ALBANY, Aug. 27—The State Grievance Board has ruled that further conferences between the Long Island State Park Commission and members of its police force could lead to a satisfactory solution to the problem of summer vacations for members of the Park's Police Department.

The Board made the recommendation last week in a decision on a grievance brought by the Civil Service Employees Association for the Park Police.

The policeman was seeking vacation during the summer months and a more liberal personal leave policy.

In this decision, the board recommended:

That representatives of the Long Island State Park Commission, together with the director of the State Police, if deemed appropriate, explore with the employee all and any issues of the scope in an effort to work out a satisfactory solution of the present differences.

Mental Satisfaction

"Both explorations," the board added, "should aid either in developing a uniform plan of leave or provide for summer vacations of all employees that such a schedule is not feasible at the present time."

To charges by employees that the commission's restrictions against summer vacations was discriminatory, the board declared:

"... The administration of personal leave is essentially in accordance with the provisions of the Attendance Rules, and the record does not disclose any discriminatory procedures. This aspect of the grievance is therefore not presented."

As a result of the decision, CSHE has requested a meeting with Robert Moore, President of the Long Island State Park Commission to seek an immediate solution to the issue.

No Real Effect

In its decision, the Board noted that "it does not appear that any real effect has been made to comply with that portion of the Executive Order which provides that "the heads of State Departments and Agencies... shall hold conferences... with employees relating to problems relating to conditions of employment..."

Policy of the Commission prohibits vacations from the third week of May until the third week of September.

The first attempt to gain summer vacations by the Park Police was made in December, 1960 in a request to the Department. Following a denial that at some point the matter was agreed to.

(Continued on Page 16)

Western Conference Sets New Committees At Interim Meeting

The Western New York Conference, Civil Service Employees Association held its first interim meeting under the leadership of George DeLong, newly elected president, at the Moose Club in Batavia, recently.

Over 40 presidents and delegates of member chapters were present to discuss CSEA matters and plan for the annual meeting in October. DeLong also announced the following committee appointments:

Auditing: Noel McDonald, chairman; John Predmore, vice-chairman.

Budget: Thomas Pritchard, chairman; Raymond Walker, vice-chairman.

Branch Coordination and Intersociety: William Rossiter, chairman; Celeste Rosenkranz, vice-chairman; Pauk Palfertman; Lionel Roderick, vice-chairman; Irene Lavery.

Education: Molla H. band, chairman; Leo Bernstein, vice-chairman; John Doe; John Hennessey; Ruth Mcgill; Dr. Jindler.

Barge Canal Facilities To Be Modernized, McMorran Promises

(Special to The Leader)

ALBANY, Aug. 27—Burch McMorran, State Superintendent of Public Works, has assured the Civil Service Employees Association that his department has taken steps "to satisfactorily conclude our long-range program of providing sanitary facilities along the Barge Canal system."

McMorran's assurances were in a letter to CSEA President Joseph F. Foley last week outlining the solutions to existing problems along the Canal as submitted by the Employees Association.

Barging Canal District I, the superintendent said: "I can now assure you that adequate sanitary facilities will be provided at the locks, guard gates and other required locations by the end of the fiscal year. The necessary equipment has been ordered and installation schedule set up."

He said the Department recognizes that facilities at the Waterford shop are old and present a maintenance problem and that the shop building is in need of a roof and electric wiring be modernized. McMorran said the Department intends to complete the two items with the sanitary facilities into one major project to meet the requirements for the improvements as soon as possible in the 1963 fiscal year.

He informed the Association that the road on the "Albany Waterford Canal Section was scheduled for reconstruction this year. Bids were received for the project August 9, 1962, and a contract will be awarded to the lowest responsible low bidder shortly. The project should be completed by this fall."

Superintendent McMorran told Foley that his department realizes that you, as head of the Employees Association have made fully aware of the difficulties facilities and I am glad that we have been able to work together to reach such a satisfactory conclusion at this time."

SOUTHERN CONF. ELECTS HOFFMAN

Sets Meeting

William K. Hoffman of Hudson River State Hospital was re-elected president of the Southern Conference of the Civil Service Employees Association. Also elected were: Nicholas Pusflii, first vice-president, Rockland State Hospital; Carl Berry, second vice-president, Middletown State Hospital; Robert Wood, third vice-president, Taconic State Park Commission; William Nolan, fourth vice-president, New York State Thruway; Isay Telesser, treasurer, New York State Training School; Charles Lamb, secretary, Sing Sing Prison and Ellery MacDougall, sergeant-at-arms, Hudson River State Hospital.

Hoffman announced that the Fall meeting of the conference will be held at 8 p.m. on September 31 at the Warwick State School. He requested all delegates and chapter presidents attend and be prepared to discuss the proposed legislative program for 1963.

"It is of little value to continue your gripes, ideas and feelings to your own chapter area," he said. "Your fellow employees who elected you expect you to do (Continued on Page 16)
**DONT REPEAT THIS**

(Continued from Page 1)

mediator with a top reputation in the field of labor-management; Abe Beame, popular New York City comptroller; Manhattan DA Frank Hogan, a powerful figure who may run for mayor; and Congressman Emanuel Celler President Paul Screane, and many others are not arowed candidates but they have been mentioned as possibly none has said he wouldn't run. Only Mayor Wagner has said he was definitely out of the race.

On the other hand, some extremely prominent Demo-

crites have let it be known that they definitely would not enter the Senate race. These include the U. N.'s Ralph Ito and Edward R. Mor-

row, director of the United States Information Service, to name two. Many are said to wish very strongly that any one of the two would run, but for a variety of rea-

sons both have stated they would not enter the polls in the past year.

