SALARY BILL NOW EXPECTED TO PASS

Overtime Pay To Forest Fire Fighters Okd

ALBANY, March 2—A move by the Civil Service Employees Assn. to get an overtime pay for State workers involved in fighting forest fires in the State last fall has met with success. It was learned at Leader press time.

Hundred of employees in the Departments of Conservation, Public Works and the Division for Youth will be paid almost $100,000 in overtime for combating fires in the State last October.

To answer to a CSEA request for overtime payments, the Division of the Budget agreed that last fall's situation was abnormal and in the interest of the State workers who fought to save the forests agreed to make an exception to the overtime rules concerning compensation.

Conservation Dept. employees who make up the bulk of the fire fighting force will be paid at Forest Ranger, Grade 8, salary scale. Public Works employees will be compensated at the rates of the grades in which they normally work, not to exceed Grade 8. Division of Youth aids involved will be paid at Grade 8 rates.

The Division of the Budget officials said the formula for payment was one they believed was the "most equitable" for all involved. The period covered under the Budget ruling is from Oct. 5 to 31.

U.S. Tax Cut Benefit Will Show on March 11 Checks, Levitt Reports

ALBANY, March 2—State employees will receive the "full and immediate" take-home benefit of the Federal income tax reduction, State Comptroller Arthur Levitt reported.

He told the Leader that recently installed electronic data-processing equipment would enable making the benefit available immediately.

The new law, signed by President Johnson, goes into effect March 5.

Institutions First

State employees first will realize the tax cut relief on the next pay day, March 11, Levitt said.

All of the State's 120,000 employees.

(Continued from Page 16)

Strong Support Given Rockefeller Proposals

By PAUL KYER

ALBANY, March 2—After a long and, sometimes rough, ride, the pay increase and retirement benefits proposed by Gov. Nelson A. Rockefeller for all State employees seem assured of passage in the Legislature, perhaps this week.

With the fight for increased aid to education apparently a lost cause, informed sources told the Leader that some quarters when Rockefeller first made his proposals, worked out in sessions with the salary committee of the Civil Service Employees Assn. headed by Solomon Benet. Fortunately, the administration package gained almost immediate support from key figures in the Republican-dominated Legislature.

Prior to the opening of the Legislature, Assembly Speaker Joseph F. Curiano announced publicly that he was supporting the Rockefeller proposals, which call for picking up three more points of employees' retirement contributions and raising salaries from three to eight per cent. The opposition to the measure from some quarters when Rockefeller first made his proposals, worked out in sessions with the salary committee of the Civil Service Employees Assn. headed by Solomon Benet. Fortunately, the administration package gained almost immediate support from key figures in the Republican-dominated Legislature.

There is now considerable evidence that it is no longer "sleeping."
WHO'S THE FAIREST OF THEM ALL?

By MARY ANN BANKS

"Wow! "What a ball!" "Too bad I'm married." "Didn't know civil service could be that great."

This is the sort of nonsense I've had to put up with for the past two weeks. As the only female
newspaper. New York University's Graduate School of Public Admin-
Public Service Awards—es-

especially after the first day an entry was received for the first time. The entries have
been quite lovely, as you can see by the candidates' pictures. It's a good thing the staff won't be
judges, they would never make up their minds.

But, readers, keep poring the pictures in. Of-

fice morale is at its peak. Besides, four winners will be selected on that basis. New York
City, the counties, and the Federal civil service
will each have its own winner. The odds are good.

Although selections will be made in three
stages (and college degrees will be regarded by a group of judges to be announced later), the four winners will be crowned on Civil Service Day at the
World's Fair, June 8.

If you're a girl who is (1) lovely to look at (2) a civil servant working in New York State, send us her picture. If she becomes Miss Civil Service, she'll win one of four trips for two to Puerto Rico via Trans-Canadian Airlines and a week's stay at the Condado Beach Hotel in San Juan.

A first step in the selection will be made from photographs (any size but the bigger the better) submitted by the contestants or their representa-
tives. Photographs should be accompanied by the name, address, age, and department where the contestant is employed as well as the name of the person submitting the information. For any contestant who is not in the service, print a copy of the paper and attach to the back of the photo or use the convenient entry blank below.

CIVIL SERVICE LEADER

Tuesday, March 3, 1964

YOUR PUBLIC RELATIONS IQ

Mr. Margolin is Adjunct Professor of Public Relations in New York University's Graduate School of Public Admin-

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

Public Service Awards

IT IS ABSOLUTELY a miracle that any of the 101
winners of the Rockefeller
Public Service Awards—es-

established 11 years ago by John D. Rockefeller 3rd—ever
entered the Federal service.

THE OUTSTANDING good public relations generated by the winners reflect equally good public relations for all civil servants in the United States.

YET, THE VERY existence of the awards—and the possi-

bility for the winners to have
bad public relations mark for Congress. The low, low salary range in Federal service is almost the total responsi-
bility of Congress.

IT IS NO CREDIT to Congress that too many of its
members "think big" for pork,

barrel appropriations, but

"think small" for Federal civil servants pay.

WITHIN THE FRAME-

WORK of current Federal pay

escalator, the Rockefeller Public Service Award winners should be honored as much for brav-
y as for superb public service.

