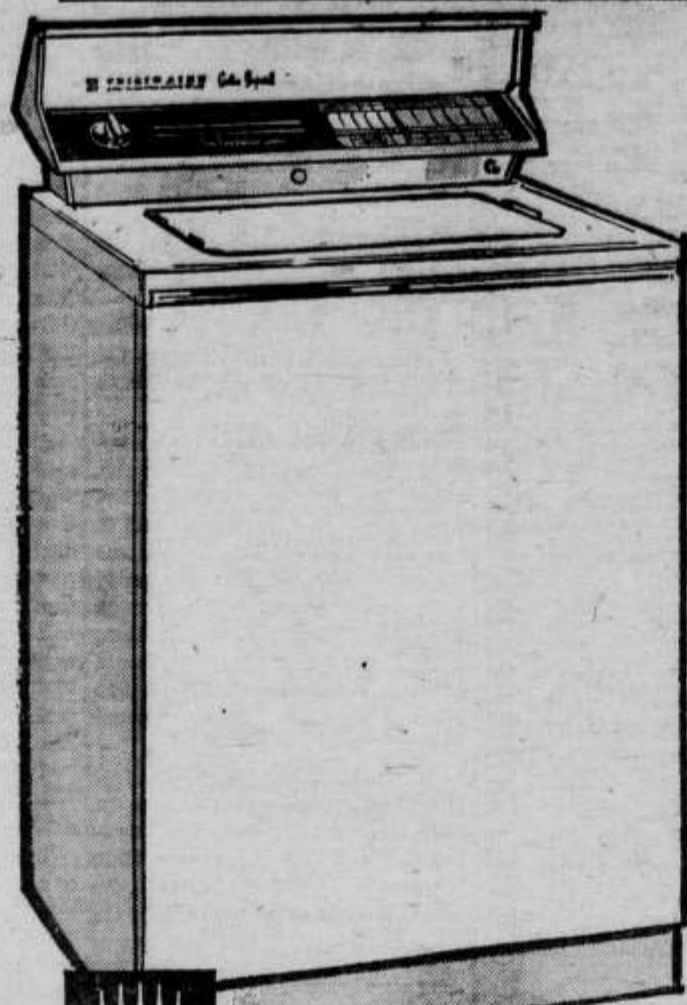
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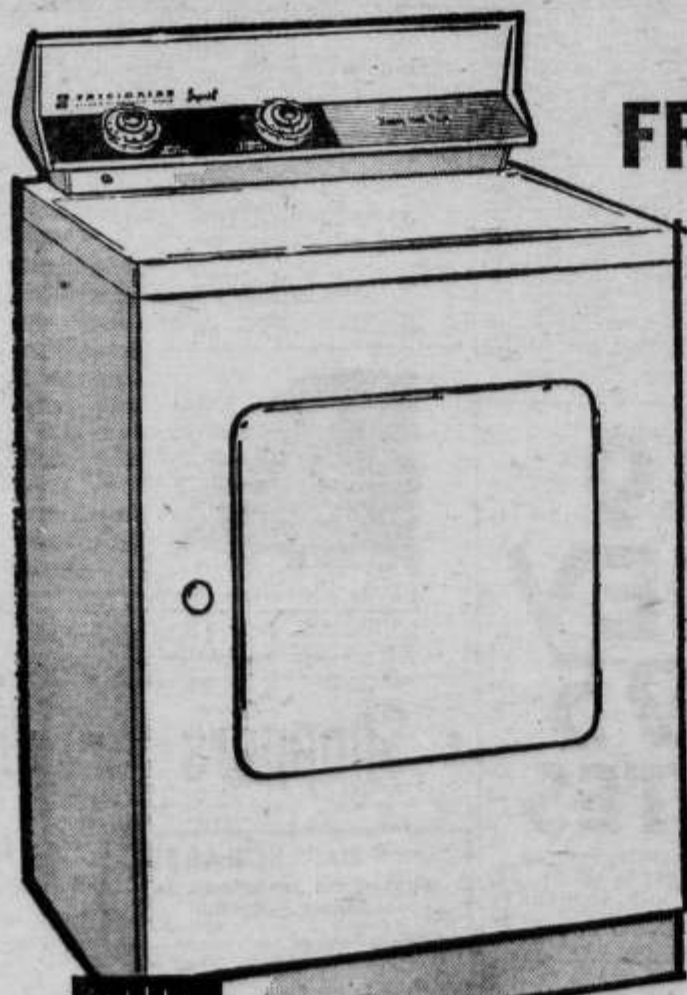
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CSEA Proposed Changes In Attendance Rules Sent To Civil Service Dept.