Why the seeming reluctance to face Javits? He won election in 1954 with an extremely healthy plurality of 358,774 votes. But in 1958, Rockefeller piled up an even bigger healthy plurality of 458,774 votes. Javits has served his state and New York City as well as traditional Republican votes up-

wardly, is the better vote getter and the man harder to beat.

Voting figures tell only a superficial story, however. Javits has served his state well for many years. But many sharp "pros" feel he cannot be attacked on "issues" in New York. No man in the governor's seat.

Javits is from the large Jewish minority in the state that is active at the polls and he is not from New York City as well as traditional Republican votes up-

state. He has the full endorsement of President Kennedy on issues on which Javits was a sure-to-enough to realize were popular-

ary, in the area of particular liberal legislation such as "Medicare."

In other words, it is pointed out that he has the "in" with which to attack Javits; he comes from a representative minority that appears to carry power in the Senate, and he casts his influence — and he campaigns as though he has serious opposition, although none has been named by the Democrats to date.

But the Democrats have to come up with a reputable can-

didate. The absence of any strong thinking is that the best bet may be one of the men now being mentioned for the gubernatorial slot.

A good many of the friends of State Chairman Bill Mc-

guiness think Javits is the only man he would like to watch himself. In a campaign that is admittedly tough, this New Frontiersman might well serve the best interest of both his candidate and his party. Many are saying that two strong vote-getters—Rockefeller and Javits—with a party that is often divided by old eminities—reformers versus old-timers, friends of Wagner versus those under Brann's leadership—can make a job is. He is working fifteen hours a day at it, bringing in new ideas while telling the same old, trite paths of vote-getting.

But after the campaign, all the post mortems are being held, all the difficulties of the campaign will be forgotten and some ambitious one who has been "buried" will say, "well, I have done better."

P.S.: To President Kennedy, Attorney General Kennedy, Mayor Wagner, and Democratic State Chairman McKee:

What sort of campaign are you going to win? Here's one that could win one if the campaign is run to the last coat for the governor's race. Rockefeller and McKeon's have an appeal that can cut across party lines.

Javits, at 74, continues to be a force for energy and youthful vitality. He has the knack of commanding loyalty and his number close friends include staunch backers like former Roosevelt and former Presi-

dent Herbert Hoover for example.

Brooklyn attorney James R. Donovan is getting authorita-

tive support, as is former newspaper correspondent and popular Congressman Leo O'Brien of Albany.

Javits In the Future

Whatever the Democrats pick next to run against Javits, there is one other consideration to ponder. There has been much said out here in the fact that Rockef-

eller, if he must have his vote margin cut down a good deal in order to make a successful candidate against President Kennedy in 1964. This argu-

ment, some say, may well ap-

plication to the vice presidency, as well. If Javits gets no serious competition or wins big against a strong opponent, he seems to be getting bigger and better. —It is argued that thinking in 1964 could be—"a Cathoie has won the presidency, is it not ripe for Jew to have the vice presidency?" If so, Javits and New York City could be the man for that nomination two years from now.

JOURNAL OF VETERANS' AFFAIRS

By FRANK Y. VOTTO

Director, New York State Division of Veterans' Affairs

Questions on veterans' and military affairs and servicemen's rights will be an-

swered in this column on or by mail by the State Division of Veterans' Affairs, answers to their disabilities questions to Military Editor, The Leader, 97

Drum St., New York, N. Y.

Vocational Rehabilitation

DISABLED VETERANS of World War II and the Korean Conflict may be eligible for voca-

tional rehabilitation if they meet the following criteria:

Korean Conflict

KOREAN-CONFLICT period veterans may be eligible if—

(a) They were disabled as a result of disability-connected in service on or after June 27, 1950, and on or before January 31, 1955, which would en-

title them to compensation or, for the receipt of retire-

ment pay, would entitle them to compensation;

(b) They were discharged or released under other than dishonorable conditions; and

(c) It is determined that they need vocational training to overcome the handicaps of their disabilities.

All three conditions must be met.

Training Deadlines

DISABLED VETERANS of the Korean-conflict period have no deadline to start training, but there are dates beyond which training may be given.

THOSE DISCHARGED before August 20, 1954, must begin in

(Continued on Page 12)
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 any organization.)

URSULA ARNSDORF'S POUND OF COFFEE

RECENTLY, we had the opportunity to visit one of the upstate State Hospitals and learn first-hand some of the changes that have taken place in an open ward in one particular building.

IT ALL STARTED with a pound of coffee. This was an undertaking by patients for patient benefits. It consisted of the establishment of a small coffee shop (less than two years ago) which has steadily grown in popularity with patients, employees, volunteer workers and visitors. Patients are always encouraged to do more things for themselves: this do-it-yourself program has really paid off!

IT WAS A success from its inception. Profits have been used to set up a new coffee shop, purchase new dishes, a new coffee maker, silverware, custom made serving counters, a new refrigerator, a cozy corner, curtains, miscellaneous equipment and even new tile flooring.

BENEFITS in therapeutic and material ways have resulted. Hi-fi sets were bought for every ward in the building and are enjoyed by many patients.

UNDER THE guidance and leadership of the supervising psychiatrist, additional, challenging changes are taking place. A course in typewriting for patients was started three weeks ago. Eight patients are now in the class. The new beauty parlor, sponsored for the patients is another morale booster also. Several hundreds of dollars of equipment purchased that first pound of coffee. She is to be commended, as well as the hospital administration can be proud. Remember it all started with a pound of coffee.

CRAIG RECEPTION — Employees of Craig Colours and Hospital who have completed 25 years of service were honored at a reception held at the institution recently. Standing, left to right, are: Donald Harvey, Sr.; Robert Evans, Richard Daniels, Nicholas Diercino, Elmer Chrysler, Andrew Buchanan, Jr., James Constantine, John Borellini, Henry Schuster, William Brooks, and Lee Smith. Seated in the same order, are: Esther Penel, Navy Bailey, Marion Grace Thompson, Sarah Welch, and Daniel Morris.

