

Civil Service LEADER

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Central Conference Report

See Page 15



CSEA BILLS APPROVED — Employees Assn. Looking on during the ceremony Governor Rockefeller, seated, is seen as he signed approval of several retirement measures last week either sponsored or endorsed by the Civil Service

are, from left, Joseph O. Lochner, CSEA executive director; Joseph F. Feily, CSEA president, and Harry W. Albright, Jr., CSEA associate counsel.

'Pig In A Poke' Insurance Plan Being Forced On Union Members, CSEA Tells Workers

ALBANY, May 6—The Civil Service Employees Assn. has labeled a compulsory union insurance plan as a "pig in a poke." CSEA charged, in addition, that the plan, to be paid for by increased union membership dues, is being compared to voluntary Employees Assn. plans although the union programs have not yet been fully disclosed.

In a bulletin distributed throughout the State, CSEA points out that Council 50 of the American Federation of State, County and Municipal Employees had increased its membership dues from \$1.25 to \$2 bi-weekly (\$32.50 to \$52.00 annually), and "for this increase promises to pay a death or disability benefit."

Labeling the union plan as an "astounding about-face", CSEA said that "in the past, Council 50 has attacked CSEA for providing insurance benefits for its members; (Continued on Page 3)

Southern Conference Chooses June Election Slate

Nominees for election to office in the Southern Conference of the Civil Service Employees Assn. have been submitted, James O. Anderson, chairman of the nominating committee, announced last week.

Nicholas Puziferi will be unopposed in the race for president but there will be two nominees for all other posts.

In The Race

They are Howard Davies, Warwick State School, and Elmer Van Wey, Public Works, Dist. 8, first vice president; Mrs. Otti Brewer, Middletown State Hospital, and Robert Wood, Taconic State Park (Continued on Page 16)

Summer Vacation Experiment Set For L. I. Park Police

Police personnel of the Long Island State Park Commission, for the first time, will be granted partial summer vacations, Barney Aversano, president of the Long Island State Park Police chapter, Civil Service Employees Assn., announced last week.

Aversano, who also heads the Parkway Police Benevolent Association, reported that under a one-year agreement which will begin May 17 and run until Sept. 13, limited vacation periods of five working days and four regular days off will be granted on a seniority basis to as many sergeants and patrolmen as possible.

The remainder of their vacation time, Aversano said, will be taken during the fall, winter and early spring months beginning on Sept. 24 and running to about May 15, 1964. Junior sergeants

and patrolmen who lack seniority and are unable to obtain a summer vacation will be granted a full winter vacation instead.

Expresses Thanks

Aversano expressed gratitude to the Long Island State Park Commission for agreeing to try the partial summer vacation program, declaring it would enhance morale and actually increase departmental efficiency.

Credit for arranging the program went to the CSEA, the PBA, Chief Nicholas T. Landers and Commission Secretary Chester Blakelock. Robert T. Moses was also thanked for using his good offices with the Commission to achieve the goal of summer vacations.

C.B. Evans Named

WATERTOWN, May 6 — Clarence B. Evans, former president of the Jefferson chapter, CSEA, has been appointed publicity chairman for the organization, it has been announced by Mrs. Fannie W. Smith, president.

Turns To Governor

CSEA Won't Take No For An Answer On Overtime Rules

(Special To The Leader)

ALBANY, May 6—Refusing to take "no" for an answer, the Civil Service Employees Assn. late last week appealed directly to Governor Rockefeller "to intercede on behalf of the thousands of State employees whose rights to earn overtime credits have been arbitrarily and unfairly annulled under new overtime rules promulgated by the (State) Division of the Budget."

Park Police 25-Yr. Bill Is Vetoed

(Special To The Leader)

ALBANY, May 6 — State Park police won't get their new 25-year retirement plan this year.

Governor Rockefeller vetoed a bill creating the new plan, just as the 30-day bill signing period came to a close.

Under the bill, sponsored by Senator Edward Speno, members of the Regional State Park Police would have been able to retire after 25 years of service at a guaranteed retirement allowance of one-half their final average salary.

Reasons for Disapproval

In disapproving the bill, the Governor stated: "Guaranteed 25-year retirement plans in New York State have been provided thus far only where the rigors and hazards of a member's employment justify early retirement. The present 70-year mandatory retirement age for state employees is, therefore, inappropriate for such members.

"Experience with the State Police plan, the only guaranteed 25-year plan now available to state employees, has demonstrated that an earlier mandatory retirement age must be provided in the plan as originally enacted. This bill, among other problems, fails to include such a provision."

James Keating

James Keating, 62, 52 McKinley Ave., Albertson, died last week at the Long Island Jewish Hospital. Mr. Keating was a 10-year member and long time treasurer of the Nassau chapter of the Civil Service Employees Association. He worked in the Comptroller's office of Nassau County for many years as a principal clerk. Mr. Keating is survived by a wife and three sons. Services at the Newman Funeral Home and burial were held this week.

The appeal to Rockefeller, made by CSEA President Joseph F. Feily, followed on the heels of a meeting of Employees Association representatives and the Division of Budget, at which CSEA failed to move the Budget from its determination to effect the controversial rules on May 1 despite heavy arguments to the contrary. According to figures available to the Employees Association, the new rules exclude a total of approximately 16,000 to 17,000 State employees from the right to earn overtime credits. Of this figure, some 6,000 employees, in Grades 5 through 23, had been able to earn overtime under the former rules.

Feily's Proposals

Feily's appeal, sent to the Governor by telegram, said "Urgently request you intercede on behalf of thousands of State employees whose right to earn overtime credits have been arbitrarily and unfairly annulled under new overtime rules promulgated by the Division of the Budget. Specifically request you take the following (Continued on Page 16)

Don't Repeat This!

Crime & Manpower Reports Show Need For Careful Study

JUST what is the crime situation in public housing projects?

Tough-talking, tough thinking William Reid laid it on the line last week in a letter to Congressman Abraham Malter. Reid did it by commenting on an article written by a 19-year old college student, one Stephen H. Marcus.

"The members of the New York City Housing Authority are realists, and so are those who manage public housing develop- (Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1)

wents throughout the nation. We know that public housing cannot solve all of the problems of the low income families whom we house. We move these families from unsafe, insanitary and overcrowded quarters into decent accommodations where they have the opportunity to raise their children to be healthy and responsible citizens. A favorite device of those who oppose public housing is to assign to it responsibility for curing all the ills of our society and then berate it for failing to do so.

"In New York City, almost half a million persons live in 106 public housing developments. Many of these developments are located in sections of the city where the Authority has demolished the worst slums and has built new structures. Because of the nature of the surrounding neighborhoods, the Authority supplements the normal protection provided by the New York City Police Department, by assigning housing officers to certain developments

"Some newspapers have followed the practice of giving wide publicity to each incident in a public housing development, thus giving the false impression that violence and crime are widespread in public housing.

"Here are the facts:

There is not, and there never has been, any crime wave in public housing in New York City. Captains of the various police precincts in the city have consistently reported that there are fewer crimes and incidents in public housing developments than in the surrounding areas making up the balance of the precincts.

The records of the New York City Police Department and the Authority's own records show that the arrest rate for public housing tenants is lower than that of the city as a whole.

Facts Dispute Impression

Official records for the year 1961, the latest available, show a city-wide arrest rate for felonies and serious misdemeanors, of 6.3 per thousand persons, while the tenant arrest rate for similar offenses committed off as well as on project grounds, is only 3.8 for every thousand persons.

Juvenile delinquency rates in public housing developments are lower than in the surrounding neighborhoods. A special analysis of developments located in "high delinquency" areas, shows a delinquency rate of 69 per thousand youths in surrounding neighborhoods.

Homicides in public housing developments do not occur "almost daily" and do not occur "50% more frequently per hundred thousand residents than in the city as a whole." During 1961, the last complete year for which data are available for both public housing and for the city, 16 homicides were reported in public housing. This rate was well below that for the total city population.

"The so-called confidential report referred to by Mr. Marcus, is nothing more than an annual report of the director of manage-

ment, issued routinely and quite widely distributed. It most certainly does not state that "most of the persons apprehended for criminal behavior on project grounds, are project tenants," as Mr. Marcus asserts. Neither does it in any way justify the other outrageous statements and alleged statistics cited by Mr. Marcus. The careful records maintained by the Authority prove that Mr. Marcus is adept at distortion.

"Mr. Marcus is a nineteen-year-old sophomore at a local college. He never wrote to, or visited the Authority's offices to obtain information for his article or to check his wild statements. The 'facts' which he quotes in his article are a rehash of a series of sensational stories printed in one newspaper in this city.

"Mr. Marcus is entitled to the opinions which he expresses towards 'New Dealers,' the New Republic Magazine, and 'liberals.' We are concerned with the statements in his obvious political diatribe, which are intended to show that public housing has become the "festering place" of crime, and with the imaginary statistics he has used in his attempt to support his thesis.

"It is inexcusable for Mr. Marcus with his wholesale scurrilous accusations, to characterize public housing tenants as degenerates and criminals. The residents of the public housing developments in New York City, by and large, are responsible, well-behaved people and differ from the general population only in the fact that they have low incomes.

"We must assume that Mr. Marcus believes that it is preferable to have the underprivileged citizens of our country continue to live in ramshackle, rat-infested, fire-trap, slum buildings, that lack the fundamental amenities for decent living, than to afford them an opportunity to live in public housing.

"It is to be hoped that, before Mr. Marcus graduates from college, he will take—and pass—courses in ethics and statistics."

"Politics and Manpower"

It runs more than 600 pages. It has a nerve-jarring title: "Report of Study of Professional, Technical, and Managerial Manpower Needs of the City of New York."

It has been more than five years in the making.

And it has become a best-seller, not only among politicians and civic leaders in New York, but across the nation. Mayor Wagner has said: "Go ahead and put it into effect."

One thing is sure. Blood is going to be spilled before the recommendations of this report get implemented.

Already the lineup is hardening around one major proposal—that department heads be given much greater freedom in recruiting and hiring their employees.

Both sides in this coming battle are "eggheads." But knowing politicians, are beginning to watch the outcome because what is involved might be nothing less than a complete revision of civil service as we know it; and a large new increment of possible patronage.

Theodore Lang, intelligent, enterprising head of the Municipal Civil Service Commission, is bitter over the proposed decentralization as well as criticism of personnel policies in the Brookings Institution report. Lang and others who

feel like him take the view that the director of the Brookings Institution study, Dr. David T. Stanley, really has no concept of the basic political facts of life in New York City. The point is made that if the present strong central Personnel Department is weakened, the floodgates automatically open up for an inrush of the old-time patronage system, spoils and all. The situation in a municipality is altogether different from that of the federal government, with which Dr. Stanley is acquainted. The other side in this battle holds that a department head is the equivalent of the corporation president and should have great freedom of action in choosing the people he wants to work with him.

While on the personnel issue this battle is developing, on a related issue—that of budget control—there is near unanimity that the hand of budget has finally got to be extracted from personnel operations. This recommendation is in line with that of former Lt. Gov. Frank C. Moore, who headed up the Commission on Intergovernmental Operations of New York City. It is partially fulfilled in the new City Charter. So far William Shea, director of the Budget, has been able to maintain tight control over the departments and indeed over major personnel actions, just as his predecessor Abraham D. Beame did. Whether Shea will be able to continue this control is questionable. Every study made recommends a loosening of the Budget's overlordship.