HOW CAN IT be otherwise?

Positions for trainee

are announced by New York City's Department of Person-

nel at $6,000 per annum, while the Federal Government is seeking treasury en-
forcement agents—Internal Revenue, Customs, Narcotics, Secret Service—at $4,690 per annum.

WE SALUTE MR. Rocke-

field for establishing the awards which are administr-

ated by Princeton University's Woodrow Wilson School of Public and International Affairs.

IN EFFECT, THE awards tell Congress to give civil

service a little faster when it gets

credit for the legislator reaction

to the pay measure goes to Grace

McElroy, who was sponsored by the CSEA Legislative Committee who spearheaded a letter-writing and personal contact drive through thousands of CSEA members to their legislators. It was this statewide

drive and the personal letters from many of the legislators that led to the raising of the pay rate.
LES CHANTEURS D’ALBANY: It’s not really a French choral group touring Americas. They are all members of the Civil Service Employees Association who will perform this week in the variety show that follows the annual CEBA dinner in Albany. Seated is Ben Fragner, front row, from left, Kenneth Sul- 
vian, State, and Irving Handler, Civil Service. In second row, from left, Nicolas Fioccocchi, Education; Dennis Hurley; and Tom Slavenski, Civil Service. (Continued from Page 1)
The following directions tell where to apply for public jobs. The Personnel Department is near the Chambers Street stop of the City Hall subway, which is two blocks north of City Hall, just west of Broadway, across from the Leader office. Hours are 8:30 a.m. to 5 p.m., Monday through Friday, and Saturdays from 9 to 11 noon. Telephone Clinton 7-8888.

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.

The Application Section of the Personnel Department in New York City on the transit system.

An annual annuity bill provides for retirement by seven percent; $2,201 to $2,600, by seven percent; $3,401 to $3,800 by four percent; $3,801 and above, by three percent. The proposed legislation, submitted by Rep. Arnold Olsen (D-Minn.), would apply to Federal employees who are moved from one area to another for the convenience of the U.S. Government.

The CSC study shows that, in many cases, Government-transferred employees have had to spend over $1,000 of their own money. This figure certainly is not very plausible to employees affected by the Defense Department since the present system of paying for this purpose is not as good a chance of recovery.

Seven Cited For Long Service By Maritime
Director H.R. Bishop

The Atlantic Coast Director of the Commerce Department's Maritime Administration, Captain Hewlett R. Bishop, awarded a variety of service pins to seven Maritime Administration employees last week.

Cited for 15 years of service was Jeremiah A. Gregory, Brooklyn, an auditor who retired December 15 years of service. They are John H. Lee, clerk typist, Manhattan; and John H. Lee, clerk typist, Manhattan; and Raymond V. Boyan, supervisory financial accountant, Buffalo; and Joseph J. Kacavich, marine surveyor, State Office Building, Buffalo; and State Office Building, Syracuse; and State Office Building, Rochester.

Two employees were cited for 20 years of service. Recipients of 20 year pins were Joseph K. O'Keefe, electrical engineer, New York; and Joseph M. Carnevale, assistant engineer, New York. Both lines have exits to Duane Avenue Line stop to use Is the leader subway lines that go through the State Campus, Albany; State Office Building and the IRT Broadway entrance, so the present waiting system falls far short of covering the need for the new $100 a month Supplemental Income Benefits Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you $100 a month after a 30 day waiting period.

Table of Rates For The $100 A Month Supplemental Rider

<table>
<thead>
<tr>
<th>Employees</th>
<th>Bi-weekly</th>
<th>Semi-monthly</th>
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<td>Premiums Up To Age 39 1/2</td>
<td>.84</td>
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<td>Premiums Over Age 39 1/2</td>
<td>1.02</td>
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</tbody>
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Another New Benefit for CSEA Policyholders $100 A MONTH SUPPLEMENTAL INCOME

CSEA members presently insured under The Association Accident and Sickness Plan who are under age 50 and whose salary is $5,500 a year or more may now apply for the new $100 a month Supplemental Income Benefits Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you $100 a month after a 30 day waiting period.

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<td>1.48</td>
</tr>
</tbody>
</table>

This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is therefore subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Fill out the coupon below.
2. Write your name, address, place of employment and employee item number in the spaces provided.
3. Mail form to: Ter Bush & Powell, Inc.

Civil Service Department 148 Clinton Street
Schenectady, 1 New York
Or, call your nearest Ter Bush & Powell representative for details.
March Filing Opens in City; 18 Exams Expected

The New York City Department of Personnel is expected to open for filing the following examinations during the March filing period. The filing period in March opens on the 4th and closes the 24th. For further information contact the Department at 96 Duane St. after the 4th.

Open-Competitive
Accountant; $6,700 to $11,100; exam no. 1010.
Computer programmer; $6,700 to $8,550; exam no. 1023.
Junior chemical engineer; $6,400 to $8,200; exam no. 9750.
Senior chemical engineer; $9,800 to $12,550; exam no. 9855.
Senior chemist (textile); $6,800 to $11,700; exam no. 1011.
Supervisor of mechanical installations; $9,400 to $13,500; exam no. 9755.