Westchester Proposes $840,000 in Raises For 3,600 Employees

The Westchester County Board of Supervisors will soon consider a recommendation by County Executive Edwin G. Michaelian to grant salary boosts totaling $840,000 to 3,600 county employees.

The study was based upon a trend-line study which the county instituted in 1962 to keep civil service rates in line with those paid individuals in other industries in the county. Peasall said that a comparison with corresponding jobs in businesses in the county showed that the county had fallen behind the average by four and a half percent. The study’s difference was in the field of the semi-professional and professional levels. This account for the large increase asked for personnel in these fields, Michaelian pointed out.

School Custodian Wins Fight for Job

SYOSSET, Aug. 27—A Syosset school district custodian has won his battle for reinstatement after filing charges that he was illegally dismissed from his job.

Charles L. Ballay of 62 Lewis Lane, Syosset, a four-year Navy veteran of World War II, was the custodian-in-charge of the Locust Grove School. Attorney Harold L. Hornstein, of Manhattan, contended in a suit filed against the Syosset School Board that Ballay had been improperly fired. Hornstein said that Ballay was serving a six-months probationary term, ending June 14, 1962 and that the board had failed to send the required termination notice to the Nassau Civil Service Commission two weeks prior to that date.

Ballay was laid off by the school board June 14 without any specific complaints. Ballay contended in his legal papers that, despite his excellent work in the schools, he was being dropped because of种种 attempts to try to work out the school board’s imposed conditions for the men in his class and grade and himself.

Suit Is Dropped

The suit will be dropped in line with the board’s new decision to rehire Ballay, as of Aug. 9, giving him full competitive status as of

City Rent Administration Grievances Discussed By CSEA & Mrs. Gabel

Rent Agency employees’ grievances were discussed by Civil Service Employees Association field representatives Benjamin Sherman and Patrick G. Rogers and New York City Rent Administrator Hortense Gabel during a meeting on Thursday afternoon. The grievances discussed were work-hours and retirement contributions.

The employees involved, recently transferred to New York City, have complained to their local that their work hours have been changed to conform with those of the New York City Police Department. During the summer, Rent Agency employees work from 8 a.m. to 4 p.m. with a 45-minute lunch break. Other City employees are on a 9 a.m. to 5 p.m. schedule with a full lunch for lunch. This means an extra 35 minutes a day for the former State employees.

The same condition exists, the representatives told Mrs. Gabel, during the rest of the year when both groups of employees work seven hours a day. Mrs. Gabel took the matter under advisement and is expected to give a favorable response prior to the start of the regular work schedule in September, Rogers said.

The representatives further contended that their pension contribution should be based upon their age rather than the age they were when they entered the Civil Service.

This matter is now before the Civil Retirement System actuary and a ruling is expected in the near future, Mrs. Gabel said.

Proposed Westchester Pay Chart

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ALBANY, Aug. 27—Harold M. Blinder of Blinders, a member of The Industrial Exhibit Authority for a term ending July, 1965.

June 15, and pay him monies due to him. First employed at the school July 1, 1961, Ballay took the test for custodian Sept. 16, 1961 and Nov. 29 that he had passed with a 92.20 score and that his name was on the eligible list for appointment. He was given a six-months probationary appointment Dec. 14 to run to June 14.

Reappointed ALBANY, Aug. 27—Harold M.
U.S. Service News Items

By MARY ANN BANKS

FIRE EXAMPLE — The Columbus Associations of the Brooklyn Post Office is a fine example of Federal employees who make better learners. A scholarship or a money order contest sponsored by the association, will assist (left to right) Dorothy M. Polcastica, Patricia Ann Galapko, Linda D. Dragota and John J. Sobie in their eyes for knowledge. Postmaster Edward J. Gilkey of Brooklyn, assisted by the association president Joseph Constantine, presents checks to the scholarship winners.

PROGRAM A dressing attracts Students To Careers In Federal Service

Mrs. Willie Mae Bailey is one of the students who is participat-

ing in a five year experimental operation which is sponsored by the College Federal Agency Coun-

cil of the New York, U.S. Civil Service Com-

mission. The program is under the direc-

tion of Dr. Martin B. Driscoll, Presi-

dent of the New York, U.S. Civil Service Com-

mission. Through this program Mrs. Bailey will learn, at first hand, management problems of a large

complex industrial establishment. At present, she is participating as a very extensive personnel manage-

ment training program in the New York Naval Shipyard's Industrial Relations Office. In the early part of September, she will visit Washington to observe the operations of the various Federal Agencies and meet with representa-

tives of the Executive Branch including the White House Office. Mrs. Bailey is a senior manag-

ing in Business Administration at The City College of New York and a former Shipyard employee.

The goal of the Federal-College Internship Program, which is foun-

dated under a grant by the Ford Foundation, is to attract the best college students to administrative careers in the Federal Govern-
mint.

$550,000,000 Paid To Federal Workers In Insurance Claims

More than $550,000,000 in life insur-

ece benefits have been paid to the beneficiaries of over 100,000 deceased Federal employees or retirees since the Federal Em-

ployee's Group Life Insurance pro-

gram went into operation in Ap-

r 1954. This program, which is ad-

ministered for the Government by the Civil Service Commission's Bureau of Retirement and Insur-

ece, is the largest employer-sponsored group life insurance plan in the world. The total amount of insurance in force is about $13,000,000,000, which covers about 2,500,000 Federal em-

ployees and 240,000 retirees who have covered their employment.