Another Possibility

Another likely possibility is that the salaries of department heads will go up. The City's top exempt officials, who have the responsibility for the day-to-day operations of government, have found themselves in a squeeze that has embittered many of them. On the one hand, civil servants, with the pressures of their strong unions behind them, have been inching upward in pay. The borough presidents, too, have increased their pay to \$35,000. The commissioners are the one group that has not participated in the general upward revision of salaries. The City had a study made of the salaries of this group by the Institute of Public Administration, but this study was never released. For the past three years, money was put into budget to cover such increases, but the increases were never made. The Brookings Report will probably assist the beleaguered commissioners, who now are paid less than their State counterparts, in obtaining an overall salary adjustment.

The Brookings report makes a serious charge. It says: "The City of New York faces a crisis in skilled manpower. Its ability to get and keep expert people to run its programs is inadequate."

The problems its lists are these: Vacancies are numerous.

Young professionals have little interest in working for the City. The City is not recruiting "the cream of the crop."

There are serious shortages in the occupations needed.

The selection system is slow and inflexible.

Employees' morale is indifferent.

Salaries for some jobs lag behind those paid by other employers.

Employee training is insufficient.

As a result there is a danger

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for
Outstanding Public Service Contribution
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Civil Service Leader

In recognition of important cooperation and support which resulted in the successful accomplishment of our City's special recruiting drive -

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May 3rd, 1963



Robert F. Wagner
MAYOR OF THE CITY OF NEW YORK
Thomas H. Long
CHAIRMAN, CIVIL SERVICE COMMISSION
Michael J. Murphy
POLICE COMMISSIONER

LEADER CITED — The Civil Service Leader, has been cited by Mayor Wagner, the City Civil Service Commission and Police Commissioner Michael J. Murphy. The award, pictured above was given to The Leader for its assistance in a recent recruiting drive for policemen.

V.A. Offering Help To Homeowners On Staten Island

The Veterans Administration is offering all possible assistance to veterans, who have GI loans, and whose homes were damaged or destroyed in the recent Staten Island fire, it was announced by Thomas V. O'Keefe, manager of the New York VA Regional Office.

O'Keefe requests that veterans, whose homes have been damaged, immediately contact the lending institution holding the VA mortgage and advise them of the loss and at the same time request their assistance in filing the necessary claims.

O'Keefe further recommends that the veteran homeowners immediately contact Albert J. Grace, Loan Guaranty Officer, New York Regional Office, by telephoning WATKINS 4-5000, extension 335, or by writing to the Veterans Administration, 252 Eeventh Ave., New York 1.

The New York VA Office has contacted the Staten Island lending institutions, the Insurance Underwriters and the Fire Commissioner of the City of New York in its effort to reach veterans who have suffered fire losses.

that services rendered the citizen will decline in quality. The report hits ingrained "systems" built up over the years. It criticizes:

A system of organization that diversifies personnel responsibility from program responsibility.

A civil service system that claims to be a merit system, but in many ways impedes recognition of true merit.

A salary system that lags behind the market for some important positions.

One startling finding of the report is that one out of every five positions is vacant in professional, technical and managerial categories.

TO BUY, RENT OR
SELL A HOME — PAGE 11

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Feily, Hungerford Will Attend Jefferson CSEA Annual Dinner June 15

(From Leader Correspondent)

WATERTOWN, May 6—Joseph F. Feily, president of the New York State Civil Service Employees Association, and I. S. Hungerford, administrative director of the State Retirement System, will be speakers at the 15th annual banquet of Jefferson chapter, CSEA, here May 16.

The visit of Feily will mark his first here. Arrangements for the appearances of Feily and Hungerford were completed by Mrs. Fannie W. Smith, chapter president.

The annual banquet will be held at the American Legion clubhouse.

To Honor Members

During the annual session retired municipal employees will be honored by members of the county association. There will also be dancing from 9 until 1.

Mrs. Hazel O. Waterman is chairman of the ticket committee and Mrs. Clara Cousineau and Mrs. Doris Clark are co-chairmen of the banquet program.

Jefferson CSEA Makes Newsman Honorary Member

WATERTOWN, May 6—In an unprecedented action, the Jefferson County chapter, Civil Service Employees Assn., has voted to make the northern New York correspondent for the Civil Service Leader an honorary chapter member.

John H. Brior, of this city, has been officially notified of the chapter's action by its president, Mrs. Fannie W. Smith. Brior is a member of the editorial staff of the Watertown Daily Times.

Rochester Selects Welch President; Installation May 11

The Rochester chapter, Civil Service Employees Association, has elected Raymond Welch as president for the 1963-64 term. The chapter will install Welch and the complete slate of officers at an installation dinner dance May 11, in the Ontario Room, Manger Hotel, in Rochester.

Samuel Grossfield, outgoing chapter president, announced the program for the evening and mentioned that there would be a seven course dinner served. He also said that Dick Mullaney's orchestra would provide the music. Dancing will follow the dinner. The cost for the dinner, which will start at 6:30 p.m., will be \$3 per person.

Other officers elected for the 1963-64 term are Ralph Neubauer, first vice president; Anthony Bonacchi, second vice president; Eleanor Cohen, secretary; Harold Frankel, treasurer; and Samuel Grossfield, delegate. For reservations for the dinner contact chapter representatives.

Erie Judge Named

ALBANY, May 6—Governor Rockefeller has named Charles J. Gaughan of Hamburg as Erie County judge, succeeding Judge William Regan, who resigned. Mr. Gaughan is a supervisor of the town of Hamburg.

Pass your copy of the Leader To a Non-Member

Stanley Mailman Named Regional Attorney For NYC

Stanley Mailman, a member of the New York City law firm of Fried and Mailman, has been named regional attorney for the Metropolitan New York area of the 110,000-member Civil Service Employees Assn. He succeeds the late Harold Herzstein in the post.

Announcement of Mr. Mail-



STANLEY MAILMAN

man's assignment was made by the Albany law firm of DeGraff, Foy, Conway and Holt-Harris, chief counsel to the Employees Association.

The 33-year-old attorney is a native of New York City. He is a graduate of Cornell University and took law degrees both at Cornell and the New York University Law School.

Following military service, Mr. Mailman resumed private practice concentrating in the field of administrative and appellate law.

He is a member of the New York County Lawyers' Assn.; Federal Bar Assn.; Immigration and Nationality Lawyers' Assn.; Administrative Law Committee of the New York State Bar Assn.; member of the panel of Small Claims Arbitrators in the newly constituted Civil Court of the City of New York.

Cortland B. of E. Adopts Health Plan

CORTLAND, May 6—The Cortland Board of Education has approved the State Health Insurance Plan for teachers and other employees of the school system.

A recent vote of faculty and other employees showed that 197 out of 224 persons employed by the system are in favor of the plan which includes Blue Cross, Blue Shield and the Metropolitan Medical Plan. The other 27 persons did not cast ballots.

Richard Shay, a board member who investigated insurance plans and problems, said "the State Plan is the best for the amount of money involved."

The Teachers Association studied five insurance plans before recommending adoption of the State Health Plan, officials said.

Watertown CSEA To Honor Former Members Who Found 'Room At The Top'

(From Leader Correspondent)

WATERTOWN, May 6—A veritable galaxy of high-placed State officials, former members of the Watertown chapter, Civil Service Employees Assn., will be honored here at an unusual dinner meeting June 15 in the Hotel Woodruff.

Robert C. Londrville, chapter president, has announced that the meeting will be held to pay tribute to former members who have left this city to accept more responsible positions.

Among those planning to attend are: J. Burch McMorran, superintendent of the New York State Department of Public Works; Robert W. Sweet, chief D.P.W. engineer; William C. Bassette, superintendent of operations and maintenance; Warren S.

Welch, D.P.W. personnel director; B. A. Lefevre, deputy chief engineer; Oscar Widstrand, engineering assistant to the chief engineer; Frank J. Fuller, Albany district engineer; Austin Sarr, Babylon district engineer; Earl Towlson, Syracuse district engineer; Claude Friday, assistant deputy commissioner, Commerce Department, and Paul J. Regan, commissioner, division of parole.

High-Ranking Guests

Assemblyman Orin S. Wilcox, R., Theresa, has also accepted an invitation to be present. He is chairman of the Assembly's Civil Service Committee.

Londrville said that the "chapter is proud of the success of the many officials of State departments who were members of the local association."

The Watertown chapter is composed of members from the New York State Public Works Department, the Division of Employment, Conservation Department, Division of Veterans' Affairs, State Park Commission, A.B.C. board, Regional Library and Rent Control divisions. Members are also employed by the Lewis county A.B.C. board, and the Lewis county employees of the state public works department.

Hyde Pk. School District Forming Non-Teaching Unit

POUGHKEEPSIE, May 6 — Thirty-eight bus drivers and custodians of the Hyde Park Central School District, Hyde Park, have organized a Hyde Park unit of the Civil Service Employees Association with Gordan Post, a bus driver, as president.

Others elected at a recent meeting were Oscar Dayton, a bus driver, vice president; Lawrence Kwant, maintenance man, recording secretary; and Charles Lazaus, a custodian, treasurer.

Plans were made for the group to meet the second Monday of each month. Randolph Traudt, president of the Dutchess chapter, Civil Service Employees Association, served as installing officer.

Boost Public Relations Image, Rowell Tells Cattaraugus CSEA

(From Leader Correspondent)

OLEAN, May 6—A Civil Service Employees Assn. vice president told Cattaraugus County's civil service employees last week to boost their public relations image.

"Let it be known that you are employees of the public so the public will become aware of our problems", said Claude E. Rowell, of Rochester, at the annual installation dinner of the Cattaraugus chapter CSEA, in Paul's Steak House here.

Arthur Haley was installed as president by Henry Gdula, CSEA field representative.

Other officers:

Vice presidents, Clare Harris, Ellicottville and Mrs. Carmella

Swartz, Olean; secretary, Mrs. Elsie Jane Beck, Salamanca; treasurer, Mrs. Mary Cawley, Olean, chapter representative, Mrs. Gordon Kinney, Olean, and delegate, Mrs. John Panado, Olean.

Directors are Miss Anna Raab Present, Myron E. Klink, Panado, Francis J. Sullivan and Charles Lewis, all of Olean; Edward Connors, Ellicottville, and David Bishop, Little Valley.

Bishop is the retiring president.

Compulsory Union Insurance Branded 'Pig In A Poke'

(Continued from Page 1)

now it publicizes a so-called competitive plan which is to be forced on all of its members—whether they want it or not."