TREASURY DEPARTMENT

Agents In Area Jobs Need Enforcement

The Federal Government is now seeking treasury enforcement agents at an annual salary of $6,600. Necessary requirements for these positions are any of the following: three years of auditing and accounting; three years of criminal investigative experience, or sufficient college work to substitute.

The positions, which have annual salaries of $4,460 for GS-5 titles and $5,795 for GS-7 titles, are offered with the Internal Revenue Service, the Bureau of Customs, the Bureau of Narcotics and the U.S. Secret Service.

Each of these positions is open in New York State. College experience is substituted on a nine month for one school year ratio. For further information and application forms contact the Board of Examiners, Internal Revenue Service, U.S. Treasury Department, Room 1107, 90 Church St., New York City.

$100 Million Savings

Last year alone the Federal Government Employee Incentive Award program saved agencies $100 million through adopted employee suggestions and superior job performance of nearly 190,000 Federal workers.

10-Year Success

Since it began on November 30, 1954, the Government-wide incentive awards program has saved a rich source for economic and greater efficiency in the Federal Government. In less than nine years, more than $10,000 employee suggestions have been adopted, totaling nearly $34 million in measurable benefits to the Government. During the same time, almost 600,000 employees received superb work performance awards that amounted to nearly $44 million in benefits to the taxpayer. Running: some 1,318,- 000 employee suggestions and special achievements on the job from November, 1963 through June, 1973 brought over a billion dollars in measurable benefits for the Government.

Supervisory Employees
Name Grossman Attorney
For State In Syracuse

SYRACUSE, March 2—Sidney L. Grossman has been appointed to the position of assistant attorney general in charge of the Syracuse area by Louis J. Lefkowitz, attorney general of the State of New York.

Grossman fills the post left vacant by the recent death of Herman H. Arkin, former assistant attorney general. Grossman is a graduate of the University of Wisconsin and was recently elected president of the Temple Adath Yeshurun.

He is also vice president of the Alumni Interfraternity Council of Syracuse University and a member of the board and executive committee of the Jewish Welfare Federation. In addition, he is a member of the board of directors of the LaFayette Country Club.

Supervisory Awards

Awards also will go to selected supervisors who have done a particularly effective job in encouraging and helping their employees to make valuable contributions to U.S. civil service.

Visual Training

OF CANDIDATES FOR
PATROLMAN
FIREMAN
FOR THE EXAMINATION
IN MARCH
DR. JOHN T. FLYNN
Optometrist - Orthoptist
16 PARK AVE., N. Y. C.
MU 9-3323 W 5-9919

The DELEHANTY INSTITUTE
MANHATTAN: 115 EAST 15 STREET near 4 AVE.
JAMAICA: 97-25 166 ST. corner JAMAICA AVE.

The DELEHANTY INSTITUTE
MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subways)

50 Years of Success in Specialized Education
For Career Opportunities and Personal Advancement
Be Our Guest at a Class in Manhattan or Jamaica
Be Our Guest at a Class in Syracuse or Jamaica

FOR: DRAFTING SCHOOL

5-61 46 Reed St. Long Island City Complete Shop Training on "Live" Machines

FOR: MEDICAL SCHOOL

5-50 Green St. New York City Specialties in Plastic and Eye Surgery

FOR: OPTOMETRIST OR ORTHOPTIST

5-540 Green St. New York City College Examinations, Higher Titles

FOR: ELECTRICIAN LICENSE

5-592 Green St. New York City Specialized Training for Workmen, Apprentices and Teachers

FOR: DENTAL SCHOOL

5-592 46 Reed St. Long Island City College Examinations, Higher Titles

FOR: HIGH SCHOOL DIPLOMA

5-61 46 Reed St. Long Island City Complete High School Training on "Live" Machines

FOR: MECHANICAL SCHOOL

5-50 46 Reed St. Long Island City Complete Shop Training on "Live" Machines

FOR: BUSINESS SCHOOL

5-592 46 Reed St. Long Island City Complete Business Training on "Live" Machines

FOR: SCHOOL OF NURSES

5-592 46 Reed St. Long Island City Complete Training on "Live" Machines

FOR: SECRETARIAL SCHOOL

5-592 46 Reed St. Long Island City Complete Training on "Live" Machines

FOR: MEDICAL SCHOOL

5-540 Green St. New York City Complete Training on "Live" Machines

FOR: COOKING SCHOOL

5-540 Green St. New York City Complete Training on "Live" Machines

FOR: MECHANICAL SCHOOL

5-50 46 Reed St. Long Island City Complete Shop Training on "Live" Machines

FOR: MEDICAL SCHOOL

5-540 Green St. New York City Complete Training on "Live" Machines

FOR: MECHANICAL SCHOOL

5-50 46 Reed St. Long Island City Complete Training on "Live" Machines

FOR: MEDICAL SCHOOL

5-540 Green St. New York City Complete Training on "Live" Machines
Civil Service Heroes

The Transit Authority last week awarded the newly-established Outstanding Performance Medals to two employees who, disregarding their own safety, disarmed men who were attacking passengers.

The Transit Authority is to be congratulated for honoring these men publicly, thereby increasing the public image of public employment.