Have you ever stopped to think that in everyday life your earning power in terms of dollars and cents provide the food, clothing, shelter and the other things you have, and do, to make your family comfortable and happy. Are you protecting your earning power? Would you receive an income if an accident or sickness kept you away from work? The C.S.E.A. Plan of Accident and Sickness Insurance, which covers over 38,000 members, will pay you an income each month if you are totally disabled from covered sickness or injury. You receive your pay boost question to be approved and effective by early October.

10,000 Postal Workers Participate

More than 10,000 Manhattan and Bronx postal employees and their families will attend the out-

ing to Freedomland on September 6th and 7th. The outing is being sponsored by the New York Post Office Employees Recreation and Welfare Fund, of which Post-

master Robert Christensen is president.

New Classes Offered At Monroe School

Recognizing the need for adult training in the Bronx, the Monroe School of Business has recently announced several new courses. Special preparation will be given in government, business, office, bookkeeping and shorthand. Students who have completed a high school equivalency diploma and new classes will be held in better English.

When you finished school, what did you do with your education? It is quite possible that you can get a better job and advance in your work. Did you ever think of a career in a five year experimental vocational program sponsored by the Civil Service Commission? Students, who are interested, should apply to the nearest Civil Service Office.

Why Should You Finish HIGH SCHOOL At Home in Spare Time?

Because you own a home that is worth more than your education? You will burden the Federal Government by keeping the schools underfunded? By fulfilling the needs of the Federal Government, you will take pride in your work? By making the Federal Government efficient, you will have a better country and a better world?

Do you ever wonder why you should finish high school at home in spare time? If you want to know the answer, see your nearest Civil Service Office today.
Government Offering Jobs As Part Guides In New York State

The National Park Service, Department of the Interior will be accepting applications until further notice for a park guide examination. The results of the examination will be used to fill vacancies as they occur at Saratoga National Historical Park for this GS-4 position which has an annual salary of $4,040. 

Part guides perform duties, answer questions, conduct group or historical tours or interpret the area and its features. An additional requirement is to be familiar with the history and nature of the park. 

Candidates must have had at least six months experience in interpretive work involving presentation of factual data. Another requirement is to be familiar with the history and nature of the park. 

Applications will be required to pass a written test which is designed to test memory ability, utilization of information, and ability to adapt to the duties of the position. 

The examination will be given at Saratoga National Historical Park. 

(See Jobs As Park Guides on page 10.) 

STUDY IN AIR-CONDITIONED COMFORT! 

Exams To Be Held This Fall Offer Many Splendid Opportunities. NEW YORK CITY EXAM FOR CIVIL SERVICE LEADER—April 3, 1961. 

Applications Must Be Filed Before 4 P.M., Tues., Aug. 28.

EXCELLENT PROMOTIONAL OPPORTUNITIES

Through Training by Experts for Writers & Physical Exams MANHATTAN, AUG. 27, 30, 31, at 7:30 P.M. JAMAICA: FRIDAY, AUG. 31 at 7:30 P.M. Hundreds of Permanents Jobs For Men & Women! APPLICATIONS CLOSE Aug. 21. 5-Week Course. Prepare for EXAMS conducted by N.Y. State Dept. of Ed. 

APPLICATIONS CLOSE AUG. 28—N.Y. CITY EXAM FOR PATROLMAN, POLICE DEPT.—$3.95 after 3 Yrs.

FULL CIVIL SERVICE BENEFITS—Pension, Social Sec., Hospitalization NO AGE, EDUCATIONAL OR EXPERIENCE REQUIREMENTS These Appointments Will Be Made Under Regular Series THROUGH PREPARATION FOR OFFICIAL WRITTEN EXAM For Civil Service Positions. Enroll now.

HIGH SCHOOL EQUIVALENCY DIPLOMA

NOW AVAILABLE—LATEST VOLUME IN Government Career Examination Series (GOES) 

PATROLMAN, POLICE DEPT. $3.95


Enroll for the new course starting for next official exam. New course starting for next official exam. 

TUESDAYS at 1:15, 5:30 or 7:30 P.M. 

ENROLL NOW! Start Classes Week of Sept. 10! APPLICATIONS OPEN SEPT. 7 FOR N.Y. CITY EXAM FOR CARPENTER—$8,637.50 a Year (Prevaling Rate $7,350 a Year—250 Days Guaranteed Annually) 

PARENT JOBS—FULL CIVIL SERVICE BENEFITS. Good starting rate for New York City Residents. 

Beginning August 20th, except at Rockaway Beach, Applications Must Be Filed Before 4 P.M. Tues., Aug. 28.

NEW YORK CITY BLDG. DEPT. 

JAMAICA: MONDAYS at 7 P.M. 

HOUSING INSPECTOR—$95 a Week. 

ATTENTION Men Who Filed Applications for PATROLMAN—$7,615 After Only 3 Years 

New Course Starting for Next Official Exam 

Start preparation without delay; Examinations for these attractive positions will be held at 7:30 P.M., Sept. 27, 1961, in N.Y. City (except Rockaway Beach). New Course Starting for Next Official Exam.

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APPLICATIONS CLOSE SEPT. 9—N.Y. CITY EXAM FOR PATROLMAN—$7,615 After Only 3 Years 

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A Choice — Now

A choice of health plans for New York City employees, promised by Mayor Robert F. Wagner at election time last year, remains taboo by the Board of Estimate. The reasons why this legislation should be enacted immediately are adequately listed in an open letter to the Mayor which appears in the Letters to The Editor column on the right.

The Mayor has long pressed for this legislation which would bring City employees on a par with state and federal employees. They won the choice several years ago. New York City must catch up. Federal and State agencies have, over the years, received competitive plans over which we can exercise our pockets. Surely it follows that we, city employees, have the privilege of making a change so that we can select a plan most suited to the needs of each individual.