Changes in the State Attendance Rules as recommended by delegates of the Civil Service Employees Association's 98,000 members at the annual meeting in October have been formally transmitted to the State Civil Service Commission.

The proposed amendments, dealing with various sections of the Rules, number 15 in all. In submitting the proposals, CSEA President Joseph F. Feily requested that the Association be given an opportunity to discuss with the Commission any of the recommendations that face disapproval.

The recommendations are:

1. Revision of Paragraph 8 of Rule 11 relative to "Leave due to Injury or Disease Incurred in the Performance of Duty." The present provision in the Rules is "very unfair and inadequate and the state has been studying this problem for several years," the Association commented.

2. To urge upon Governor Rockefeller approval of amendment to Rule 11(1) to provide for Friday observance of Christmas and New Year's holidays which fall on Saturday, previously approved by the Commission.

3. Provide guarantee of equivalent time off for all holidays that fall on Saturday.

4. Increase personal leave to 8 days per year.

Sick Leave Pay

5. Provide for payment to employees annually for sick leave earned in excess of 150 days maximum accumulation.

6. Provide for payment to employees in lump sum at end of each fiscal year, at time and a half pay rates, for overtime credits accumulated but not liquidated.

7. Provide lump sum payment at end of each fiscal year for vacation credits employees were not allowed to use which is in excess of the 30-day maximum accrual.

8. Provide for payment of lump sum to employees for sick leave credits on retirement or separation from the service, or to the employee's beneficiary should the employee die while in service.

9. Provide employees on official state travel basis full pay or compensatory time off for time worked

which exceeds the regular work hours.

10. Remove from the rules the requirement that time off caused by unbearable heat or cold be charged against accumulated vacation or leave credits, especially in buildings owned or leased by the state where modern or adequate heating, ventilation, or air conditioning is not provided. Lack of air conditioning exists in the great majority of buildings in which state employees work, the Association said.

Vacations

11. Reinstate four weeks' annual vacation for employees hired since the present Attendance Rules became effective. The Association said this was one of the very few areas in which state service was more attractive than private industry under the old rules. Many well informed administrators in state service felt that this aided in recruitment.

12. Reduce time new employees must serve before vacation is available to 4 months as existed in previous rules. This was a step backward under the new rules which became effective in 1957, the Association commented.

13. Reduce from 9 months to 6 months continuous service per diem employees must serve to come under the Attendance Rules and provide payment for holidays to all per diem employees from date of employment. Our members feel that 6 months continuous service to achieve coverage under the Attendance Rules is all that should be required, CSEA said.

14. Provide that vacation allowance be increase to add 1 day to the maximum now allowed for each 2 years of service after 15 years, up to 5 additional days.

15. Take whatever steps necessary to prevent groups of state employees from being removed from coverage by the State Attendance Rules thereby enabling

the employer to work such employees beyond the 40-hour work week without payment of overtime.

Craig Colony Valentine Ball To be Feb. 10

The annual Valentine Ball at Shanahan Hall, Sonyea, N.Y., will be held on Feb. 10 with Rochester's Freddy Beck and his orchestra furnishing the music.

Sponsored by the Craig Colony and Hospital chapter of the Civil Service Employees Association, the semi-formal affair is open to the public. It has become such a popular social event that the number of tickets available has been limited to 350.

Arthur Lawson, Chapter resident, urges interested people to secure their tickets at once if they plan to attend. He appointed Sam Cipolla as ticket chairman for the event, with P. Hally and L. Mackey assisting.

According to Mr. Cipolla, tickets are \$2 per person and available from supervisors or heads of departments only during January, and no tickets will be sold at the door.

Refreshments will be provided by the chapter's social committee, which is headed by Fred Kawa, Assisting him are M. Hargraves, D. Preble, J. Russell, J. LaGeorge, J. Ford, J. Hargraves, J. Runfola, L. Millman, M. Kawa, H. Hurley, E. Scott, E. Passamonte, W. Barber, G. Barber, J. Grillo, C. Dromazos, L. Fazione, F. Gullo, J. Cottle, and B. Gullo.