The men themselves, of course, deserve the praise and admiration of the public for their courage. When told to mind "your own business," by knife-wielding assailants, one of the men, John Hardy replied: "The safety of passengers is my business" and scuffled with the man, disarming him.

The other man, Francis Francois, struggled with 15 youths who entered his bus and threatened the passengers. The youths were arrested some minute later by police who accompanied Francois throughout the neighborhood.

Another man also joined the ranks of public employee heroes last week. Battalion Chief Philip Fogler raced through four rooms engulfed in fire to rescue an unconscious, 72-year-old woman from certain death.

To these heroic public employees, we say: "Well done."

Social Welfare Bill Should Be Passed

There is no reason to give long, drawn out reasons why the Legislature should approve a bill that would mandate minimum salaries for case workers in local social welfare departments throughout the State. This is an area of employment that calls for workers that are not only talented and efficient but also dedicated.

Social work training for this type of work in some communities are so low that persons entering social work stay only long enough to get training for employment in higher paying jurisdictions. This is not only financially wasteful but harmful to the people whose needs must be served.

Most of the money paid for these kinds of salaries are reimbursed from State and Federal funds and thereafter the jurisdictions. This is not only financially wasteful but harmful to the people whose needs must be served.

It is important legislation and should be passed.

Forced Disability Retirement

ONLY THE Comptroller may retire a member of the State Employees’ Retirement System for physical disability. Ordinarily, this is done on the employee’s own application. But what action can management take when an apparently disabled employee refuses to file for retirement?

THE POSSIBILITIES are explored in Raab v. The Board of Trustees of the Village of Ardsley, a recent decision of the Appellate Division, Second Department, reported on the front page of the “New York Law Journal” for February 11, 1964.

RAAB HAD BEEN serving as Ardsley’s Chief of Police since 1940, when he suffered a heart attack off duty. On June 26, 1962. Thereafter, continuously absent on sick leave, he refused to apply for ordinary disability retirement.

ON JUNE 17, 1963, the village Board of Trustees, acting as the Board of Police Commissioners, adopted a resolution to retire the Chief as of midnight, July 4, 1963. At the same time, the Board authorized the mayor to file with the State Employees’ Retirement System an appropriate retirement application.

THE MAYOR filed an application, together with the Chief’s letter of refusal.

THE COMPTROLLER, acting as head of the System, would not accept the application and advised the Board that the chief had no authority to apply on behalf of the Chief.

THE COURT ruled that the right to retire a member of the System is exclusively given to the Comptroller, as head of the Retirement System. It cited Section 62 of the Retirement and Social Security Law which provides, in pertinent part:

"If the comptroller determines that the member is physically . . . incapacitated for the performance of duty and ought to be retired for ordinary disability, he shall be so retired. Such retirement shall be effective as of a date approved by the comptroller."

THE COURT emphasized that the village board may not usurp the Comptroller’s function of deciding that the necessary disability exists or when the retirement should take place.

WITH RESPECT to the Chief, it said: “The Board may not place him in the unhappy dilemma of either conceding his unfitness or being discharged.” The physical disability itself, however, might constitute incompetency as a ground of dismissal under Section 78 of the Civil Service Law (Matter of McCurdy v. Cade, 19 App. Div. 2d 627, 1960).

AS A BROADENED hint for future action, the Court indicated that an application for retirement could properly be made by the board, so head of the police department. Section 78 of the Retirement and Social Security Law provides that the disability retirement application may be made by the member, someone acting on his behalf or the “head of the department in which such member is employed.”

THE COURT seems to say that the Board had a right to file a retirement application with the Comptroller who was required to act on it. (It is not clear whether the application filed by the police department (of which the Comptroller is head, as head of the Board’s application). If the Comptroller then improperly refuses to act, the Board can either accept the refusal or seek help from the courts. It cannot act on its own.

THE RULE

DECIDING ordinary disability retirement is the business of the State Retirement System, acting by the Comptroller. If an employee refuses to apply, management’s hands are not tied: The department head may file the application. If dissatisfied with the Comptroller’s decision, the department head (or the employee) may try to change it by court order. But he cannot flout or displease with that decision.
with the tremendous responsibility of running the most complex business in the world—government. As long as Congress “thinks small” about Federal service, the pay that goes uncovered in Internal Revenue’s Manhattan Auditing Section, Confucius might have said: “Thin pay checks make for fat temptations.”

As an antidote we read “Adventures in Public Service” (Vanguard: $3.95), a book which tells the exciting stories of eight of the 101 recipients of the Rockefeller Foundation’s Public Service Awards. Written by eight top-notch authors, the eight career stories can’t help but be an inspiration to those in government service, as well as to aspirants. The profiles include those of space administrator Hugh L. Drydan; agricultural chemist Sterling B. Hendricks; geologist Thomas B. Nolan; social security commissioner Robert M. Bail; diplomat Llewellyn E. Thompson; internal revenue expert Colfax F. Stain; psychiatrist Robert H. Felix and forester when as to aspirants. The profiles include those of space administrator Hugh L. Drydan; agricultural chemist Sterling B. Hendricks; geologist Thomas B. Nolan; social security commissioner Robert M. Bail; diplomat Llewellyn E. Thompson; internal revenue expert Colfax F. Stain; psychiatrist Robert H. Felix and forester Richard E. McArdle.