While the practicality of a health insurance plan is a benefit of choosing the plan for free choice by city employees, the plan is practical, humane and long overdue, especially since we are paying half-cost out of our own pockets.

In your election platform you said "I favor the health plan of Estimate that the New York City's 200,000 employees be given a free choice of health plans in medical and hospital case." Yet, nothing has been done so far to see that this promise materializes. We are still waiting patiently even though the privilege or lack of privilege of choosing a health plan spells the difference between a democratic plan in which each City Employee exercises his free will, and an arbitrary plan dictated upon them. The freedom of choice of health plans has the strong endorsement of almost all labor groups, and the courts have validated their sentiments at the many Board of Estimate meetings held on this vital program.

In August, 1961, the New York City Board of Estimate had before them the proposal made by the New York City Health Insurance Board for a choice of plans in place of the present HIP. The schedule shows on page 3 of the August 15, 1961 issue of The Civil Service Leader that the various plans were comparable in coverage and rates to the HIP. However, the proposals of the Board of Estimate were defeated by the Mayor.

In other words, Mr. Mayor, now is the time to come to our aid just as we came to yours on November 7, 1961 and we are ready and willing, if necessary, to do the same on Election Day, 1962.

MRS. H. The Bronx

A Major Point

T HE Civil Service Employees Association and members of the Long Island State Park Police won a major point last week through a decision of the State Grievance Board. The Association, on behalf of the police department, had pressed a grievance before the board, charging that the department members were not allowed summer vacation periods, although other departmental employees were given this right. The State board sent the grievance back to the Long Island State Park Commission with the notation to sit down with employees representatives and find a amicable solution. The Commission shows again, that representation of employees is a necessary factor in the scope of civil service. It reiterates the point that most problems can and should be solved on a local level by the employer and employee representatives.

Inspector Exam

A total of 413 applications were received for the housing inspector examination during the July 5 through July 12 filing period.

Assistant Captain Filling

Thirty Department of Marine and Aviation employees filed for the promotional examination to assistant captain during July.

Letters to the Editor

Letters to the editor must be 300 words and we reserve the right from publication upon request. They should be no longer than 200 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Madison Ave., New York, N.Y. 10016.

Reader Sends Open Letter To Mayor

The following open letter to Mayor Wagner expresses, I believe, the feelings of 200,000 employees of New York City.

Dear Mr. Mayor:

We appeal to you again as a champion of the civil service employee whose welfare and good will are of prime interest to you at all times. Your assistance in obtaining a choice of health plans other than HIP is imperative.

Since 1947, we have had to accept HIP only. Surely after 15 years we should have the privilege of making a change. The plan was suited to the needs of each individual.

You may have seen that practically every commodity bought by the City of New York must be on a competitive basis — we should have the best and most for the City's money. Surely it follows that we, as employees, deserve the same privilege to choose a plan most suited to our individual needs.

Federal and State agencies have, over the years, received competitive plans over which we can exercise our pockets. Surely it follows that we, city employees, have the privilege of making a change so that we can select a plan most suited to the needs of each individual.

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This Week's Civil Service Telecast List

Television programs of interest to civil service employees are broadcast daily on WHIP Channel 31.

This week's programs telecast over New York City's television include:

Channel 31 can only be received on television sets equipped to receive the ultra-high television signal. Most sets can be equipped to accept the high range signals by the addition of an inexpensive converter which can be purchased at many electronics dealers in the metropolitan area.

For information on the location of these dealers, write: In Service Training. Civil Service Leader, 96 Duane St., N.Y.C. 7, N.Y.

This week's programs include:

Tuesday, August 28
3:15 p.m.—Around the Clock—New York Police Department Program.
4:15 p.m.—Around the Clock—Police Department Program. Repeat of 3:15 program.
7:30 p.m.—On the Job—Fire Department Training course.

Wednesday, August 29
3:30 p.m.—Have Eater Will Travel—Documentary prepared by the Recreation Department.
5:00 p.m.—City Close-up—Interview with City official.
6:30 p.m.—Nutrition and You—Department of Health Program.

Thursday, August 30
3:15 p.m.—Around the Clock—Police Department Program.
4:15 p.m.—Around the Clock—Police Department Program.
7:30 p.m.—On the Job—Fire Department television training program.

Friday, August 31
3:30 p.m.—Nutrition and You—Department of Health Program.
6:30 p.m.—Nutrition and You—Department of Health Program.

Saturday, September 1
2:30 p.m.—City Close-up—Interview with City official.

For most of the exams, applications are available at:

Police Department Program (repeat of 3:15 program.) 7:30 p.m.—On the Job—Fire Department Training program.

Monday, September 2
3:30 p.m.—City Close-up—Interview with City official.

This week's programs telecast over New York City Department of Personnel, 96 Duane St., New York 7, N.Y.

The titles, with salary ranges, are:

Assistant accountant, $6,850 to $6,200
Assistant architect, $7,100 to $6,900 a year.
Assistant civil engineer, $7,100 to $6,900 a year.
Assistant mechanical engineer, $7,100 to $6,900 a year.
Assistant plan examiner (buildings), $7,450 to $9,250 a year.
Civil engineering draftsman, $3,750 to $3,900 a year.
Dental hygienist, $6,000 to $6,850.

One-fifth the Health Department budget is spent studying ways to prevent, diagnose and treat various illnesses. This research pays off: New York led the way in showing that fluoridated water prevents tooth decay. Other department researchers have developed an anti-tuberculosis vaccine, discovered viruses and shed light on the origins of cancer and heart disease.

THE STATEWIDE PLAN ... a combination of Blue Cross, Blue Shield and Major Medical... provides protection against the cost of hospital and medical care for most of the employees of New York State. This three-part program offers realistic coverage for State employees, active and retired.