CSEA Poses Some Questions

The Association suggests that union members should ask the following questions dealing with the union program:

1. "Is the union plan underwritten by a responsible insurance company?" If the answer is no, CSEA says, "union members should ask who would pay the benefits" if Council 50 should become defunct.
2. "Is the union plan approved or supervised by the State Insurance Department?" If the answer again is no, CSEA questions "who will safeguard the keeping of adequate reserves to assure payment of benefits when due; who will supervise the payment of just claims, and how much will a member have to pay in legal costs and fees if Council 50 refuses to pay a just claim for \$20 a week sickness benefits?"
3. "What is the true comparison of the union plan with the CSEA group life policy underwritten by the Travelers Insurance Company and approved by the Insurance Department?" In its bulletin, CSEA shows the following cost comparisons:

CSEA LIFE INSURANCE *Monthly Cost	UNION BENEFIT PLAN *Monthly Cost			
	1st Year	2nd Year	3rd Year	4th Year
Age Group				
29 or younger	1.62	.81	.54	?
30-34	1.62	.91	.54	?
35-39	1.62	.81	.54	?
40-45	1.62	.81	.54	?
46-49	1.62	.81	.54	?
50-54	1.10	.81	.54	?
55-59	1.56	.81	.54	?
60-64	2.28	1.62	.81	.54
65-69	3.26	1.62	.81	.54

The CSEA Plan provides (1) double indemnity for accidental death, (2) waiver of premium in event of disability prior to age 60, and (3) other benefits which are not available under the union plan. When a value is placed on these benefits the union plan suffers still more by comparison.

The union's "level premium" plan, CSEA charges, unfairly benefits the older members at the expense of younger members. The Association also suggests that union members should ask to see a sample union contract, as the Insurance Law provides that the following statement must appear in large type on the first page of an unapproved contract:

"This organization does not operate under the supervision of the New York State Insurance Department.

No Comparison Possible Now

The Employees Association points out in the bulletin that a "fair comparison of the Accident and Health Plans cannot be made because the details of the Union plan have not yet been disclosed."

Under the union program, CSEA has learned, a union member's dues are automatically raised to \$2 bi-weekly and he is given a choice of subscribing to either the death or disability benefit plan. He must, however, choose one or the other and cannot remain outside the program and retain his former dues status. This is in direct contrast to its plans, CSEA says, "under which members are free to buy or not to buy additional insurance protection, as they may choose."

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. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block 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; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

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

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

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

By MARY ANN BANKS



51ST MEMBER — Last week, L. J. Andolsek (right) took the oath of office as the 51st member of the U.S. Civil Service Commission. The oath was administered by Civil Service Commission Chairman John W. Macy, Jr., (left) who was assisted by Commissioner Robert E. Hampton (center). Before his appointment by the President and his confirmation by the Senate, Andolsek was the chief clerk of the House Committee on Public Works. He has also been a civil servant, an Army officer, and administrative assistant to Congressman Blatnik. Andolsek has pledged his full support to Chairman Macy and the Commission for an effective civil service.

CSC Takes Action To Prevent White House Interference

Summer jobs have long been a topic of great controversy in the Washington area. Less than a month ago, the Civil Service Commission announced that it would counteract rumors that the White House was pressuring Federal agencies to make appointments because of political pull by withdrawing agencies' authority to make temporary appointments.

Since that time, the agencies that plan to use students as temporary employees have submitted full details to the Civil Service Commission. Certifications, signed by agency heads, stating that political interference would not be accepted were also submitted. Late last week, the Civil Service Commission announced that they would again approve the plans of every major agency to hire students for summer work.

As a precautionary measure, however, the Commission has advised its inspection staff to carefully examine student hirings. The agencies hiring the greatest numbers will be concentrated on first. The personnel records of these temporary employees will be examined and personnel interviews may follow the inspection of these records.

The primary objective of this careful method of hiring is to uphold the merit system and keep a constant check on any "spoils system" tactics.

CSC Requests Time Requirement Change In Retirement Law

There may be some changes made in the retirement provisions of the Civil Service Retirement Act as a result of a request submitted to Congress by the Civil Service Commission. The change would provide mandatory separation of employees at age 70 who have completed five years of Federal service instead the present 15 year requirement.

The Commission feels the change would encourage appointing officers to give more consideration to and would open more opportunities for candidates who

are older than 55. This change would also lessen the problem created by the number of over-age employees on the rolls who have not yet completed 15 years of Federal service.

The change, if approved, will only apply to employees hired after its passage.

Day's Proposal May Have Affected P.O. Budget Restoration

When Postmaster General J. Edward Day was confronted with the \$92 million post office budget cut a few weeks ago, he prepared the following alternatives as methods of enforcing the budget which Congress gave the Post Office Department.

- Discontinue Saturday mail deliveries. The Postmaster pointed out this "radical step" would adversely affect thousands of small businesses now operating on Saturdays, plus their hundreds of thousands of employees.

- No delivery service to new homes and offices. This, said Day, would directly affect at least one million new addressees during the coming year.

- No mail service for tenants of new high-rise office buildings.

- A severe setback in the Postal Department's research and development programs for sensible gradual mechanization of more than 200 post offices.

Perhaps the threat of such a severe reduction in postal services had some influence on a Senate appropriation subcommittee action late last week. The subcommittee voted to restore about \$64 million of the \$92 million which had earlier been cut by the House.

House and Senate Promise Full Salary Scale Cooperation

Both the House and the Senate have promised full cooperation in order to insure early hearings in regard to reasonable salaries for civil servants. A study, made by the Bureau of Labor Statistics last fall, revealed that Federal salary scales were considerably below private industry wages.

The latest Federal increase, which is effective next January, will place civil service salaries on the level of private industry salaries in January of 1962. The President, in his Congressional recommendation, has promised to make every effort to correct the differences.

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Dr. Theodore Lang Named "Personnel Man of Year" By Public Personnel Assoc.

WASHINGTON, May 6 — Dr. T. H. Lang, New York City Personnel Director and Chairman of the City Civil Service Commission has been designated as winner of the 1963 Charles H. Cushman Award of the Eastern Region of the Public Personnel Association. The award was made to Dr. Lang recently at the region's annual conference here.

The award is presented annually in recognition of outstanding achievement by an individual in advancing the art, science and practice of public personnel administration. The purpose of the award is, through public recognition, to encourage and improve sound public personnel management. The award commemorates the invaluable and lasting contribution to public personnel management by the late Charles H. Cushman, as a former president of the association, chairman of the Eastern Regional Conference and Director of Personnel for the State of Rhode Island. It pays tribute to his work and life that exemplified the finest traditions of the public service.

The Eastern Region of the Public Personnel Association is composed of six eastern Canadian provinces, 10 North Atlantic states, Puerto Rico and Costa Rica.

The award was made to Dr. Lang in recognition of this leadership in having personnel management accepted and recognized as a crucial factor in the administration of the government of the City of New York; and of the far-reaching improvements in personnel management in the government of the City of New York



HONORED — Dr. T. H. Lang, right, chairman of the New York City Civil Service Commission receives an engraved clock from John W. Macy, Jr., chairman of the U.S. Civil Service Commission on the occasion of Dr. Lang's selection as Outstanding Public Personnel Administrator of The Year. The presentation was made at the Eastern Region Convention of Public Personnel Association in Washington recently. Shown during the ceremonies are: (left to right) Antonio Cuevas-Viret, personnel director of the Commonwealth of Puerto Rico and president-elect of the PPA's Eastern Region; Mr. Macy; George J. Walker, personnel director of the state of Connecticut and outgoing president of the region; and Dr. Lang.

which he has instigated, which have included, particularly, professionalization of personnel management functions, a progressive approach to recruitment practices, as exemplified by the repeal of regressive residence legislation, executive development programs including an experimental research project in executive development, and an effective public relations program." The Award also recognized his leadership in community projects such as the New York Manpower Utilization Council, of which he is chairman; Inter-Agency Administrative Committee of New York City's Stay-in-School Program, of which he is also chairman, and his many years of service to the Public Personnel Association on the chapter, regional and national levels.

Phi Beta Kappa, Dr. Lang received degrees of Master and Ph.D. in Public Administration from New York University. He has had a career in government service with the City of New York having served in the Board of Education from 1942 to 1954 as personnel officer for the administrative staff. In the Personnel Department, he has been examining assistant, director of personnel relations, and deputy personnel director from 1954 to 1960. In December, 1960, after a year as Acting Director, Mayor Robert F. Wagner appointed Dr. Lang to head the Department as Personnel Director and Chairman of the City Civil Service Commission to succeed the late Dr. Joseph Schechter.

Dr. Lang has served as president of the Municipal Personnel Society, member of the National Committee on the Departmental Personnel Office of the Public Personnel Association, and president of the Metropolitan chapter of the American Society for Public Administration. In 1956 he was awarded a bronze medal by the Citizens Budget Commission for high civic service to the City of

New York, and in 1960 he was honored with an award for professional achievement and service to the City of New York by the New York chapter of the Public Personnel Association.

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Carrk, Fox Head Albany Taxation Election Slate

ALBANY, May 6—The Albany Taxation and Finance chapter, Civil Service Employees Association, recently held a nominating dinner meeting at the Wellington Hotel, in Albany.

George W. Hayes, chairman of the nominating committee, announced that the nominations have been approved by the executive council of the chapter.

Contestants

Those nominated were: Frank Carrk and Howard Fox, president; Genevieve Allen and Maryalice Fox, first vice president; Kathleen Nucl and Karen Meed, second vice president; Hiram Banoff and Vincent Munafa, third vice president; Kathleen Milton and Virginia Donohue, secretary; Eugene Walther, treasurer; and Frank Comparetta, Salvatore Fil-

ippone, John Dougherty, William McConvell, Anne Warren, Florence Winter, Anne Buchenbaum, William Distin, John Haith, Jeanne Keely, Romeo Mitri and Harry Kennedy, delegates.

Additional nominations may be filed until May 20, when the ballots and ballot boxes will be distributed. Approximately 2,500 members from the State Office Building, State Campus, Menands and Schenectady are expected to vote in the election. Election results are expected to be announced by the latter part of June.

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TUESDAY, MAY 7, 1963



Governor Should Tell Aides What's In Store

STATE departments and agencies have been called upon by Governor Rockefeller to plan on cutting expenditures in the coming fiscal year by approximately five per cent. Reports have it that the cuts will, in the main, be made possible by not filling jobs as they fall open.

There are some serious implications in the Governor's request, particularly when he refers to an "increasingly tight" budget. State workers exerted maximum effort to make any gains at all in the Legislature this year. The call for even tighter economies appears to us to be a forecast of darker times ahead unless some clarifications are made.

The Governor has said that he does not intend to cut down on necessary services nor does he intend to do anything that will force abandonment of his "pay-as-you-go" fiscal policy. The question here is does the Governor intend to effect both policies at the expense of State workers?

There is doubt that the State's public employees have made considerable gains under the Rockefeller Administration and this newspaper has been among the first to recognize those advances. No one can deny, however, that a good many more improvements are needed in State service and one cannot dodge the fact that many of them will cost money. A good many of these goals have been stated by the Governor himself; he has recognized the needs.

As matters stand now, there is a growing anxiety among State workers about the future. We feel it is time the Governor addressed himself on that subject to these employees.

Trust

THE New York City Department of Personnel last week released the names of 1,819 employees who were to be cited for their long years of service to the City of New York, ranging from 20 to 50 years.

At almost the same time, the department issued a terse announcement that they had removed a \$4,800 a year clerical worker for betraying the trust placed in him by altering examination records for both money and friendship.