This is New York State’s No. 1 Industry...

New York State’s garment industry clothes half the nation, and is noted for its excellent manufacture of ready-to-wear clothing that is within the reach of everyone. The millions of garments shipped yearly from New York City’s garment center make it world-famous.

... and these are New York State’s No. 1 Get-Well Cards!

More than half a million State employees and employees of many local subdivisions of New York State and their dependents are glad they have it. These New Yorkers depend on the three-way statewide plan—Blue Cross, Blue Shield and Major Medical—to protect them against the costs of hospital, surgical-medical and major medical care. If you’re not a subscriber and would like to learn how the statewide plan offers the most liberal benefits at the lowest possible cost—see your payroll or personnel officer.
Eligibles On City Lists

(Continued from Page 9)

New York City Transit Authority

Lawrence Guardino, Jr.; Jack Lombardi, Jr.; John A. Davitt; Emanuel; William B. Francis; Vincent P. Cangro; Garbarina; Carmelo B. Finkelstein; John Call; John R. Smithwick; Anthony Galente; 7. William G. Garbarina; 8. Luther J. Figueroa.

Tuesday, March 3, 1964

Tuesday, March 3, 1964

New FRIGIDAIRE Dryer ends over-drying, under-drying!

Model DIA-04
colors or white

Model D-10-04
10.00 cu. ft., 4 colors or white

- Automatic Dry Rsht dry off automatically when clothes are just-right dry. Or line drying yourself.
- Speedier Flowing Heat ends line-drying wear and tear.
- Set Fabrics dial to get just-right fabric heat.
- Easy-reach, no-stop lint screen right on door.
- Automatic Interior light.
- Cycle end signal.

GET OUR LOW, LOW PRICE

Thrifty! FRIGIDAIRE feature-packed "10!"

- Big 100-lb. zero zone top freezer has its own door. Freezes 40 cubes extra fast! Two Quickube trays.
- Automatic defrosting in family-size refrigerator section.
- Twin Porcelain Enamel Hydrotors keep nearly % bushel of fruits and vegetables dewy fresh.
- Roomy storage door has space for eggs, even % gallon cartons.
- All shelves are full-width, full-depth.

AMERICAN HOME CENTER, Inc.

616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY

Call 3-3616
This Week's Civil Service Telecast List
(Continued from Page 6)
- Bill Berns interviews key staff members, exhibitors and others on the World's Fair.
- 4:30 p.m.-Operation Alphabet
- Labor Dept. series promoting literacy.
- 7:30 p.m.-On the Job—Pine Dept. training course. "Pump Operations."

Social Security Talk
The Western Conference of the Civil Service Employees Association recently heard Joseph Donkor, regional director of the Social Security Administration at Batai, discuss the subject "You and Your Social Security." The meeting was held at the Moose Club in Batai with various chapter presidents and delegates in attendance.

Heads Council
ALBANY, March 2 — Donald B. Stone, assistant professor of health education at the State College at Cortland, is the new president-elect of the State Council on Health and Safety Education.

HONOR MILLS — Members of the staff at the Cortland County Court House recently honored John Mills (third from left) who retired from the staff after 11 years of service. Others at the party were from left: Michael Cucusano, fifth ward supervisor; Mrs. Mills, executive secretary of the Cortland County Civil Service Commission; Mills; Fred Brady, past president of the Cortland County chapter, Civil Service Employees Assn.; Mrs. George Herbert, president of the CSEA chapter; and Joanne Hollenbeck, chairman of the dinner.

REAL ESTATE
Farms & Acreages
Orange County
25 acres on Route No. 20.

LEGAL NOTICE
ANNOUNCING SALE — CREATION— THE PEOPLE OF THE STATE OF NEW YORK, By the present Govenor and of the County of Orange and for the purpose of selling real estate to George Arents, Jr., Emily Arents, Leroy Arents, Dorothy Humphreys, Jane Arents Mack, The present Harrison and other holders of said property, George Arents Humphreys, Sr., Homer Humphreys, William Humphreys, Sr., Thomas Church Service Inc., New York City; Philo Service, Austin, LeRoy Arents, Jr. To be sold, at the courthouse of the said county at 10:00 a.m. of the day of February in the year of our Lord nineteen hundred sixty-four. 

ANNUAL ANTIQUES SHOW
"For a shopping spree around the world through 60 centuries..."

REAL ESTATE
39 th NATIONAL
Antiques Show
Madison Square Garden
Model Rooms
872 Exhibits

ART EXHIBITS
- Gods • Royalty • Faces • Homes • Graphics • Figures • Books • Porcelain
- Furniture • Antiques • Dolls • Books • Furnishings and finery...

ONTARIO MEETING
Ontario meeting—Film lectures on civic studies.

PROMOTED — The promotion of Leo Murin of Yonkers to the Workmen's Compensation Board as a Member last week resulted in the elevation of three other career employees to higher titles. Shown above are, left to right, Vincent Scialfa, supervising referee; Captain S. F. Schenck, chairman of the board; Edward Goldgeb, general counsel; and Abraham Greenberg, senior referee.