Most of the employees of New York State recognize the value of the STATEWIDE PLAN because a majority of them are subscribers. They know that, through the Plan, they receive the kind of protection and security they need... the kind of protection that means the most liberal benefits at the lowest possible cost for themselves and their families.

Get all the facts. See your Payroll or Personnel Officer. Do it now.
The Treasury Department's Customs Agency Service is seeking over 400 applicants to fill immediate vacancies at its New York City office. Due to a proposed enlargement of the force, an additional number will be needed in the near future.

In view of the appalling continuance of the smuggling of narcotics into the United States, with its death-dealing trail of addiction and resultant increase in crime of all types, the Customs Agency Service is attempting to make more effectively combat this menace.

These 905 positions pays $4,345 per year to start, are located in New York City.

The Treasurey Department's Customs Agency Service is seeking over 400 applicants to fill immediate vacancies in New York City. Due to a proposed enlargement of the force, an additional number will be needed in the near future.

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The federal government is seeking electronic office machines in the operation of accounting machines, calculating, bookkeeping, and card punch machines as well as typewriter machines. These jobs begin at $67 a week and reach a minimum of $85 a week.

To qualify, from three months to three years of experience is required in the operation of one or more of the typewriter machines mentioned above. A high school diploma may be substituted for one year of experience at the minimum grade. A written test is required for all grades.

Further particulars are given in Circular No. 755, which can be obtained from the New York region, U. S. Civil Service Commission, News Building, 220 N. Y. region, U. S. Civil Service Commission, News Building, 220 Clinton Ave., South U. S. Civil Service Commission, News Building, 220 Clinton Ave., South Rochester, N. Y.
Navy Dept. Has Sailor Jobs For Civilian Personnel

Civilians, interested in filling positions as deck, engine and administrative personnel for the Navy Department, may qualify for jobs paying up to $9,779 per year.

The positions are, with salary range:

**Deck Department**
- Radio officer, $7,754 to $9,779 a year.
- Junior deck officer, $6,465 to $6,751.
- Able seaman, $4,607 to $5,187.

**Engine Department**
- Licensed junior engineer, $6,690 to $7,087.
- Third assistant engineer (diesel), $7,308 to $7,667.
- Electrician (maintenance), $6,073.
- Oilier, $4,607.
- Electrician-watertender, $4,607.

**Steward Department**
- Messman, $3,551.
- Room steward, $3,551.
- Waiter, $3,551.

**Administrative**
- Yeoman, $3,316.

Information on these jobs is contained in Civilian Marine Personnel Recruitment Notice No. 62-1. Applications will be accepted until further notice.

For complete information and application forms, contact the Crewing and Receiving Branch, Industrial Relations Office, Military Sea Transportation Service, Atlantic Area, 58th Street and First Avenue, Brooklyn 50, N.Y.

**Vacation**

**Colonial Village**

Enjoy the comfort - enjoy the peace. Serving Ocean County. Write for details. All water sports, tennis, shuffleboard, games, etc. Write for complete brochure. All meals, Washington Ave. & Route 32, Middletown, N. J.

**American Home Center, Inc.**

616 THIRD AVENUE AT 40TH STREET
NEW YORK CITY
CALL MU 3-3616

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CALL MU 3-3616

**Doctor Promoted**

Welfare Commissioner James R. Dumphson has announced the appointment of Dr. Murray E. O’Toole as assistant to the commissioner in charge of training for the Department effective September 1.

In this position, Dr. O’Toole, under the direction of the commissioner, will serve as assistant to the commissioner and as director of all training programs of the Department. He will direct the efforts of the department in providing the maximum opportunity for in-service training and overall development of staff.
Girls Wanted For Clerical Jobs Overseas

The U.S. State Department is seeking girls with secretarial skills to fill positions in offices throughout the U.S. and overseas. Secretaries, typists, communications clerks, and others are being sought for these jobs which pay over $4,000 annually plus cost of living bonuses. The cost of living bonuses are paid according to the living accommodations available.

Miss Adele Lee, a State Department representative is available at the offices of the U.S. Civil Service Commission at 2nd and Third Ave. to answer questions and take applications.

For girls who prefer to work in the United States, Miss Lee has positions available for secretaries, telegraphists, and typists in the home offices in Washington, D.C. In regard to applicants for any of the positions Miss Lee stated, "We want the best. We want vigorous, enthusiastic and friendly people for our Foreign Service because they will represent the United States and be the first contact between the American people and the world."

The program is designed to modernize the Foreign Service and is now being studied by Congress. Units to be eliminated in this project are listed below:

**The Armed Services**

21 New York State Guard and Reserve Units Doomed

Twenty-one Army National Guard and Army Reserve units will be cut in New York State if the Defense Department's program to reduce "surplus" units is implemented. No armories will be abandoned in New York however.

The program, proposed last month by the Defense Department is designed to modernize the national organization for better defense coordination and is now being studied by Congress.

Units to be eliminated in this project are listed below:

**New Law Gives Better Break to Officers**

A lifetime career in the army is offered with many trimmings to induce 2,500 Reserve officers to stay in the service upon involuntary active duty. Steady progression through officer grades is the prime consideration, but a new law signed by President Kennedy last month also provides for:

- Two months readjustment (that is, basic pay) for each year of active duty upon involuntary recall, with a minimum of 35 percent of adjustment pay.
- Two months readjustment pay for Reservists in $15,000. This limitation is also applicable to Regular officers.
- Retirees who have received readjustment pay and are later found to have a service-connected disability are eligible for VA compensation after recompensation of 75 percent of adjustment pay.
- Reservists who subsequent to receipt of readjustment pay qualify for retirement after 20 years of active duty are eligible for retired pay upon receipt of recompensation of 75 percent of readjustment pay. There is no recompensation from so-called Title III reserves.