Mrs. Evelyn Tubbs, decorating committee chairman, is already at work on decorations which will provide a colorful atmosphere for the Ball. Her committee includes M. Kawa, M. Terry, M. Buchanan, E. Scott, H. Kingston, J. MacIntyre, W. Donovan, M. Schuster, and I. Wicks.

Portrait Dedicated At Gowanda Ceremonies Honoring Dr. McCanty

The employee's sick bay at the Gowanda State Hospital, Helmut, N.Y., was recently the setting for the unveiling of a portrait of the late Dr. Wm. L. McCanty.

Donated by the Dr. Wm. L. McCanty Memorial Committee and the Gowanda State Hospital chapter, Civil Service Employees Association, the portrait was fittingly hung in the area of the nurses' station where it will serve as a constant reminder of one physician's dedication and devotion to the highest principles of the medical profession.

Beautifully finished and hand colored with photographic oils, the portrait was unveiled by Mrs. Wm. L. McCanty.

Others participating in the ceremony were Dr. Fritz C. E. Trapp, assistant director; Victor Neu, head nurse and president, G.S.H. chapter, CSEA; Dr. I. Murray Rossman, director; Mrs. McCanty; Mrs. John Lundberg, chairman, McCanty Memorial Committee; and Chaplain Richard Lehman, hospital Protestant Chaplain who officiated at the dedication ceremony.

Dr. McCanty joined the staff of the Gowanda State Hospital in 1943 and held the position of supervising psychiatrist at the time of his death on April 26, 1956. In addition to a heavy patient case load, Dr. McCanty was for many

years physician in charge of the employees sick bay and it was in this area that so many of the employees of the Gowanda State Hospital came to know, to love and to respect this fine physician.

Following his untimely death, interest developed for some tangible way of honoring his memory. The Dr. Wm. L. McCanty Memorial Foundation was established with funds initially donated at the time of his death and with the stated purpose of establishing a "living memorial" in his memory. Annually since that time, a grateful employee group has supported the McCanty Memorial Fall Festival and other fund-raising activities.

At first, an annual scholarship award was made to a graduating student of the Gowanda State Hospital School of Nursing, but during the past year it has been possible to expand the Foundation's scope to include a revolving, interest-free scholarship fund to assist beginning applicants and students already enrolled in the Gowanda State Hospital School of Nursing. Income from the invested funds may also be used for other scholarship awards or for medical research.

The Foundation is governed by a committee composed of twelve employees of the Gowanda State Hospital, only one of whom is a representative of the medical profession. It is the Committee's hope that the ensuing years will provide increased resources and expanding opportunities to create additional "living memorials" in the memory of this great physician.

Niagara Adopts New Job Plan

NIAGARA FALLS, Jan. 22 — Wages and job classifications of 1400 city employees are involved in a plan adopted by this city's Common Council.

The plan establishes 28 job classifications with annual pay raises for five years and provides longevity credit at 8 and 15 years of job experience. The program is expected to cost the city about \$120,000.

The program has the "informal approval" of the Municipal Civil Service Commission.

Boss Should Know His Subordinates' Job, Judge Rules

BUFFALO, Jan. 22—Now it's official. A "boss" should have knowledge of the work done by subordinates and there is no better way of getting that knowledge than by personal experience in doing the work himself before becoming boss.

This, in essence, represents a ruling by Supreme Court Justice Reid S. Moule here in dismissing a petition presented by members of the Police Desk Lieutenants Association. The group had asked the court to have the rank of desk lieutenant established as an intermediary rank between that of patrolman and lieutenant in the Buffalo Police Department.

The association has 88 members. The desk lieutenants sought a determination by the court that they would be eligible to take a promotional Civil Service examination for the rank of lieutenant.

Presently, both patrolmen and desk lieutenants are eligible.

The desk lieutenants challenged the right of the Municipal Civil Service Commission to admit patrolmen to the examination.

Justice Moule dismissed the petition "on the merits" and commented in his opinion: "There is reason behind selecting police lieutenants from those who have had extensive duty as a patrolman."

"Certainly a boss should have general knowledge of the nature of the work to be done by the men he directly supervises and there is no better way of getting it than by personal experience in doing it himself."



UNVEILING — At Gowanda State Hospital recently a portrait of the late Dr. William L. McCanty was unveiled in ceremonies honoring the former supervising psychiatrist at the Hospital. Attending the ceremony were, from left: Dr. Fritz C. E. Trapp, assistant director; Victor Neu, head

nurse and president of the Gowanda chapter of the Civil Service Employees Association; Dr. I. Murray Rossman, director; Mrs. McCanty; Mrs. John Lundberg, chairman of the McCanty Memorial Committee; and Chaplain Richard Lehman. The portrait was the gift of the Memorial Committee and the Gowanda chapter, CSEA, to the Hospital.