NEW COMMISSIONER — Leo Murin is sworn in as a commissioner of the Workmen's Compensation Board by John Lanagan, Secretary of State while Governor Rockefeller and Lieutenant Governor Malcolm Wilson, left to right, center, look on. Murin resides with his wife and two daughters in Yonkers.

SAYVILLE FIRST: Sayville became the first school district in Suffolk County to authorize payroll deduction of dues for members of the Civil Service Employees Assn. Jack Corcoran, center, CSEA Field Representative, is seen resolving the first check for dedicated dues from Edith Kempel, business manager of the Sayville School District, and the last dues check from the Sayville CSEA unit, presented by the unit president, Thomas Riley.

If you want to know what's happening to you...

CIVIL SERVICE LEADER
97 Dunn Street
New York 7, New York

If you want to know what's happening to you...

CIVIL SERVICE LEADER
97 Dunn Street
New York 7, New York

Wednesday, March 3, 1964
NOW... You can live in a community of new
2 Family Homes in
the beautiful Rockaways
ALMOST RENT FREE
10% De * 30 Yr. Mtg
NO DOWN MORTGAGE
6 Room Owner's Apt.
PLUS 4 Rm. Rental Apt.
Ralph E. Feldman, Jr., owner
618 Seventh Ave., Long Beach, L. I.
Phone: 5813 (6 Cents)
Inquire in Bldg. or in Bldg.
Please call me or call our
free line.
NO CASH DOWN!
**Caribbean Tour Now Only $499**

Because of operational economies effected by Knickerbocker Travel Service, the price of the 10-day island hopping tour of the Caribbean for members of the Civil Service Employees Assn. and their friends has been reduced from $549 to $499. The $50 reduction in no way reduces the quality of the program. The folks, plane service and itinerary are exactly the same, a spokesman for Knickerbocker said. The $499 price includes air fare, hotels, most meals, cocktails, parties, and going fees.

Tour participants will depart from New York on July 19 and head first for Puerto Rico and will stay in the famous Condado Beach Hotel. From there, the group heads for Antigua, one of the most beautiful islands in the Caribbean. Next stop will be the island of Barbados, where a miniature English countryside minutes with sugar cane fields, donkey carts and semi-tropical beaches and vegetation.

Last major port will be Port-of-Spain, Trinidad, the home of calypso, carnival and culture in the Caribbean. Optimal one-day tour to the Virgin Islands and the popular island of Tobago are available.

Brochures and reservations may be had in upstate New York by writing to Claude E. Rowell, 64 Langsly Street, Hastings, 29, New York. In the Metropolitan New York area, write or call Los Angeles Knickerbocker Travel Service, Times & Life Bldg., New York 20, N.Y. or call Plaza T-5400.

**Fenton Retires**

Brig. Gen. Hyman C.T. Fenton, Commander of Brooklyn's Defense Medical Supply Center since last July 3, is planning to retire after the beginning of April. He plans to relocate in Chicago, where he has a position with the American Medical Association.

**GOLDEN HONOR! Sing Wardy Addison Bryam, standing as seen he presented gold watches to several retiring prison employees. Seated, from left, are: Martin Nestor, Patrick Barry, Larry Matteson, Harry McManus, Thomas Bently and Edward Kennedy. In rear, from left, are Robert Balting, Elton Harring, Mac George Mcintosh, a giant at the event, and Joseph McNulty. Acting Deputy Warden, Raymond Trumbull, also a guest: Jesse Collyer and John Mack.**

**Parks Department Now Offers 3,000 Summer Jobs In Three Titles**

The Department of Parks is now recruiting for three titles which have daily salaries of $12. The 3,000 positions, seasonal parkman, seasonal park helper and playground assistant, are primarily open during the summer months.

To be eligible, no prior experience is required, only a high school diploma and either 24 hours of college work or one season of summer employment as an instructor or a satisfactory equivalent. Eligible persons over 16 years of age and if not 18 must have a valid employment certificate or vacation work permit.

The playground assistant must have a high school diploma and either 24 hours of college work or one season of summer employment as an instructor or a satisfactory equivalent. Eligible persons over 16 years of age and if not 18 must have a valid employment certificate or vacation work permit.

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**Cartographie Posts**

Civil service examination for cartographer supervisor and cartographer will be held April 11. Cartographer examinations are supervised by Edward W. Thorne, 200, New York, N.Y.

**Things do change, even though the Pennsylvania Railroad Station will continue to be at 33rd Street and 8th Avenue, the building we know is giving way to a modern complex that will house the new Madison Square Garden and the Jockey Club office building.**

When a building is modernized or replaced, it means more electricity will be needed. And with modernization comes the need for more electrical power. And with modernization comes the need for more electrical power. And with modernization comes the need for more electrical power.

**Where do you want Penn Station?**

Drawn by A. Frame. Cart. 69 (d), New York, N.Y.

**IMPORTANT**

1963 - SUPPLEMENTAL OATH OF THE PEOPLE OF THE STATE OF NEW YORK

The undersigned, do solemnly swear or affirm, that I will support the Constitution of the United States and the Constitution and laws of the State of New York; that I will faithfully discharge the duties of the office which I hold; and that I will not unlawfully engage in or support any political party or combination of persons.