Which story took greater prominence in the daily press?

To be sure it was not the one about the 1,819 employees who toiled long and loyally for the people of New York City and, although plagued by low salaries and long hours, did not break the public trust.

There are many, yes, many hundreds of thousands of public employees who, like those cited last week, work honestly, efficiently and diligently in the service of the public. It is these employees we pledge ourselves to support.

And for the few who betray the public trust, we extend our sympathy, not alone for them—but for their fellow public employees who must bare the brunt of their malfeasance.

Retirement Comm. Budget Double

WATERTOWN, May 6 — The Joint Legislative Committee on the State Employees Retirement System, headed by Assemblyman Orin S. Wilcox, R., Theresa, will have a \$10,000 budget this year. The total is double the \$5,000 allocated a year ago.

Assemblyman Wilcox is chairman of the Assembly civil service committee.

Dr. Falco Elected

ALBANY, May 6 — Dr. Paul R. Falco of Brooklyn has been elected by the Legislature to the State Board of Regents to fill the vacancy caused by the resignation of Dr. Dominick F. Maurillo, also of Brooklyn.

Dr. Falco is a member of the American Medical Association. He is a graduate of the New York University College of Medicine and a World War II veteran.

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.

Cites Leader For Brookings Warning

Editor, The Leader

I have read your editorial "Skirting the Problem" in this week's issue of The Leader. I think you should be commended for sounding the warning in the dangerous implications of the Brookings Reports which suggests the return to the "spoils system."

ANTHONY M. MAURIELLO
Civil Service Commissioner

This Week's Civil Service Television List

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

Tuesday, May 7

3:00 p.m.—Department of Hospitals Training Program for Nursing Personnel — with Louis Halpryn.

4:00 p.m.—Around the Clock—Police Dept. Unit Training. This month: Lt. Carey — "Current Topics"; Sgt. Mullins—"Summer Problems."

5:00 p.m.—Nutrition and You—Presented by the City's Bureau of Nutrition.

5:15 p.m.—The Big Picture—U.S. Army film series.

6:00 p.m.—Human Rights Forum—Topic: "Are Puerto Ricans Getting a Fair Deal in New York City?" Presented by the City Human Rights Commission

8:00 p.m.—Nutrition and You—(Repeat of 5:00 p.m. program).

8:30 p.m.—Film Feature—"The Highest Honor" — Story of the Federal Career Service, with such noted employees as Dr. Frances Kelsey, Dr. Donald Gregg and former Moscow Ambassador Llewellyn Thompson.

10:30 p.m.—Department of Hospitals Training program for Nursing Personnel—with Louis Halpryn.

Wednesday, May 8

3:00 p.m.—Your Lions Share—Public Library panel—with Margaret Scoggin.

4:00 p.m.—Around the Clock—Police Dept. training program.

5:00 p.m.—Nutrition and You—Bureau of Nutrition program

7:30 p.m.—On the Job—Fire Dept. training course. Today "Pumper Operations."

9:30 p.m.—City Close-up—Seymour N. Seigel interviews Dr. Milton Helsen, Chief City Medical Examiner.

Thursday, May 9

3:00 p.m.—Department of Hospitals Training program for Nursing Personnel—with Louis Halpryn.

4:00 p.m.—Around the Clock—Police Department unit training program.

6:00 p.m.—Your Lions Share—Public Library panel—with Margaret Scoggin.

7:30 p.m.—On the Job—Fire Department training course.

9:00 p.m.—Purposeful Americans—State Education Department series.

10:30 p.m. Department of Hospitals Training Program for Nursing Personnel—with Louis Halpryn.

Friday, May 10

4:00 p.m.—Around the Clock—

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 Vice President, Public Relations, of A. J. Armstrong Co., Inc.)

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Coming of Age

PUBLIC RELATIONS is busting out all over among civil servants on the staff of the City of New York.

DURING 1962, 92,000 city employees received some public relations training. This is probably the largest, as well as the most successful, mass public relations program in civil service history.

AS WITH ALL educational processes, this outstanding achievement in the field of public relations has been three years in the making. No time could be more appropriate for reporting on the program than now.

IT ALL BEGAN with an executive order by Mayor Robert F. Wagner three years ago this week. It was headed "Contact Between Agencies and the Public."

WE THINK THIS order is so important for civil service people everywhere that we quote excerpts. States the first part of the order:

"IT IS ABSOLUTELY essential to the proper operation of government, and the development of a respect for the process of government among the citizenry, that each and every one of our employees having dealings with the public in the course of his work, carry on these dealings with courtesy, consideration and understanding that this is a human problem, not a ledger entry, confronting him."

AFTER DIRECTING the 47 city department and agency heads to give the matter their personal attention, the order made the very important point that this public relations program "must go right down the line."

IT IS ADDITIONAL confirmation that while all public relations policy emanates from the top, it must be carried out "right down the line."

IF NOT ALREADY established, departments and agencies were urged to set up information desks at all places where the public visited their offices regularly. But the most significant part of the order was the directive that a public relations training plan be organized.

THE CITY'S Department of Personnel, headed by Dr. Theodore H. Lang, who is also chairman of the City's Civil Service Commission, was given the job of coordinating the program.

THE FIRST STEP was setting up training courses for teachers of employee-public relations. There was emphasis too, on telephone courtesy and effective letter writing. In turn, these teachers conducted the public relations courses in their own departments.

OF COURSE, the New York City Police Department has led the public relations parade for many years. Public relations has been an integral part of its Police Academy course for nearly 20 years.

ONE OF THE results of the Mayor's public relations order was the effective program established in the City's Department of Purchase, which published a PR primer for its employees.

THE CITY Rent and Rehabilitation Administration has a similar publication, "A Call for Help." This asks the agency's employees help in generating good public relations for that agency.

WE CAN TESTIFY that city employee relations with the public have improved tremendously in the past three years. Cooperation from the employees has been most gratifying. As with any public relations program, it must on a continuing basis and the process must never end.

THERE ARE significant lessons to be learned by civil service on Federal, State and County levels from the successful PR training program by the City of New York.

IT ALL AUGURS well for the civil servants because it will all add up to good public relations for the cause of civil service and government.

Police Department unit training Presented by the City Human Rights Commission

5:00 p.m.—Nutrition and You—Bureau of Nutrition program.

6:15 p.m.—The Big Picture—U.S. Army film series.

8:30 p.m.—Human Rights Forum—"Are Puerto Ricans Getting a Fair Deal in New York City?"

Saturday May, 11

3:00 p.m.—The Big Picture—U.S. Army film series.

7:00 p.m.—Purposeful Americans—State Education Department (Continued on Page 10)



SERVICE PINS — Pilgrim State Hospital recently honored its retired employees and those who completed twenty-five years of State service at a dinner party held at Gelde's Inn in Center-

port, Long Island. Those employees shown above were presented with 25 year service pins by Doctor Hyman S. Barahal, acting director. Doctor and Mrs. Maurice Wander were also in attendance.

Paris Retires

Morris Paris, Brooklyn, an assistant deputy comptroller for 25 years, is retiring from the office of Comptroller Abraham D. Beame to devote his time to writing.

Mrs. McCarthy Named

ALBANY, May 6 — Governor Rockefeller has reappointed Mrs. Frank McCarthy of Syracuse to the Board of Visitors of the Syracuse State School.

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A City Fireman Reports

What Happened—

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Dear Sirs:

I would like to thank you and the members of your staff for a wonderful job performed on my daughter, Kathleen Costello, age 1.

Over the weekend my daughter fell while romping around the house, injuring her left shoulder. I called my family physician who was off duty for the weekend. His covering doctor, Dr. K—, came to my home to examine my daughter. After a thorough examination he ordered her to have X-rays taken of her left shoulder for a possible fracture.

I immediately took the child to the Medical Center for X-rays. Mr. Edward Hall, the X-ray technician who took the pictures, reported that my daughter had a fracture in her left shoulder. But upon keen observation he noticed an object lying in the throat of my daughter. After taking another picture he was positive that the child had an obstruction in her throat. Mr. Hall then notified Dr. J—T—of the Medical Group of his findings. Dr. T—ordered the child to be taken to Long Island Doctors Hospital. A thorough examination by Dr. T—of the baby proved that Mr. Hall's findings were correct.

The baby was taken to the operating room. After two and one half hours of tedious and arduous work the operation was finished. Dr.

T—assisted by Dr. M—H—informed us that the object was removed and the baby was going to be all right. The object in the baby's throat turned out to be a piece of metal which had lodged vertically in her oesophagus and the skin was growing around and over it. The object had apparently been in the child's throat for months. Eventually if it were not removed the child would have become seriously ill, if not fatally, from the obstruction.

I would like to thank you very much for the wonderful job performed by Mr. Hall, the X-ray technician, for his keen observation while taking the X-rays and also the wonderful job performed by Dr. K—, and especially Drs. T—and H—in the performance of their duties. All of this happened on a Sunday afternoon, depriving these men of a few well-earned hours of relaxation at home with their families. They certainly are a credit to the medical profession. My wife and members of my family would like to thank them for a brilliant job done from the bottom of our hearts. They will be remembered in our prayers and a mass of thanksgiving. It is certainly nice to know that men of such calibre are on duty at all times to serve the public in a time of great need.

TIMOTHY P. COSTELLO, Rosedale, L. I.
(New York City Fireman)



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STURDY!
This is the new improved 1963 version of the 1962 Frigidaire Washer that performed so well in the famous Frigidaire 15-Year Lifetime Test.

Typical 1962 Frigidaire Washers had to run day and night—normal loads and detergents, all cycles—in the Frigidaire Lifetime Test. In the results thus far, some washers went well over 20 years without repair. What's more, the average machine operated the equivalent of 14 years without a single minor repair.

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For Mother
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For Son or Daughter

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'Fiesta Tour' To Mexico Set For June and July

Two 2-week "Fiesta Tours" to Mexico via Eastern Airlines jets announced for members of the Civil Service Employees Association, their families and friends are now open for bookings. New York City employees may apply, too.

There are two departures for Mexico this summer; one on June 29 and another on July 13. The price of \$495 for the complete tour applies on both dates.

The Mexican holiday program comes as the result of requests following the popular Hawaiian tours previously offered civil service personnel. Leaving from New York, the tour group will fly

directly to Mexico City and be welcomed at the hotel there by a cocktail party. During the days in the nation's capital, the visitors will attend a bull fight, visit the famous "floating gardens" of Xochmilco, visit the world renowned Shrine of Guadalupe and take a long stride into the past with a visit to the ancient city of temples and pyramids near Mexico City.

Acapulco Included

The low points will rate as big as the high points when tour members visit exotic Acapulco down on the Pacific Ocean and also go high into the mountains to stay in the skytop resort of San Jose Perua, placed in a setting of waterfalls, gardens and swimming pools.

Picturesque Mexican villages also will be visited as well as Taxco, one of the most favored and well known smaller cities, a shopping paradise for silver products and hand-crafted merchandise.