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The Job Market

A Survey of Opportunities
In Private Industry

By A. L. PETERS

Farm laborers are needed in Connecticut to process tobacco in a warehouse. Men must be 21 or over with at least one month's farm experience within the past year. Job requires the moving of heavy cases and the turning and shaking of tobacco leaves in a sweating room. Excellent inspected housing free, meals at \$2.10 a day. Jobs pays a minimum of \$1.15 an hour. Apply at the Manhattan Service Industries Office, 247 West 54th Street.

There's an opportunity in Flushing for a foreman with the ability to set up a department for off-set printing and lithographic printing on aluminum plates. Job pays \$10,000 to \$12,000 a year.

Also needed is an experienced first-class machinist, able to fabricate parts for special machines. Job pays \$4 an hour. Apply at the Flushing Office, 42-09 Main Street.

Also wanted in Queens is an experienced mold maker who knows how to pour glue over a plaster cast and to remove the mold for further use. Pay is \$1.75 to \$1.85 an hour. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza.

In Manhattan, there are many job openings for button and buckle makers, men and women with at least two years' experience in operating a kick press and making cloth-covered buttons and buckles. \$1.65 an hour.

Color matchers are needed, men with two or three years' experience in mixing aniline dyes and matching colors against cloth swatches. Pay is \$65 a week and up, depending on experience. Apply at the Manhattan Industrial Office, 255 West 54th Street.

Also in Manhattan there are many job openings for experienced secretary-stenographers in social and non-profit organizations. Must have good stenographic and typing skills. Apply at the Manhattan Commercial Office, 1 East 19th Street.

In Brooklyn, an experienced tinsmith is needed. He will fabricate skylights and ducts, using both hand and power tools. Job pays \$100 a week.

Also needed are maintenance mechanics who know how to use hand tools, file, fit, top, and ream. Job pays \$70 to \$100 a week, depending on experience. Apply at the Brooklyn Industrial Office, 590 Fulton Street.

The Army is again recruiting for teachers, counselors and librarians, both men and women. Candidates must be American citizens

with a bachelor's degree and 18 hours of education courses. Must also have at least two years of professional experience since 1957. Only single women and, preferably, single men.

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More Liberal Military Coverage Offered Under CSEA Group Life Plan

(Continued from Page 1)
death occurs during this 31 day period, the Insurance benefits are paid.

The present arrangement as explained in the foregoing paragraph will be continued as a minimum arrangement to all insured members who go into military service either before or after the Insurance Company determines that armed conflict has begun.

In addition, prior to the company declaring that armed conflict has begun, the member may continue indefinitely in the Group at group rates while on military leave in active military service. If and when the Company declares that armed conflict has begun, the Company will serve notice on the Association and insured members in military service would have at

least 90 days from the date the Company declares armed conflict has begun during which the group rates would apply and if the Insurance is kept in effect by payment of premium during such period, there would be an additional period of 31 days during which the employee could convert his Insurance under the existing conversion privileges provided by the Plan, or continue in the Group Plan by payment of an increased premium to cover the additional risk in an amount to be determined by the Company.

The opportunity to continue the Group Insurance by payment of additional premium beyond the 120 days maximum coverage would also apply to those employees who enter military service after armed conflict began as determined by the Company, after they are allowed the minimum 120 days of coverage at group rates.

Whole life insurance is not made available or provided by the Federal Government for individuals currently being called to military service. Substantial "dependency and indemnity compensation" is provided with respect to widows, dependent children and parents. We understand that the following benefits are presently provided for dependents of men who die while on active duty. A gratuity is payable equal to six months' basic pay with a minimum of \$800 and a maximum of \$3,000.

Under a program effective January 1, 1957, established by the

"Servicemen's and Veterans' Survivor Benefits Act" of 1956, monthly dependency and indemnity compensation payments are also payable through the Veterans Administration. These monthly payments are made with respect to the deceased servicemen's widow, children and parents. The monthly payment for a widow is \$112 plus 12 percent of the deceased serviceman's basic pay.

Payments for a widow terminate at death or remarriage.