(The III reserves are those for which various reasons must wait until 60 before drawing retirement pay.)
THE VETERAN'S COUNSELOR

(Continued from Page 2)

incomplete training by August 28, 1963.

THOSE WHO left the Armed Forces before September 25, 1961, and begin in time to complete training by January 31, 1964, or nine years after discharge, whichever is earlier.

HOWEVER, AN extra 4 years will be added to the foregoing discharge deadlines for disabled veterans of the Korean-conflict period who fall within any one of the following three categories:

Those whose severe disabilities prevented them from entering or completing training in time;

Those who originally received discharges barring them from training, but whose discharges later were changed too late for them to enter and complete training in time; or

Those for whom a service-connected disability was not established in time to be considered in the issuance of a certificate of complete training.

LENGTH

ELIGIBLE DISABLED VETERANS of World War II and of the Korean conflict period may get an allowance of 360 months' duration (the equivalent of a full term of training) plus 36 months' duration (of a year and a half) plus 30 months' duration (of 5 years), with 3 months' duration (of 6 years), if in cases some exceeding 4 years.

TYPE

BEFORE DISABLED veterans of either conflict began training, they were interviewed and tested by counselors to determine their aptitudes and interests. Interviews and tests will enable the counselor and training officer to advise veterans as to the training for which they are best suited.

ELIGIBLE VETERANS may:

• Take institutional on-campus training;

• Enter other programs which combine school and job training;

SUBSISTENCE

WHILE IN training and for two years after, eligible disabled veterans of either conflict may receive subsistence allowances of the kind and amount (in addition to their disability compensation).

BASIC MONTHLY subsistence to single veterans of World War II, training full time in schools and colleges, are $75 without dependents, $100 with one or more dependents, and $120 with more than one dependent.

BASIC RATES for on-the-job training are $65 without dependents and $90 with one or more dependents.

RATES FOR veterans enrolled in combination types of training may be somewhat higher than the basic rates.

ADDITIONAL allowances may be provided for travel expenses of veterans.

MANPOWER INSTITUTE — Two employers of the State Department of Civil Defense, Harvey G. Dirksen, left and Albert Stark, right, at Albert Court compare notes at a recent manpower management Institute at New York State Agricultural and Technical Institute at Alfred.

EXAM STUDY BOOKS to help you get a higher grade on your test may be obtained at The Leader Bookstore, 97 Denmark Street, New York 7, N. Y. Phone orders accepted. Call Rambler 3-4954. For list of some current titles see Page 3.
Both college and high school students may file for the U.S. Student Trainee program which enables them to work during school vacation. The program offers the opportunity to train in nearly 20 occupational fields, mostly in science and engineering. After graduation, trainees may be appointed to full-time professional, technical, and other positions at $4,345 a year. However, those with outstanding academic records or those with at least a year's work experience under the program may receive $5,355 a year.

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

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

The student trainee program offers students the opportunity to earn 80 percent of the government's wage for their performance. Students are paid $4.50, $5.50, or $7.50, depending on their education level and experience. For detailed announcements of these or other social work positions, write, specifying the field of interest, to the Executive Secretary, Board of U.S. Civil Service Examiners, or the Superintendent, Saratoga National Historical Park, Stillwater, New York; or the Superintendent, Saratoga National Historic Park, Saratoga, New York Region, U.S. Civil Service Commission, Washington, D.C., for details.
48 State Employees Share $810 Awards In Suggestion Program

Forty-eight employees of New York State government agencies who submitted time and money-saving ideas to the Employee Suggestion Program are on the program's most recent list of cash award recipients. They shared a total of $810. Certificates of merit without cash awards went to 11 other employees.

A $50 award was presented to Kenneth A. Robertson of the Department of Transportation for a suggestion he made to reduce the time of automobile registration renewal, the ownership club of Colleter. The award was presented by G. Herman, director of the Motor Vehicles. He suggested that, when a new inspection is required, the time of the inspection could be eliminated by the use of automatic registration renewal, the ownership club of Colleter.

Jointly the award of $25 each went to six Department of Taxation and Finance employees. The award was shared by James J. Garelick of Plano, and Levi D. Anderson of Schenectady, dictating machine transcriber, both of the Department of Taxation and Finance.

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Other grants of $25 went to Theresa Faris of Albany, Robert Hanamura of Rochester, Donald J. Shively of Syracuse, Benjamin A. Shrake of Jay, Helen Henry of Binghamton, and George Moniz of Buffalo.

Clintion J. Cupp of Albany earned a $30 award. Eight employees received $100 awards. They were Nathan Rubin, David Baker, Joyce Ann Teles, Holfand Bins, and Mary Jane, Harry Nenninger and Hugh McCabe.

Alfred Lukin and Antonio Spigardi shared a $5 award.

Ten dollar awards were earned by Carl M. Castor, R. Buettifolino, Helen K. Hoehn, Margarete H.loehn, Louis Bertuccio, Virginia H. Bressler, Julia A. Sutro, John B. Ahearn, John D. Craven, Jack S. Anice and Livia L. Klein.

A $25 award went to Albert Leifer and James J. Brady.

Other area employees receiving certificates of merit without cash awards were Joseph Gardner, Stephen P. Scherber, Robert L. Carr and Elizabeth M. Welsh.

Certificates of merit won by the New York City Metropolitan area were Max Albert, Joseph E. Wittenberg, Pauline Perrot, Esther Sheriff, and Nathaniel C. Lewis.
The Job Market
A Survey of Opportunities
In Private Industry

By A. L. Peters

Skilled Workers
Sheet metal work with five years experience $2.50-$2.50 an hour or more. Will fabricate precision metal sheet and electronic panels. Applicants must be able to read blueprints.