Where To Apply

The price of \$495 includes the round trip air transportation, all hotel rooms, all meals except while in Mexico City, where some breakfasts are included, sight-seeing, and several special features which are described in the attractive brochure that may be had by writing to the following address:

For June 29 departure: Claude E. Rowell, 64 Langslow St., Rochester, Telephone GR 3-5657.

For July 13 departure: John J. Hennessey, 276 Moore Ave., Kenmore, 23, N. Y. Telephone TF 2-4966.

Or, for either departure: Civil Service Travel Club, Inc., Time & Life Bldg., New York, 20, N. Y., JU 2-3616.

Wood Reappointed

ALBANY, May 6 — J. Frank Wood of New York City has been reappointed a member of the Advisory Council on Pensions for a term ending April 1, 1963.

Shoppers Service Guide

Business Opportunities

\$10,000 NET PROFIT, seasonal business at State camp grounds. Store, bar, dance hall, 2 camps, 127 acres, river & highway \$45,000. WIMPLE, REALTOR, Sloansville, N.Y.

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This Week's TV Column

(Continued from Page 6)

ment series analyzing our national purpose.

7:30 p.m.—On the Job—Fire Dept. Training course.

8:00—Citizenship Education—Film lectures in civic studies.

Sunday, May 12

4:00 p.m.—Citizen Education—Film lectures in civic studies.

4:30 p.m. Human Rights Forum—"Is Opportunity the Answer to Juvenile Delinquency?" Panel—George Rager, Director of Action Programs, Mobilization for Youth; Phyllis Grunaur, Youth Services Director, Human Rights Commission; James J. McFadden, Acting Commissioner, Dept. of Labor; Timothy J. Cooney, Moderator. Presented by the City Commission on Human Rights.

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

8:30 p.m.—City Close-up—Seymour N. Siegel interviews T. P. Robinson, Executive Director, Office of Cultural Affairs.

9:30 p.m.—Your Lions Share—New York Public Library panel discussion; Margaret Scoggin, Young Adults Division.

10:00 p.m.—Purposeful Americans—State Education Department series exploring our national purpose.

Monday, May 13

3:00 p.m.—Pleasures of Learning—"The Boarding School in the Soviet Union" is analyzed NYU Soviet Affairs Lecturer Albert L. Weeks.

3:45 p.m.—Airman's World—U.S. Air Force film series.

4:00 p.m.—Around the Clock—Police Department unit training program.

5:30 p.m.—Career Development—Lt. Morse on "The Law of Arrest" Police Department promotion course.

REAL ESTATE

Farms & Ac. - Delaware Co.
FULL PRICE \$6,500
3 BEDROOM house, all utilities, garage. Newly decorated & repaired. Very easy terms. Hamilton Realty, Stamford, N.Y.

Farms & Acreages - Ulster Co.
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TYPWRITER BARGAINS

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LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO PEKKA HOLOPAINEN.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on May 29, 1963, at 9:30 A.M., why a certain writing dated February 13, 1949, which has been offered for probate by LEMPI ALLEN, residing at 154 Marietta Avenue, Hawthorne, New York, should not be probated as the last Will and Testament, relating to real and personal property, of SANNTI HOLOPAINEN, Deceased, who was at the time of her death a resident of 2085 Lexington Avenue, in the County of New York, New York.
Dated, Attested and Sealed, April 13, 1963
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County
Philip A. Donahue,
Clerk

FOR THE BEST IN
IN ALL SECTIONS — PAGE 11

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Long Island

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JAMAICA

7 ROOMS DETACHED **EAST ELMHURST**
FANTASTIC HOME, featuring, **SOLID BRICK - DETACHED**
modern kitchen and bath, full **7 HUGE ROOMS**, science kitchen, modern bath, full basement, oil heat, garage; elegant home throughout in ideal location, being sacrificed at once. Price \$16,000.

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IL 7-3100 **JA 9-4400**

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BRENTWOOD, foreclosure, Ranch, 3 bedrooms, \$8,500. Cash \$200. Many others. McLaughlin Realty, 19 First Ave., phone 616 EL 8-8415.

Farms & Acreages - Ulster Co.
4 RM. BUNGALOW near Kingston, black top road, elec., tel., furnished \$3800. Southern Dutchess Realty, Hopewell Junction, NY, 914-226-7400.

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Brick Bungalow

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- 3—HOLLIS
All brick English Tudor, 7 1/2 rms, 4 bedrms, 2 baths, finished basement, fireplace, garage.
- 4—KEW GARDENS HILLS
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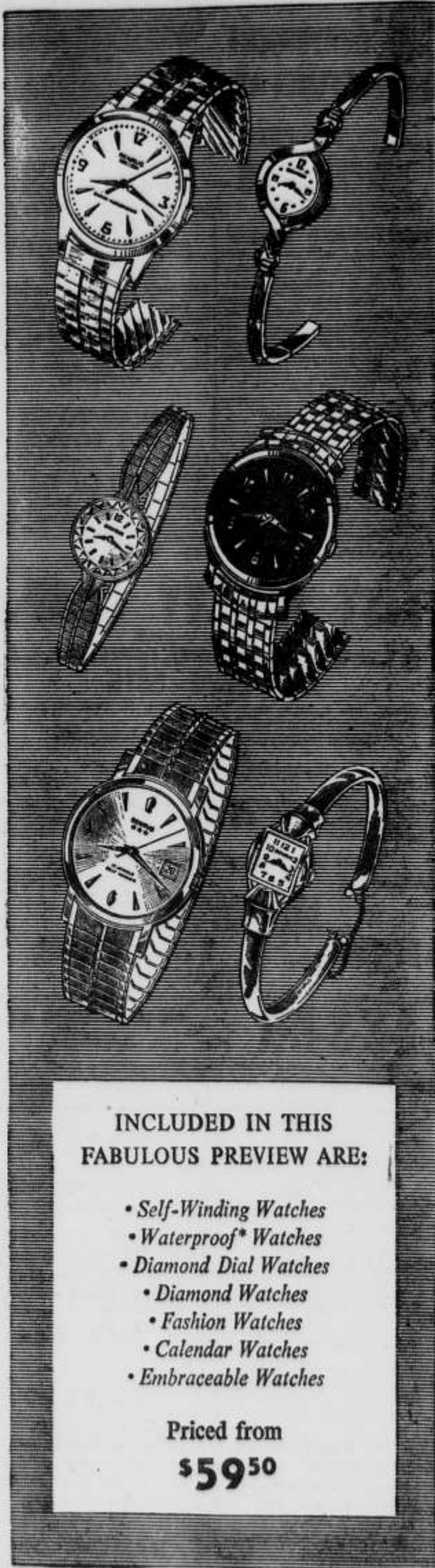
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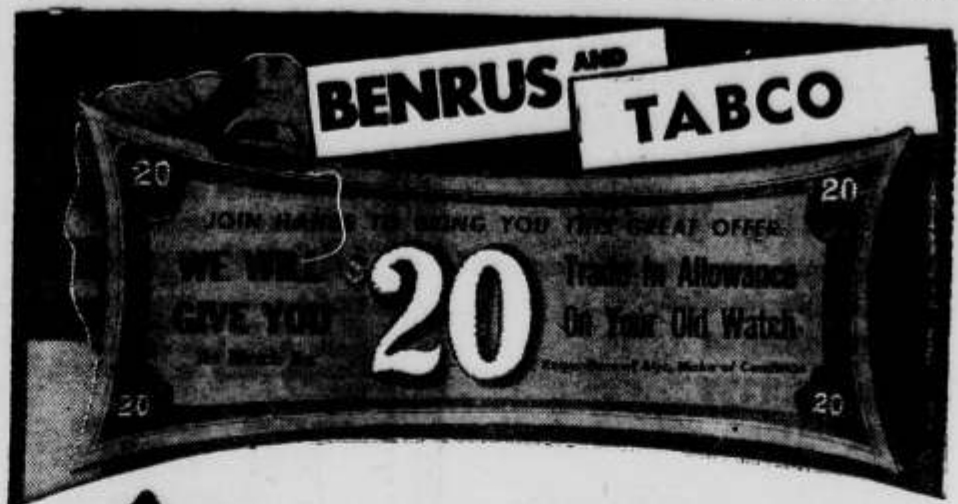
BENRUS WATCHES



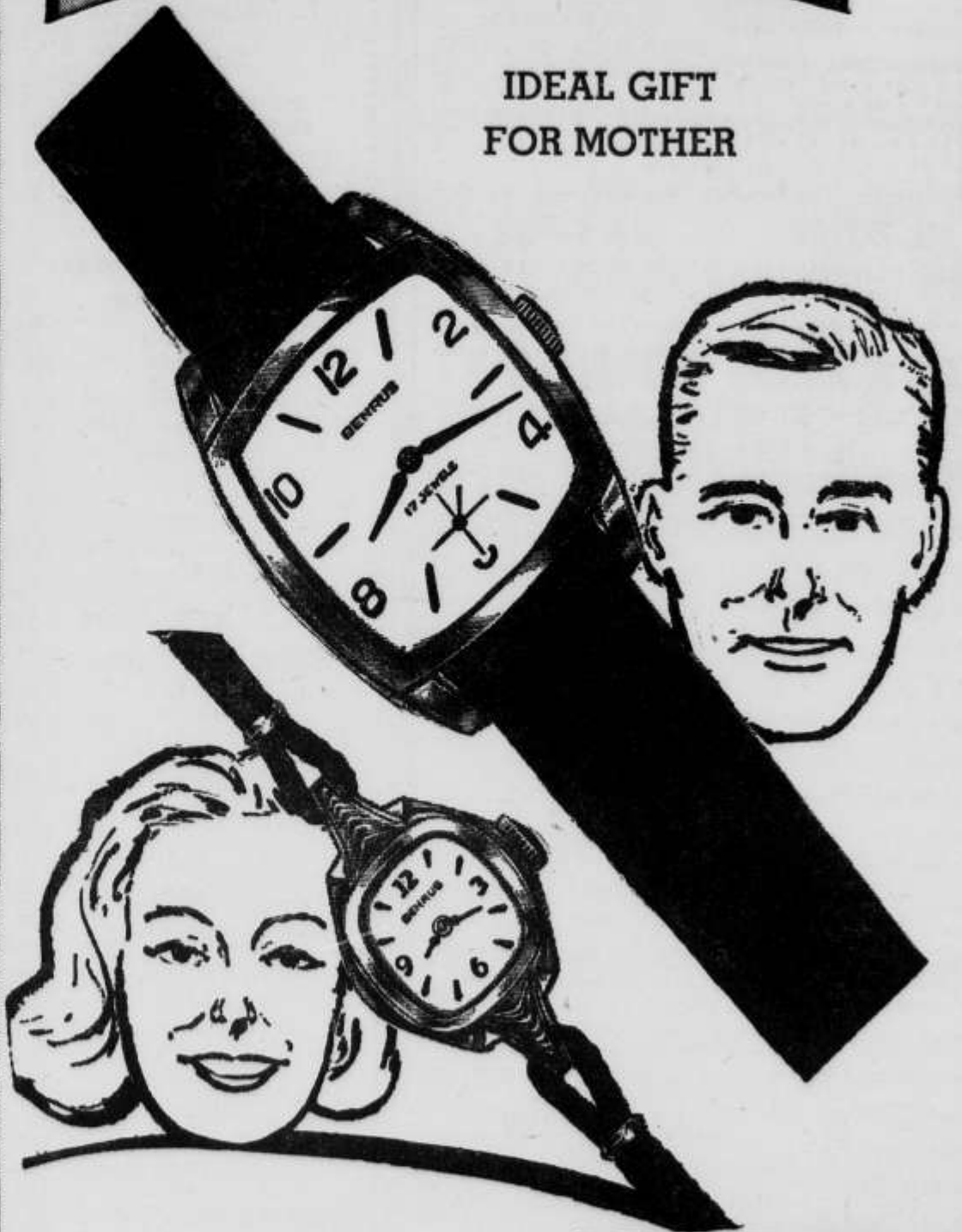
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Housing Supply Man

The New York City Department of Personnel received 945 applications for examination no. 9539, housing supply man, during the March filling period.