If the deceased serviceman has children under 18 years of age and the widow is not entitled to benefit payments, the children receive benefits payable in equal shares. The monthly benefit is \$70 for 1 child, \$100 for 2 children, \$130 for 3 children and \$25 for each child in excess of 3. In general, no benefit is payable with respect to a child 18 years of age or over.

Monthly payments to parents depend on their income and range from \$15 to \$75 for one parent and from \$10 to \$50 for each parent if they both survive. No benefit is payable if the annual income for one parent, or for each parent if they are separated, is over \$1,750 or if the annual combined income of both parents living together is over \$2,400.

The normal death benefits payable under the Social Security program are payable without regard to the compensation and indemnity payments described above.

New Hampton Re-Elects Tessler

In recent balloting among the employees at New Hampton Training School, Issy Tessler of Middletown was re-elected president of the New Hampton chapter of the CSEA.

Mr. Tessler, a senior boy's supervisor at the training school, has, in his past term of office, put the New Hampton Chapter on a sound fiscal basis, arranged for the purchase of the New Hampton bowling alley from the City of New York, and established a CSEA bowling league. Under his leadership, CSEA has sponsored monthly birthday parties for the boys at the training school. Mr. Tessler has represented New Hampton frequently in Albany.

Jack Steffens of Goshen was elected to a first term as vice president. Mr. Steffens is a farm supervisor at the school.

Serving a fourth term as secretary is Olin Benedict of Middletown. Mr. Benedict is a senior boy's supervisor.

Charles Thomas, training school engineer, also of Middletown, was re-elected treasurer.

Rochester Area Supervisors Finish Course

A class in Case Studies in Supervision, conducted by Samuel Grossfield, of the Division of Employment training staff, has been concluded in the Rochester area. Open only to state employees who had successfully completed a course either in fundamentals or administrative supervision, the case study sessions dealt with problem situations in supervision and management.

The Training Division of the State Department of Civil Service, which sponsors these courses, will issue certificates to the following supervisors of Rochester state agencies:

Tax and Finance: James Campagna, Paul Christoff, Helen Finn, Calvin Rosenbaum; Social Welfare: Steve Ciroh, Murray Fox; Motor Vehicles: Robert Hanehan, Gladys Madden, Margaret Nobes; Labor: Herbert Harrington, Robert Magill, Robert Riess, Morris Pauli, Frank Matthews; Parole: Irving Levey, Harold Zimmer; Conservation: Robert Roecker; Audit and Control: Harry Metz.

Highest Level Salary Talks Started By CSEA

(Continued from Page 1)
Rockefeller's stated aim to make state salaries "comparable with private industry," the CSEA representatives declared.

Death Benefit
The Employees Association's minimum death benefit measure would provide, after 90 days of service, six months' salary, increased by one month's salary for each of the first six years of service and by a half-month's salary for each of the next 34 years' of service.

The CSEA representatives pointed out to the budget staff that a total of 36 years of service is necessary to earn a full two-year death benefit under the present plan. They said the CSEA measure would accomplish the necessary goal of placing the insurance aspects of the ordinary death benefit in accord with the realities of

How To

(Continued from Page 1)
can, who is chairman of the Assembly Civil Service Committee, has represented Jefferson County in the Assembly since 1944. Previously, he served at town clerk of the Town of Theresa for six years and as supervisor of the town for seven years.

Conference President Deloras Fussell noted that this meeting is open to all members of the Civil Service Employees Association in the Capital District and urged attendance on all members interested in the CSEA's legislature program.

the need for insurance at an early age.

Budget representatives at the meeting, in addition to Dr. Hurd, were Alton G. Marshall, deputy Budget Director; Robert S. Herman, chief, research unit; Harold Rubin, association associate research analyst, and John J. Corrigan, chief budget examiner.

Also on the CSEA team were Joseph D. Lochner, CSEA executive director; F. Henry Galpin, assistant executive director, and Thomas Coyle, salary research assistant.

Social Welfare Chapter Party And Dinner Held

The Social Welfare chapter of the Civil Service Employees Association sponsored a cocktail party in conjunction with a buffet dinner recently at the Tom Sawyer Motel in Albany.

More than seventy members and their guests attended the affair, which set the tempo for a very enjoyable series of unit parties in the department.

Through the generosity of the members of the staff of the Department of Social Welfare more than 100 pairs of mittens, socks, scarfs, etc., were donated to the Albany Home for Children in time for Christmas.

This has been an annual event for the last four years by the department.