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At Central Conference Meeting

Headquarters Staff Gets Enthusiastic Reception For 'How To' Sessions

SYRACUSE, March 2—Legal services available from the Civil Service Employees Association, to "protect you," were described by Abraham A. Kranker at a joint meeting of the Central Conference and County Workshop here.

Kranker, chairman of CSEA's Special Legal Committee, was out of town, and executive committee members who discussed headquarters services at the session.

W. Henry Galpin, assistant executive director; Gary J. Perkinson, public relations assistant; and Patrick O. Rogers, supervisor of field representatives, were present.

Legal Program

Legal aid—furnished only to CSEA members, Kranker said, is available in three categories:

1. Discretionary actions—legal counsel, at all or most of the cost being paid by CSEA, will be provided to help members facing disciplinary problems.

2. Grievances—legal aid provided at hearings before the Grievance Board, on appeal to the top subdivision, when an attorney is required.

3. Where broad principles are involved—such as those pertaining to work conditions and similar matters.

The amount for legal assistance must be made through the member's chapter and must be recommended by the chapter before it can be obtained, Kranker explained.

"However," he said, since he has been with the association, "we invariably lose in favor of granting such assistance and in unusual circumstances do we refuse to give such aid.

The member involved seeks his own attorney to represent him, who may be one of the CSEA regional attorneys, he explained.

Fees Paid

Reimbursement by the association to the member for legal services incurred in disciplinary proceedings is "nonsensical," Kranker said. Any charge by the attorney exceeding that amount is the responsibility of the member, he said.

However, he said, in certain situations, circumstances may indicate that payment of a greater fee by the association "is necessary and proper." Any request for payment additional fee is submitted to the local chapter and taken up with the board of directors. They decide, he said, whether to pay any additional fees and, if so, in what amount.

In his talk, Galpin described briefly the CSEA headquarters staff and the functions of its members.

Varied Services

He divided these into staff functions and line functions. Under the former, he listed:

1. Legal counsel, whose duties include developing and preparing a legislative program for the association, giving general legal guidance, reviewing union, and pension plans, and similar matters.

2. Public relations—getting the best possible image of the organization to the public and similar efforts.

3. Research—gathering and accumulating information by headquarters staff and chapters, helping counties and cities prepare requests for legal assistance.

4. Information service to help members facing similar circumstances.

5. Legal assistance to members involved in the various government agencies.

"As the example of Commissioner Michael McComb demonstrates its loyalty to the examiners and other personnel in the Various agencies, it is the duty of the association to help members in similar circumstances.

"Mr. Mann Substitutes"

The third speaker was Mrs. Ruth L. Mann, Contra, County, a caseworker who spoke in the place of Commissioner Michael McComb, who was unable to attend.

Civil Service Dept.

Gives Its Stand On Principal Clerk Exam

ALBANY, March 2—Representatives of the Civil Service Employees Association met recently with spokesmen of the examination and administrative staff of the Civil Service Department to discuss the Principal Clerical Series Examination No. 9108.

The examination was given in May of 1963 and when results of the exam were announced late last year, CSEA received numerous complaints from members who took the test. They concerned the relationship of the total who took the examination and those who qualified.

"At a joint CSEA Workshop Welfare Employees forum, moderated by Vernon Tagger, second vice president, three welfare officials gave short talks.

Included was Allen Dixon, Remedial Services Welfare commissioner and president of the Welfare Commissioners Association of the State, who discussed pending legislation setting up a minimum salary scale for case workers.

This bill, co-sponsored by CSEA and the Welfare Commissioners group, provides that committed's to public welfare be appointed for five-year terms and paid in the non-career class.

Oononda County Commissioner John Lascaris talked on problems of retaining case workers at salaries now offered and the "red tape" involved in efforts to resolve salary problems to make a caseworker's position more attractive to job candidates.

"Mrs. Mann Substitutes"

The third speaker was Mrs. Ruth L. Mann, Contra, County, a caseworker who spoke in the place of Commissioner Michael McComb, who was unable to attend.

"He told the group that there is no formal educational program, but we rely on conferences such as this session.

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State's Newest Employee Will Work Full Time To Bring Out Best of Ideas

The State Civil Service Department has a new employee. He will work full time to encourage State workers to put their best ideas forward. And he will work for nothing.

His name is "Sir Gest" and he is the creation of Morris Krugman, a senior employment interviewer with the Division of Employment in Manhattan. Krugman won $50 for thinking of the name selected for the fictitious character that will be used to promote the State suggestion Program. More than 2,000 entries were submitted.

Promotional programs utilizing the fictitious character will be used to urge State workers to put their best ideas forward. And he will work for nothing.

Bring Out Best of Ideas

His name is "Sir Gest" and he will encourage State workers to put their best ideas forward. And he will work for nothing.

ABC Aides Seek CSEA Alliance

(From Leader Correspondent)

POUGHKEEPSIE, March 2 --Joseph L. Sauter, executive officer of the Dutchess County ABC Board, has been elected secretary-treasurer of the newly formed County ABC Employees Association of the State of New York. Steps are being taken by committees of the association to request affiliation with the New York State Civil Service Employees Association.