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This N. Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for: Employment, Promotion, Advanced Educational Training, Personal Satisfaction. Our Intensive 5-Week Course prepares for official exams conducted at regular intervals by N. Y. State Dept. of Education. Classes in Manhattan or Jamaica. DELEHANTY INSTITUTE MANHATTAN: 115 EAST 15 ST. JAMAICA: 91-01 MERRICK BLVD.

City Offers 17 Titles On Continuous Basis

Applications are being accepted on a continuous basis for positions in 17 different titles offered by the New York City Personnel Department. The examinations, held on an open-competitive basis, are for jobs in various positions and locations.

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

- Assistant architect \$7,100 to \$8,900 a year. Assistant civil engineer, \$7,100 to \$8,900 a year. Assistant mechanical engineer,

- \$7,100 to \$8,900 a year. Assistant plan examiner (building), \$7,450 to \$9,250 a year. Civil engineering draftsman, \$5,750 to \$7,190 a year. Dental hygienist, \$4,000 to \$5,080 a year. Junior civil engineer, \$5,750 to \$7,190 a year. Junior electrical engineer, \$5,570 to \$7,190 a year. Junior mechanical engineer, \$5,750 to \$7,190 a year. Occupational therapist, \$4,850 to \$6,290 a year. Patrolman, \$6,132 to \$7,616 a year. Public health nurse, \$5,150 to \$6,590 a year. Recreation leader, \$5,150 to \$6,590 a year. Senior street club worker, \$5,150 to \$6,950 a year. Social investigator trainee, \$4,850 a year. Social case worker, \$5,430 to \$6,890 a year. X-ray technician, \$4,000 to \$5,080 a year.

For the following secretarial positions apply to the Office Personnel Placement Center, 575 Lexington Ave., Manhattan. After passing the test, 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.

- College secretarial assistant, \$3,700 to \$5,100 per year. Stenographer, \$3,500 to \$4,580

Sr. Steno Jobs

The Department of City Planning is seeking two permanent senior stenographers. Interested persons can contact Arnold Blitzer, WO 4-5656, ext. 272.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York, Arthur J. Menzies, Esq., Counsel General of Luxembourg, The City of New York, Department of Welfare and to "John Doe" (the name "John Doe" being fictitious, the alleged husband of A. Madeline Harper, also known as Anna Madeline Harper, Anna M. Harper, Mrs. A. Madeline Harper, Mrs. Anna Madeline Harper, A. Madeline Harper, Mrs. A. Madeline Harper, A. M. Harper and Madeline Harper, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of A. Madeline Harper, also known as Anna Madeline Harper, Anna M. Harper, Mrs. A. Madeline Harper, Mrs. Anna Madeline Harper, A. Madeline Harper, Mrs. A. Madeline Harper, A. M. Harper and Madeline Harper, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of A. Madeline Harper, also known as Anna Madeline Harper, Anna M. Harper, Mrs. A. Madeline Harper, Mrs. Anna Madeline Harper, A. Madeline Harper, Mrs. A. Madeline Harper, A. M. Harper and Madeline Harper, deceased, who at the time of her death was a resident of 253 West 24th Street, New York, N.Y., and GREETING: Upon the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as 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, in the County of New York, on the 11th day of June, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (Seal) WITNESS: HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 9th day of April in the year of our Lord one thousand nine hundred and sixty-three. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

Nurses Needed At Bronx Hosp.

Staff nurses and head nurses are needed to fill vacancies at the Bronx State Hospital, located in the Northeast section of the Bronx. The staff nurse title has a starting salary of \$4,800 and reaches \$5,510 per annum. The head nurse position has a salary scale of from \$5,000 to \$5,912 per year.

Minimum requirements are a Registered Nurse's license and the head nurse's position requires one year's experience in psychiatric nursing, in addition to the license. For further information and application forms write to the Bronx State Hospital, Eastchester Rd. and Haswell St., Bronx 61.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Muriel Edna Paul, Edna Marion Holland, Walter Teller, Muriel Teller Budce, Jonat Co., Thomas G. Argyros, New York Telephone Company, Gabrielle P. Hannan, William Holland, being the persons interested as creditors, distributees, legatees or otherwise in the estate of Grant Lorenza Paul, also known as Grant L. Paul, Grant Paul and G. L. Paul, deceased, who at the time of his death was a resident of 155 East 38th Street, New York, N.Y. and GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as temporary administrator and as administrator c.t.a. of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 21st day of May, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as temporary administrator and as administrator c.t.a. of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (Seal) WITNESS, Hon. S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 25th day of March, in the year of our Lord one thousand nine hundred and sixty-three. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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for civil service for personal satisfaction Write or Phone for Information Eastern School AL 4-5029 721 Broadway N.Y. 3 (at 8 St.) Please write me free about the High School Equivalency class. Name Address Boro

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"Government Runs Because Of Civil Servants," Dr. Carp Tells R.S.H. Chapter Dinner

(Special to The Leader)

SPRING VALLEY, May 6—"Government runs on because of the people in Civil Service", Dr. Louis Carp, president of the Rockland State Hospital Board of Visitors told some 300 guests at the annual dinner of the hospital chapter, Civil Service Employees Association on Saturday, April 27.

Dr. Carp was one of several speakers who praised the work of the public employee during the dinner at Singer's Lakeside Manor here.

CSEA President Joseph F. Feily and Mrs. Feily were presented with a gift from the chapter on the occasion of their 28th wedding anniversary.

Guests at the dinner included: Hazel Abrams, state secretary of the CSEA; H. Underwood Blaisdell, business officer of Rockland State Hospital; Thomas Brann, CSEA field representative; Dr. Carp; Joe Deasy, Jr., City Editor of the Leader; Feily; Mrs. Charles V. Hailey, Jr., secretary to the Board of Visitors; Rabbi Arthur Hershon, hospital chaplain; Sammis Kirby, hospital visitor; Charles E. Lamb, fourth vice president of the State Association; Assemblyman Joseph F. X. Nowicki; John O'Brien, Mental Hygiene Association president; Claude E. Rowell, fifth vice president of the CSEA; Dr. Alfred M. Stanley, director of the hospital and Russell Wright, hospital visitor.

The dinner was under the chairmanship of Emil M. R. Bollman, who was assisted by chapter president Nick Puzifferri; vice-presidents Vincent Mabee and Helen Schultze; secretary Rebella Eufemio; treasurer Kenneth Gokey; Babette Siazenger; Ivory Howard; Bertha Dunteman; Lillian Cullen; Mary Newell; John Rice; and Louise Melia and Marie Herbold.

Carrk Reviews Albany Tax Program for Year

ALBANY, May 6—Frank Carrk, president of the Tax chapter of the Civil Service Employees Association, recently reviewed the year's efforts on behalf of the chapter by its Program and Community Service Committee.

Committee members are Anne Warren, chairman of the Committee, who is assisted by Anne Buchenbaum, Laura Rodgers, Marjorie Ryer, Louise Scarsella, Howard Fox and Vincent Munafa.

Retirement Forum

The major program—a retirement forum at which representatives of the State Retirement Fund, Social Security Administration, State Health Insurance and CSEA Life Insurance programs outlined briefly the benefits a State employee may expect to receive at retirement; and then participated in a provocative question and answer session.

Bridge, Golf and Songs

The Committee also sponsored a series of Bridge Lessons during the winter, and within the next few weeks will start a series of Beginners Golf Lessons. Mrs. Laura Rodgers is in charge of arrangements for the golf classes. The Tax chapter Glee Club got off to a resounding start at its first rehearsal on April 23rd. Mrs. Anne Buchenbaum will direct the Glee Club.

Believing that participation in aid to worthwhile causes is an important activity of any civic-

District 8, PW, Plans Dinner-Dance

POUGHKEEPSIE, May 6—Members of the Department of Public Works, District 8 chapter CSEA, will conduct their annual dinner dance on May 18 at the Italian Center, 227 Mill Street, Poughkeepsie.

Plans for the event were announced by Lyman Connors, president of the Civil Service Employees Association chapter. Mrs. Zora S. Way is chairman of the event which is being conducted in celebration of the 20th anniversary of the granting of the charter to the chapter.

Syracuse State School Achievement Day Program Honors 3 CSEA Members

(From Leader Correspondent)

SYRACUSE, May 6—Three members of the staff of the Syracuse State School—all members of the school's Civil Service Employees Association chapter—were honored here for service achievements.

Presented achievement certificates at a special Achievement Day program were Francis Case, farm manager; Arthur E. Knight, maintenance supervisor, and William H. Faust, staff attendant.

Case received an award from the State Department of Agriculture for his management of the school's poultry flock. Under his direction, the school ranked first among State institutions in egg production for a one-year period.

A merit certificate and \$50 went to Knight from the State Civil Service Commission for a maintenance improvement suggestion.

Faust received the State Mental Health Association's citation as the school's Psychiatric Aide Award winner for 1962. The award, limited to staff members working directly with patients on the ward level, was based on his outstanding record of service to the mentally retarded. Faust has worked directly with children at the school since 1955.

Dr. Schneider Presides

The certificates were presented to the three men by Dr. Jacob Schneider, director of the school. Following the formal program, the three were guests at a buffet party attended by the school staff.

The combined honors program was arranged to precede National Mental Health Week and to emphasize the local institution's long role in community service to the mentally handicapped.

Well Known

A letter addressed to "Editor of Leader, New York" was mailed from Lake Jum, Florida on Monday, April 28 at 1 a.m. The letter was delivered the following morning at 9 a.m.

Albany ASPA Unit Sets First Management Forum

ALBANY, May 6—The Capital District Chapter of the American Society for Public Administration next month will hold its first management institute in cooperation with the State University of New York Graduate School of Public Affairs.

The 490-member Capital District chapter, second biggest unit of ASPA in the nation, will devote a full day to institute meetings and workshops, stage its annual dinner meeting the same night, present a series of awards and introduce a new slate of officers.

Offers 'New Insight'

Ellis T. Riker, chapter president, and O. E. Conaway, Jr., Dean of the Graduate School, said the institute was designed to give

the State and Federal employee membership of the group "new insight in management".

"Participants will have an opportunity to share experiences of top management and to discuss practical problems," sponsors said.

State department heads have been invited to join with the ASPA membership in attending the sessions—and a number of members of the Governor's cabinet will participate as speakers and discussion leaders.