Jib boring machine operators with five years experience are wanted to set up and operate a Pratt and Whitney or Moore Jig Borer. These workers will get $3.50 to $4.00 an hour.

Tool and die makers experienced in making of plug gages or progressive or compensating dies will get $2.35-$3.00 an hour to fabricate tools and dies including progressive and compensating dies from blueprints or sketches. Applicants must have their own tools. Apply at the Manhattan Industrial Office, 855 West 54th Street.

Brooklyn Jobs
A plate press feeder is wanted to do die cutting on cardboard at 900 F. W. $2.00 an hour with Federal Service Entrance Examinations, $4.00.

Civil Service Arithmetic & Vocabulary $2.00
Claim Examiner Unemployment Insurance $4.00
Civil Service Handbook $1.00
Civil Engineer $4.00
Civil Service Test $4.00
Clerk Senior & Supervising $4.00
Home Study Course for Civil Service Jobs $4.95
High School Diploma Test $4.00
Maintanance Man $3.00
Postal Clerk Carrier $3.00
School Crossing Guard $3.00
Social Investigator $4.00
Telephone Operator $3.00
Vocabulary Spelling and Grammar $1.50

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CIVIL SERVICE LEADER
Nassau County Chapter Finds Success Has Its Problems, But They Like It That Way

IRVING FLAUMENBAUM, president of organizing; a shortage of funds, recalls, the Nassau chapter faced service problems to its members. In such simple benefits as pay, the biggest jump in membership, of course, by unemployment life insurance program, produced 1 chapter's clerical worker is covered—"I firmly believe that our employees are quite familiar with all the problems of organization: Growth, recognition and development."

"I believe that our chapter office:ȿ would have forfeited a public pension if they didn't know how to handle success, once it comes?" Despite popular belief, reports, Irving Flaumenbaum, president of the booming Nassau chapter, success does not automatically breed new members. "We have to grow and grow, to grow and continue to grow, or you die," Flaumenbaum added.

For many years, Flaumenbaum recalls, the Nassau chapter faced all the ordinary problems of organizing: a shortage of funds, small membership and trying to win such benefits as payroll deduction of dues.

During that era, the chapter's service problems in its membership were rather simple:

About two years ago, however, affairs political to these brought greater employee recognition to the Nassau chapter. It has seen its membership in the counties: towns, villages, school and special districts jump from 2,000 to $4,000.60. Parolee dedication, tied to a life insurance program, produced the bulk of this growth.

This success has produced several major problems. The key item is the Nassau chapter's $25,000 dues, which could drop from 10 to 15 per cent of our members every year," 1947 Flaumenbaum, "because policy holders, including health, retirement, and other items change. All this means has to relook at the Nassau chapter."

With its $25,000-a-year share of the Nassau chapter dues, the chapter's clerical worker is covered—"Of course, this chapter is trying to win from the court a government retirement plan for its members."

Another major problem is serving the membership. Several years ago, Flaumenbaum was the whole staff, now the chapter has a full-time secretary, an office to maintain, and telephone and other bills to pay. And for its growth, the chapter has filled out eight federal and state forms for such taxes as inheritance.

In a bit of irony, the CSEA chapter's clerical worker is covered—"Of course, for all the problems of organizing: Growth, recognition and development."

In Recent Weeks
(FInished on Page 3)
something about the various problems they present to you on a local level. Bring them to the conference meeting and place them on the floor where they will be discussed and receive the action of the delegates.

The conference has submitted many chapter resolutions to the state-wide resolntions committee of CSEA and a report of their action will be announced at this meeting.

The meeting prior to the annual meeting of CSEA and the convening of the State Legislature is probably the most important meetings on the conference agenda, Hoffman said.

The preliminary work we do at this meeting will be the seeds of the fruit we harvest next year," he added.

Western Conference Meets; Names New Committee

The Trustees of Cornell University have elected Ralph C. Gross, Executive Director of the Federation of the New York State Eligible Lists, to the Board of Representatives of CSEA and a report of their action will be announced at this meeting.

This meeting prior to the annual meeting of CSEA and the convening of the State Legislature is probably the most important meetings on the conference agenda, Hoffman said.

The preliminary work will be the seeds of the fruit we harvest next year," he added.

CSEA Member and Wife Find Boy Lost 3 Days

A member of the Civil Service Employees' Association and his wife last week were credited with rescuing a three-year-old boy who had been lost in thickly wooded Hecker State Park, Long Island.

The couple, Raymond and Rosemarie Finger, joined the huge search party Sunday night, August 16, the day the boy, Stephen Papol, was reported missing.

The fingers stayed with the search almost without a break, until they came upon the tot in dense undergrowth on Wednesday.

Stephen, son of Mr. and Mrs. John Papol of Brentwood, Long Island, was found in woods near the Hecker State Park on Saturday.

Fingers were credited in placing the tot in the 1,600 acre park for the day.

Finger is an attendant at Pilgrim State Hospital, West Hempstead, Long Island. He and his wife reside at 35 Calverton Avenue, Islip Terrace, Long Island.

Western Conference Meets; Names New Committee

(Continued from Page 1)
the State Grievance Board and a hearing was held last May 31.

The Park Police believe that their workload, traffic and other duties has increased since the theft of summer vacation at the Grievance Board and a hearing was held last May 31.

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State Eligible Lists

DEPUTY DIRECTOR OF CIVIL DEFENSE    NEW YORK STATE CIVIL DEFENSE

Hoffman Elected

(WATER TREATMENT PLANT OPERATOR—WATER AUTHORITY)

WATER TREATMENT PLANT OPERATOR—WATER AUTHORITY