Sauter was named to the post at a recent meeting in Ulster.

TRAVEL AGENT CLASS BEGINNING MARCH 19

An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, group and individual travel as an avocation, will open Thursday, March 19 at Eastern Board of Trade, 721 Riverside Avenue, N.Y., 3, 4-0893. For information, write or call for Form 88.

Real Estate License Course Open April 2

The Spring term in "Principles and Practices of Real Estate," for men and women interested in buying and selling property, opens Thurs., April 2, at Eastern School, 721 Broadway, N.Y., 3, 4-0893. This 3 month evening course is approved by the State Division of Licensing Services as equal to one year's experience towards the broker's license.

MODERN SHORTHAND

Based on SPEECH PRINCIPLES, it includes WRITING, BASICS, L.S. AND ELECTRIC. ENSURE EVERYONE CAN UNDERSTAND TAKE dictation in one third of the former time. THE SCHOOL WITH BREAKTHROUGHS 2342 W, Desplaines Ave. Chicago, Ill., 60614

RETIEMENT PARTY -- St. Lawrence State Hospital employees recently helped William vine celebrate his retirement with this group picture. Shown at the dinner were (from left): Carl Doldoch (camera), Mrs. Doldoch, Vinnie and Mrs. J. Bradley, Nisland, hospital chaplain.

 Freedrop Unit Meets

The Freedrop unit of the State Civil Service Employees Association held a regular meeting at the Exam Firmers Hall, North Long Branch Ave. In Freeland recently.

CIVIL SERVICE LEADER

Page Fifteen
Motor Vehicle Operator
Upgrading Appeal Filed

(Special to The Leader)

ALBANY, March 2—The Civil Service Employees Association has filed an appeal with the Department of Classification of the Civil Service Department for reallocation of more than 300 motor vehicle operators from Grade 6 to Grade 9.

The appeal, filed on behalf of more than 300 motor vehicle operators in State service, has the full support and complete backing of CSEA. CSEA contends that the drivers in these positions are “grossly underpaid” in comparison to truck drivers in similar positions. According to the CSEA, many similarities exist between the two positions.

The Association contends that a comparison of the civil service specifications for the position of motor vehicle operator with the definition of truck drivers, as determined by the U.S. Bureau of Labor Statistics, shows the many similarities between the two positions.

Onondaga Meet
Set For March 10

SYRACUSE, March 2—The annual quarterly meeting of the Onondaga County chapter, Civil Service Employees Assn., will be held at the Onondaga Hotel in Syracuse at 6:30 p.m. on March 10. Featured guest at the meeting will be William Walsh, Syracuse mayor; John Muir, Onondaga County executive; Ray mond Castle, CSEA first vice president; Vernon Tapper, second vice president, and Ben Roberts, CSEA field representative.

The buffet dinner will be served at the Stater-Milton Hotel here. A round table discussion will be held on the legislative proposals which concern the Western Conference area of the CSEA specifically and other matters of general concern to all employees. According to John Hinssen, chapter president and State treasurer, the legislature expressed confidence that the State salary and benefit program, as proposed by Governor Rockefeller, would be passed.

FREE BOOKLET by the U. S. Government on Social Security, mailed, Leader, 97 Duanes Street, New York, N. Y.

At Syracuse Chapter Dinner
Felly Confident Legislature Will Approve Salary Program

SYRACUSE, March 2—Civil Service Employees Association President Joseph F. Felly told the Central and County Workshops here he will pass the $13 million pay increase recommended by Governor Rockefeller for state employees.

Felly, who spoke at the annual dinner of the Buffalo chapter, winding up the two-day meeting deluged: "I feel sure it will pass because it is well and well-documented by statistics.

Felly spoke in the place of Assemblyman R. W. Winkler, chairman of the Assembly's Civil Service Committee, who was unable to attend the dinner.

Felly told the more than 200 delegates, guests and CSEA members at the dinner that the $13 million pay package had been approved by CSEA only after "hours and hours" of negotiations with the State budget director. "As a responsible organization," he declared, "we know the tight budget situation the Administration is facing."

CITIES ‘Triple Jeopardy’

Felly also repeated for the dinner group the "triple jeopardy" statement he made at the budget hearing in Albany, which explains the problems a state employee pay raise proposal faces.

First, he said, "we have to justify our request to representatives of the governor."

Then when the program is presented, it becomes a "political football." Anyone who wishes to make pot shots at us—with or without facts.

"And third, "he said, "we have to convince the Legislature and get their approval."

Clarification

In answer to a question later, Felly said he was not referring specifically to his second point to the budget-cutting recommendations by Onondaga County’s Syracuse legislators.

These two senators and three assemblymen, presented on the night Felly spoke, that the Rockefeller budget be reduced by $1 million, including reduction of the $13,000,000 pay raise proposal to $8,000,000.

The legislators urged that the pay raise go only to workers in lower pay grades and to certain professionals, such as psychiatrists, dentists and others on the state payroll.

The proposals, announced by Senator John H. Hughes, recommends that the Civil Service Department return to the Legislature with such a pay proposal as they suggest.

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