CORRECTION CORNER

By CHARLES LAMB

(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).

Where The Money Goes

A \$25,000 FUND has been established by CSEA to fight the Administration's policy on overtime, if direct appeals to the Governor's office fails. This writer is just wondering what happened to the maximum 40-hour week law enacted a few years ago. If the loss of overtime is permitted in the titles now specified, especially after the parole officers were removed from coverage of the Attendance Rules to prevent them from accruing overtime, who knows where the ax will fall next. It could happen to you!

A NEW ORGANIZATION, The New York State Correction Officers Association, Inc., has recently been formed to represent the Department's uniform personnel. Michael J. Walsh is executive director. It is expected that the aims and policies of this group will be disseminated shortly to those interested.

ALBANY HEADLINES April 1963. "Budget cuts to stay cut, Rocky says." Well you dedicated State employees, let's look at the record. First item in the \$51.9 million supplementary budget adds \$340,000 to the Governor's office appropriation, for the Moreland Act Commission, also included was \$50,000 to study crime and court actions. \$145,000 to the State Liquor Authority, 12 Judges of the Court of Claims received \$4,000 salary increases each, bringing their salary and expenses to \$32,000. Three deputy commissioners of the Commerce Department; assistant Superintendent of Banks, Deputy Superintendent and Counsel of Insurance Department, administrative director, State Retirement System; Counsel of Audit and Control, Chief Consultant of Municipal Affairs plus many more received substantial salary increases. State Parole was allocated \$63,000 which included \$20,475 for a new member of the Board. Civil Defense Commission received \$100,000 to place records on microfilm. Increases up to \$20,000 for State Police brass were awarded, plus increases in brass personnel.

A NEW JUDGE, recently appointed at a salary of \$22,000 plus \$3,500 in expenses, has also received a salary boost of \$4,000. I would say this was quite a dedicated one month service increment. Legal counsel of Assembly Speaker also got a \$5,000 increase. Commissioners of major departments and agencies received increases of \$1,375, this in addition to the 5% increase they received last August, bringing their total salary to \$28,875. This could go on and on but it is presumed you get the message. Under the above conditions the dedicated state employees, to put it mildly, have justified reasons to be disappointed by the failure of Governor Rockefeller to recommend pay adjustments for the employees, since the Governor on many an occasion has stated "the State could not operate without you." The employees would also like a "pay as you go policy," but on their meager salaries, they must rely on credit and with debts constantly increasing and staring them in the face, they have no hope of a supplemental or deficiency budget to tide them over the rough spots.

THE NEWEST edict—"Tighten your money belts." Departments and agencies must report by May 15, 1963, specific ways they intend to perform this miracle. You can be assured that suggestions will be levied against these same dedicated employees by increasing their work loads through the elimination of positions vacated through death, retirement, and resignation. It has already been claimed that the duties in these vacated positions can be absorbed by co-workers. Dedication of course can also be a two way street. CSEA will protest the recent cut in State employees checks due to leap year computations. It has been rumored that no such changes were made in federal or county employees' checks.

Onondaga Aides Get 2 More Pay Days

SYRACUSE, May 6—Onondaga County supervisors late yesterday (Monday) were expected to pass a resolution giving county employees two more pay days annually than they now have.

The resolution calls for the employees to be paid every two weeks rather than twice a month as they now are. County pay days for years have been on the 10th and 25th of each month.

Under the resolution, which county officials believe will be adopted, the county workers would have 26 pay days annually compared with the present 24 pay days.

LaMariano Conducts

ALBANY, May 6—Dr. Angelo LaMariano, professor of music at the State University College at Plattsburgh, conducted the 100-piece Arkansas All-State Orchestra at a recent music festival at the University of Arkansas.

Mrs. Connelly Named

ALBANY, May 6—Mrs. Vincent G. Connelly of Kingston has been named a member of the Council of the State University College at New Paltz for a term ending July 1, 1970. She succeeds the late Miss Helen Hasbrouck of New Paltz.



WIVES AT WORKSHOP — No event of the Civil Service Employees Assn. is complete without some of the wives in attendance and these four were among the many "better-half" members attending the recent workshop of the Metropolitan Conference at the Concord Hotel. They are, from left, Mrs. Samuel Emmett, Mrs. Solomon Bendet, Mrs. MacNeil Mitchell, wife of the senator who was guest speaker, and Mrs. Bernard Eisner.

Decision Due On Thruway Non-Revenue Trip Authority

ALBANY, May 6—The Civil Service Employees Association has been told that decision is likely soon on whether employees of the Thruway Authority will be granted non-revenue trip authorization.

This was learned as a result of a recent meeting held at Thruway Headquarters in Elmsmere among members of the Association staff, representatives of Thruway Chapters of CSEA and officials of the Thruway Authority.

At the meeting, the Association stressed the importance of the non-revenue authorization for its members employed by the Thruway Authority. As a result of the CSEA request, the Thruway Chapter delegates were told by Authority officials that they look for the Authority Board to make a decision on the request within sixty days.

CSEA Started Drive

CSEA instituted the drive for the authorization several years ago at the request of its membership in the Thruway Authority.

Also at the meeting, the CSEA representatives were told that welders in the Thruway Authority have been reallocated from grade 10 to grade 11. The Division of the Budget approved the reallocation request which was started by the Thruway Authority.

In other matters, the group discussed salary grade changes for the positions of maintenance man, Toll Service Teams, Toll Collection personnel and Construction equipment operator. Also on the docket were better heat and ventilation in the toll booths, better promotion opportunities and the regularity of uniform changes.

Mrs. Agnes Bisch

(From Leader Correspondent)

POUGHKEEPSIE, May 6 — Mrs. Agnes Bisch, 69, an attendant at the Wassaic State School, Wassaic, for more than 32 years, died at the school's hospital last week.

A native of Scotland, where she was born on April 9, 1894, Mrs. Bisch came to the United States approximately 50 years ago.

She is survived by her daughter, Mrs. Frank Vasta, Poughkeepsie, and two grandsons, Frank and Danny Vasta.

State Welders Are Reallocated

The Civil Service Employees Association has learned that the job title of welder in State service has been reallocated from Grade 10 to Grade 11. Final approval of the change was made recently by the Division of the Budget. The reallocation request was initiated by the Thruway Authority but applies to the title of welder in all State agencies.

The Association had made representation to the Thruway Authority on behalf of its members under the title. Salary range for Grade 10 is \$4,720 to \$5,815. The Grade 11 salary range is \$5,000 to \$6,140.

Southampton Unit Elects Ben White

Benjamin White of Southampton was unanimously elected president of the Southampton Town unit of the Civil Service Employees Association at the annual election of officers held last month at the Hampton Bays Fire House. He succeeds Michael Zarro of Hampton Bays.

Named to office along with White were Thomas Postowski of Southampton, vice president; Robert Phelan of Westhampton, secretary; John Maddock of Water Mill, treasurer; Robert Downs of Hampton Bays, sergeant-at-arms; and William Bangston of Hampton Bays, delegate.

Elected to serve on the organization's Board of Directors were Frank Carter and Harvey Davis of Hampton Bays, Walter Liggon of Westhampton, James Campbell of Southampton, John Mulligan of Bridgehampton, and Edward Crohan of Flanders.

TO BUY, RENT OR
SELL A HOME — PAGE 11

Central Conference Delegates Produce Outstanding Meeting; County Unit Invites Otsego

ONEONTA, May 6—One of the most successful Central New York Conference meetings in years was held here for two days at the Oneonta Community Hotel. The Oneonta chapter acted as host and all arrangements showed the careful planning behind the sessions. The Conference approved a number of important policy decisions at its regular business session on Saturday afternoon.

The usual informal meeting of chapter presidents from the conference was held on the first evening in the Gold Room of the hotel with Tom Ranger, president of the conference, presiding. Michael P. Vadala, president of the Elmira chapter and chairman of the Conference Planning Committee acted as chairman. The theme of the meeting was a complete discussion of the various responsibilities pertaining to activities by the Central Conference and by a chapter acting as host at one of the conference meetings. The session lasted over two hours and a complete record of the discussions and decisions will be distributed to all chapters.

Education Session

The two hour educational session the following morning was also led by Vadala and was devoted to a discussion of parliamentary procedure. Each person in attendance received a mimeographed four part exercise entitled "Practices In Parliamentary Procedure—With a Four Part Exercise." Roles in the script were assigned to various members present, additional comments were made by Vadala during the script reading and questions and answers were interposed during the session. The four main parts of the script were entitled: 1) Presentation and Disposition of Motions; 2) Amendments; 3) Incidental Motions and 4) Voting.

The formal afternoon session of the conference was conducted by Ranger, assisted by other conference officers. The business of the conference was taken care of along with some special committee reports.

Charles Ecker, Syracuse State School, chairman of the Budget Committee, submitted a budget for the coming year and it was unanimously approved.

Oppose Painter Downgrading

The Resolutions Committee, under the chairmanship of Maurice Sokolinsky submitted two resolutions which were unanimously approved. The first put the Central Conference on record as being opposed to the action of the Civil Service Department affecting painters and other crafts and urged that the Civil Service Employees Association take all steps necessary to prevent similar downgrade action if other crafts are affected. The second resolution placed the Central Conference on record as being opposed, in principle, to the proposed new overtime rules for State Departments on the basis that no Civil Service employee should be required to work without compensation.

Future Meetings

The Planning Committee announced the following future meetings: Annual Meeting—June 14th and 15th, 1963, Pine Tree Point Club, Alexandria Bay, New York, St. Lawrence chapter as host; Fall Meeting—September 13th and 14th, 1963, Beeches, Rome, N.Y., Fort Stanwix chapter as host; Winter Meeting—February 14th and 15th, 1963, Syracuse County House, Syracuse,

New York (tentative), Syracuse chapter host; Spring Meeting—April 17th and 18th, 1964, Sheraton Hotel, Binghamton, New York, Binghamton chapter as host; Annual Meeting—June, 1964, Willard, New York, Willard State Hospital chapter host.

Nominations

The Nominating Committee under the chairmanship of Mrs. Florence A. Drew, immediate past president of the conference, submitted a slate of officers for the coming year 1963-1964. The slate, as approved, is as follows: President, Tom Ranger (Upstate Medical Center); First Vice-President Emmett J. Durr (Raybrook State Hospital); Second Vice-President Michael P. Vadala (Elmira Chapter); Secretary Marion Waklin (Oneonta Chapter); Treasurer Mrs. Irma German (Fort Stanwix Chapter) and Miss Ida Meltzer (Syracuse Chapter).

Art Show

The conference agreed to act as sponsor for the forthcoming art competition in oil paintings for civil service employees. All paintings submitted by members from the Central Conference area will be arranged for preliminary judging with the finalists going to the State Exposition Grounds in Syracuse for competition with entries from the other four conferences. Because of the nature of the exhibition, Ranger asked each chapter to canvass its members for volunteers who are interested in this type of project. From these volunteers, a working committee will be selected.

Sokolinsky proposed that the president of the Central Conference write to all county chapters, inviting them to join the Central Conference on the same basis as listed for state chapters in the conference area and in accordance with the state constitution and by-laws. The motion was carried unanimously.