Oswego Hassle Over Sick Leave, Vacation Plan Ends Pretty Near Where It Began

(From Leader Correspondent)

OSWEGO, Jan. 22—The five-month hassle over a vacation-sick leave program for Oswego city employees has ended with approval by the Common Council of the revised plan submitted to the aldermen on Dec. 28.

The Common Council approved the new plan, 5 to 3, after Mayor Ralph Shapiro threatened to put into effect immediately the plan adopted by the Council last August unless the revised program was approved.

The Mayor and Ralph Lester, Oswego's Municipal Civil Service secretary, drew up the plan okayed by the Council five months ago. However, the plan was not put into

effect because of attacks on its provisions by Oswego police and other employee groups, and because of further study of the plan.

Before acting on the new plan, the aldermen rescinded the August plan, also by a 5 to 3 vote.

The new vacation and sick leave program differs only slightly from the plan adopted in August. One of the major changes will permit employees to retain their maximum accumulated 120 days of sick leave until they retire or resign.

Under the newly-adopted plan, employees will receive one week of vacation if employed at least one year, two weeks for two to five years of employment, and three weeks for more than five years' employment. An employee will also receive four weeks of vacation in his, or her, retirement year to aid him in adjusting to retirement.

The vacation weeks will be of five working days for those employed on a seven-day work schedule. For example, an employee with three weeks of vacation will receive 15 working days off.

Sick, Personal Leave

Employees will receive one day of sick or personal leave for each month of employment following adoption of the plan, up to a maximum of 120 days, if not used.

Under the sick leave provisions, employees will be entitled to one day of sick or personal leave for each month of employment. This leave may be allowed to accumulate until the maximum 120-day total is reached.

Upon enactment of the plan, each employee was credited automatically with 15 days of accumulated sick leave if employed by the city for one year, and 30 days if his continuous employment exceeded one year.

Sick or personal leave may be taken for sickness or disability of the worker, or if a member of his family is disabled or dies. The sick leave with pay time may be extended beyond the time accumulated in the event of an unusual illness or disability, upon the application of the employee's department head to the Common Council, the plan explains.

Vacation Calendar

Vacations must be taken in the calendar year earned, but if the work load in a department prevents an employee from taking his vacation in that time, his department head may apply to the Common Council for permission to extend the vacation into another period, according to the plan.

Sick leave accumulated by an employee is cancelled at the time he leaves the City employ, either by resignation or discharge, "and shall not be paid, and he shall have no claim for any sick leave not used," the plan states.

The plan was put into effect immediately after its approval by the aldermen. It applies to all city employees except elected officials, department heads, members of boards and commissions and part-time or seasonal employees.

Rochester City Manager Hears About CSEA

ROCHESTER, Jan. 22 — Mrs. Ruth McFee, president of the Monroe chapter, Civil Service Employees Association, and Patrick G. Rogers, CSEA field representative, met recently with the new City Manager of the City of Rochester, Henry Dutcher, Jr.

Mrs. McFee and Mr. Rogers explained the program, services and accomplishments of the Association to Mr. Dutcher and asked for an opportunity to meet with him and the City Council to fully represent the members of the Association employed by the City of Rochester.

Mrs. McFee said it is hoped that CSEA representatives will be able to discuss with the City Council in the very near future the CSEA program on behalf of Rochester city employees.

The Monroe Chapter of CSEA now enjoys the membership support of over 1,500 employees of the County of Monroe and City of Rochester. The membership within the County has been growing very rapidly as employees of both the county and city realize and appreciate the effective work done on their behalf by the Monroe chapter, Mrs. McFee said.

Park Police File A Grievance

(Continued from Page 1)

The appeal points out that although "this situation" is equally true in the case of many other employees of the Park Commission, summer vacations are granted to all employees of the Park Commission, summer vacations are granted to all employees engaged in other types of work."

"It has also been graphically demonstrated," the appeal states, "that from 1940 through 1950, the work load of the Park Police during the summer months exceeded the other months of the year by 250%," with the work force adjusted so that an equal 250% more man hours were available during the summer months. Statistics submitted to the Commission indicate that the work load has shifted in the past dozen years, the appeal shows, and the summer work load now "is only 146% greater than that in the winter."

The Board was told that the effect of the grievance "is simply to adjust the work force to coincide with the work load."

Mr. Feily and Mr. Grala have requested a hearing before the full Grievance Board "to fully discuss the issue."