County Workshop

Delegates from the Central

County Workshop attended the president's session and the educational session on Saturday morning. Concurrently with the conference business session, the workshop conducted its own meeting. An important part of the discussion initiated a positive movement toward establishing a county chapter in Otsego County. Ed Griffin and President Joseph Mahaney of the Oneonta Chapter assisted in arrangements. Representatives from Otsego County attended the session. They were Robert Harlem, County Attorney; Jack Raneiri, Minority Leader from the Board of Supervisors and Wingar Still, member of the majority on the Board. County officers were made aware of the aims and objectives of the Association and it is hoped that future meetings between county officials and the CSEA will spark sufficient interest to form the proposed new chapter.

Oppose Gloversville Act

The workshop also went on record as being opposed to the increment differential that was imposed on Gloversville firemen with over five years of service by the Gloversville Common Council. The workshop urged Mayor Richard Hood to explore legislative means that will provide the required budget difference for returning the fire and police departments to an equal increment program and salary schedule which was equal until January 1, 1963.

The workshop and conference delegates concluded their sessions with a dinner and dance under arrangements perfected by the Social Committee of the Oneonta Chapter. Joseph Sauer was chairman of the committee, assisted by Ann McKean, Marjorie Reed, Dr. John Constantine, Mrs. Mena Weir. Joseph Mahaney, president of the Oneonta Chapter, was toastmaster and a gracious host.

The evening concluded with round and square dancing.



ALBANY VISITORS — Hazel Abrams, secretary to the Civil Service Employees Assn., shares a laugh with three CSEA staff members while attending the recent spring workshop of the Metropolitan Conference at the Concord Hotel. From left are Patrick G. Rogers, field man supervisor; F. Henry Galpin, assistant executive director and Gary Perkinson, public relations director.

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

Stage Set For Title Appeal

THE SPECIAL Mental Hygiene Attendants Committee, Civil Service Employees Assn., met in Albany on April 26 to complete plans for reallocation of attendant positions in the New York State Department of Mental Hygiene to be submitted to the Division of Classification and Compensation.

THE ORIGINAL application for reallocation of the position of attendant from grade 5 to grade 7 was submitted in February. This was temporarily withdrawn after careful study. It was decided to withdraw the reallocation request for the entrance level position in the attendant series and resubmit it as part of the total package which calls for reallocation of all positions in the attendant series.

BECAUSE PROMOTIONAL opportunities for attendants are very limited, the committee also approved of the plan to establish a new title of senior attendant through reclassification of some existing positions along with the establishment of some new positions under this title.

THIS MEANS that some attendants in certain positions now in grade 5 would be reclassified to the senior attendant position of grade 9 without examination. The senior attendant position would be on a competitive basis and promotion to this position would take place according to one's examination standing on the Civil Service list.

THE COMPLETE proposal which calls for reallocation of positions in the attendant series is as follows:

1. ESTABLISHMENT of attendant trainee title, grade 5.
2. REALLOCATION of attendant from Grade 5 to Grade 7.
3. REALLOCATION of attendant, T.B., from Grade 7 to Grade 9.
4. REALLOCATION of Staff Attendant from Grade 7 to Grade 11.
5. REALLOCATION of Staff Attendant, T.B., from Grade 9 to Grade 13.
6. REALLOCATION of Supervising Attendant from Grade 11 to Grade 13.
7. REALLOCATION of Head Attendant from Grade 14 to Grade 16.
8. REALLOCATION of Chief Supervising Attendant from Grade 17 to Grade 19.

REMEMBER, it is important to distinguish between allocation and classification. Allocation is the process of the placement of a title in a salary grade and classification is the pricing of a job title.

THE NEW SENIOR Attendant position for attendants now employed would be one of classification.

THIS TOTAL package appeal will probably be formally submitted to the Division of Classification and Compensation in the early part of May.

WE THINK that the appeal is a good one and certainly most deserving to the 23,000 attendants in the department.

IT IS AN ambitious program, we admit, and more so considering the tight fiscal status of the State. We agree with economy in State government but not at the expense of mental hygiene employees and all civil servants who faithfully serve the State of New York.

CSEA Continues Overtime Fight

(Continued from Page 1)

lowing action: 1) Suspend rules as applied to approximately 6,000 employees who lost their rights to earn overtime credits as of May 1 until such time as these employees have had opportunity to represent and protect themselves; 2) create appeals procedure whereby affected employees would be heard by the Director of the Budget or his deputy; 3) amend new rules to include assurance to all employees of the State's desire to maintain maximum 40-hour work week and to include guarantee that supervisors would be instructed that 40-hour work week must be maintained for all employees, except in emergencies."

In its earlier meetings with the Budget Division, the CSEA representatives, led by Felly and John K. Wolff, chairman of the Special CSEA Committee on Overtime, had urged the Budget Director, T. Norman Hurd, to adopt the same proposals, essentially, that have been recommended to the Governor. The Employees Association, however, had requested Dr. Hurd to again postpone the effective date of the rules, which he refused to do.

Diagnose Grievance Rash

In rejecting the CSEA proposal for an appeals procedure for affected employees presided over exclusively by the Budget Director or his deputy, the fiscal agency suggested that an appeals procedure could be set up on a departmental basis. The CSEA spokesman rejected this suggestion, maintaining it would involve a duplication of effort in that a final decision on an employee's exclusion from the rules would have to be made by the Division of Budget in every case.

CSEA spokesmen predicted that failure of the Administration to act against the rules as presently constituted would bring a rash of grievances and possible court actions.

Rockefeller Signs New Condon-Wadlin

ALBANY, May 6—A revised Condon-Wadlin law is in effect for a two-year trial period.

Governor Rockefeller signed the bill easing penalty provisions for public employees who go on strike, but retaining the automatic dismissal clause.

The compromise measure, which passed the 1963 Legislature after considerable controversy, provides for reinstatement of dismissed employees but forbids pay increases for six months as well as calling for a fine of two days pay for each day on strike up to 30 days.

Committee To Follow

The Governor has announced that he will appoint a committee to make recommendations for improving the handling of personnel problems in public agencies.

The new law will remain in effect until July 1, 1965.

It may get its first test in the threatened strike by New York City school teachers.

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

Binghamton CSEA Elects Dexheimer

(From Leader Correspondent)

BINGHAMTON, May 6—Albert P. Dexheimer of 15 Pine Drive, Binghamton RD 3, is the new president of the Binghamton chapter, Civil Service Employees Association. He is employed at Binghamton State Hospital.

Other officers, elected and installed recently, are:

First vice president, Mrs. Alice Dundon of the Binghamton District office, State Department of Public Works; second vice president, Ralph Hutta of Binghamton State Hospital; secretary, Mrs. Florence A. Drew of Binghamton State Hospital; treasurer, Mrs. Louise Sloan of Binghamton State Hospital, and executive secretary, Robert Sullivan of the State Department of Public Works.

Delegates are:

Maurice Sokolinsky, Curtis Gardner, Marie Chomack, Harvey Coloney, Clifford Werner, Theodore Modrezjewski, Willard Sloan, Rayola Kriska, Marie Rogers, Jane Duffy, Margaret Miller, Frank Rury and Margaret Wareing.

Roets To Lead Buffalo State Hospital CSEA

(From Leader Correspondent)

BUFFALO, May 6—Arthur Roets was installed as 1963 president of the Buffalo State Hospital chapter, CSEA, at the chapter's annual installation dinner-dance last week in the Chez Ami Restaurant.

Also installed were these officers:

Vice president, Marie Trautman; treasurer, Maynard Litzemberger; secretary, Florence Moench; and delegate, Harold Litzemberger.

On Executive Council

Executive Council members are: Joseph McCormick, Eileen Roets, Madaline Kaminski, Florence Lang, Rose Ballacchino, Madeline Maseo, John Phillips, Mary Youn, Rudy Sipcich, Thomas Mineo, Louis Hancock and Frank Jager.

Capital Conservation To Install May 16

ALBANY, May 6—Introduction of newly-elected officers, discussion of several subjects of "vital" importance to Chapter members and mapping of plans for the coming summer season will make up the agenda of the annual dinner meeting of the Conservation District Chapter, CSEA, Thursday, May 16 at 7 p.m. at the Mount Pleasant Shooting Club in Schenectady.

Milton J. Benoit, recently re-elected to his second term as chapter president, will preside over the session and introduce other officers and council representatives to the membership.

Others Elected

Re-elected to second terms along with Benoit were Fran Etter, secretary, and Joseph Lennon, treasurer. Thomas Shearer was elected to his first term as vice president of the chapter.

Council representatives chosen include Syd Forster, Motor Boats; Donna Thiele, Parks; Virginia Cairns, Conservation Education, and Bob Drew and Irene Sefcik, co-representatives Water Resources.

Chapter members also voiced unanimous approval of several amendments to the group's constitution at the recent election. The amendments were designed to bring the by-laws up to date.

Dinner and Dance

Benoit said that several issues of major importance to the chapter membership will be discussed at the meeting and he urged as many members as possible to attend.

Lockport Wants City Clerk Post Made Competitive

(From Leader Correspondent)

LOCKPORT, May 6—Mayor Robert T. Richards of Lockport says he may appeal from a recent opinion of the State Civil Service Commission which rules that the city clerk's position here cannot be placed in the Civil Service category.

He may seek aid from the Niagara chapter, CSEA, Mayor Richards added.

Cites Other Protected Posts

The Commission said the clerk's post in Lockport is in the "legislative officer" category. The jobs pays about \$7,200 a year and, under the City Charter, the Mayor appoints the clerk.

Mayor Richards contends that the clerk's job corresponds to the city engineer and other department heads and "they have civil protection," the Mayor noted. He told the Commission that both Democrat and Republican members of the Common Council approved the plan.

Kenneth F. Anderson is the present city clerk in Lockport.

Southern Conference

(Continued from Page 1)

Commission, second vice president; Mrs. Ann Bessette, Harlem Valley State Hospital, and William Nolan, Thruway Authority, third vice president; Cecil Brooks, Bridge Authority, and Peter Garmone, Harlem Valley, fourth vice president; Charles E. Lamb, Sing Sing Prison, and Mary Meres, Otisville Training School, secretary; Anthony Cocks, Thruway, and Issy Tessier, New Hampton Training School, treasurer, and James Lennon, East Hudson Parkway Authority, and Ellery MacDougall, Hudson River State Hospital, sergeant-at-arms.

The Conference will elect new officers at its annual meeting on June 22.

Pass your copy of the Leader To a Non-Member



DECLARED DIVIDEND — A four percent dividend has been declared by the Central Islip State Hospital Employees Federal Credit Union for the year 1962 according to the newly-installed officers. The officers are, left to right, Henry Pearsall, vice-president; Thomas Purtell, founder, past-president and now a member of the board of trustees; Mary J. Phillips, treasurer and Anthony Librozzi, a member of the supervisory committee. Absent from the picture were Edward I. Breen, president; Walter Kowalezyk, secretary; Dennis Moloney, Fred K. Napier and Joseph Sykora, members of the board of trustees and Peter Fallon, chairman of the supervisory committee.