Harriman and Rockefeller
Woo Civil Service Vote at CSEA Annual Meeting

ALBANY, Oct. 29—Incumbent Governor Averell Harriman and Nelson A. Rockefeller, his gubernatorial opponent in the forthcoming election, wooed the civil service vote here last week in two addresses to several hundred delegates attending the 48th annual meeting of the Civil Service Employees Association. The Association represents more than 90,000 state, county and municipal workers.

Both candidates pledged themselves to pushing state employee wage levels to a closer par with those in private industry but neither specified how far he would move in that direction at this time. The Association is asking a 12½ per cent, $500 minimum across-the-board raise for all state employees.

Mr. Rockefeller addressed the delegates on October 13 and in a 13-minute speech said that "If I am elected, early in November I will continue my fight for equitable wages and I will do it." Citing his wage proposals of last year, which were turned down by the Legislature, Mr. Rockefeller promised to push the same demands the second term.

The Governor, with the advantage of four years in office behind him, on October 14 spoke for some 35 minutes, listing the salary, pension and fringe benefits awarded state workers during his tenure of office.

Mr. Rockefeller, who has held some distinguished posts with the Federal Government as well as undergone experience in county and state government, assured his listeners he was well aware of the worth and pledged himself to gaining them the moral and financial support of the Association.

The complete text of both messages, as delivered to the Association, has set itself to accomplish one major objective:

1. State Employees Income and Correction of Salary Inequities—

WHEREAS, the cost of living has set new records highs in 26 of the last 30 months; and

WHEREAS, studies made of the relationship of the rates and trends between the State as an employer and private industry demonstrate the need of a substantial upward adjustment in state salaries; and

WHEREAS, a large number of State employees have not received an increase in take-home pay since 1954; and

WHEREAS, commonly accepted measurements of the adequacy of a wage level, such as turnover, hiring rates, and direct wages, and the necessity of a major upward adjustment in state salary adjustments for state employees; and

NOW THEREFORE BE IT RESOLVED, that this Association sponsor or support the necessary legislation

1. To provide a salary increase of 12½ per cent with a minimum increase of $500 for all State employees, and

2. The proportion of sufficient additional funds to permit required internal adjustments to the plan.

3. Salary Adjustment on Promotions to Offset Loss of "No Loss Guarantee Pay." RESOLVED, that the Association sponsor or support legislation to enable retention of "no less guarantee pay" on promotion to be retroactive to April 1, 1959 or date of promotion before April 1, 1958. (Approved as Amended).

4. The time and a Half for Over-Time Work. RESOLVED, that the Association sponsor or support legislation to bring the rate of time and a half pay for State employees required to work overtime beyond normal work hours up to the Federal Premium Pay for Night Shifts of State Employees.

RESOLVED, that the Association seek additional compensation at the rate of 10½ per cent for those State employees whose work load is 25 per cent or more of their yearly hours. The majority of whose work hours are between 5 P.M. and 8 A.M.

The Self-Employed Union Members, CSEA Headquarters, (Continued on Page 7)

Membership Gains Increase Influence, Delegates Told

Membership in the Civil Service Employees Association continues to grow, according to a report submitted to delegates at the 48th annual meeting of the Association held in Albany.

Despite the growth, the report carried an urgent request for an all-out effort in order to maintain and increase present growth patterns.

The report, submitted by Vice Chairman J. Ferro, Co-Chairman, State Division, and James Treuchtlin, Co-Chairman, County Division, is as follows:

The total paid membership in the Civil Service Employees Association, Inc., as of September 30, 1959, was approximately 71,600, which compares with 68,488 on the same date last year—or an increase of 7.3% compared with 5.8% increase last year. The total 751 associate members are included.

Membership in the State Division, by payroll deduction, totals 65,580 plus direct payments of $1,106, a total of 67,696 as compared with 67,476 members last year—an increase in the State Division of 1,817. The paid memberships in the County Division for 1958 was 12,972 (of which 4,095 were paid by payroll deduction) compared with 11,764 for last year— an increase of 2,208.

At the Annual Meeting, membership certificates were distributed through the State Division Conference Leaders and the County Executive Committee Chairman to each Chapter which according to our report, has shown an increase in membership during the past year.

President Powers has urged all Chapters to establish complete active Membership Committees and to keep such committees well advised. IT IS IMPORTANT that all delegates make certain that our Charters have active complete Membership Committees, as past experience has proven that new members can only be effectively secured through personal canvass and reassessment of the non-members and new employees. Then it is the responsibility of the representatives, CSEA Headquarters.

See Page 3
Where to Apply
For Public Jobs

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

NEW YORK CITY — The Department of Personnel, 46 Dime Street, New York 7, N. Y. (Manhattan). Two blocks south of City Hall, just west of Broadway, opposite the Leader Building. The Leader Building is four years old; it is closed Sunday, therefore no applications are accepted on Sunday. Tel. 7-1201. All mail applications for the New York City Department of Personnel, other than applications for examinations conducted by the Department, must be addressed to the Personnel Department, 46 Dime Street, New York 7, N. Y. Mailed applications for jobs must be received by the Department at least five days prior to the closing date. Excuse self-service application in personal experience in actual work will be accepted in lieu of college education for a year for year. Persons who are not graduates of high school by May 1900 will be graduated by June 1901.

STATE — Room 2391 at 270 Broadway, New York. Tel. Chambers Street 2-1416, State Chambers and lobby of State Office Building. Address: Room 2391, Room 204, State Office Building, Buffalo 1, N. Y. Hours 8:30 to 5, closed Saturdays; Room 204 at 138 West Street, Rochester, N. Y., Wednesday only, 8 to 5, Main, an information office has recently been opened at 221 Washington Street, Binghamton. All of foreg- going applies also to exams for county jobs conducted by the State Commission. Apply to: the Personnel Office of the State Employment Service, but only in person or by representative, not by mail. Mail applications should be made to: State Civil Service Department offices only: no stamped, self-addressed envelope to be enclosed.

CIVIL SERVICE LEADER

Tuesday, October 21, 1958

"Where's the fire?"

Wherever it is, the fire will be put out fast - thanks to New York's alert firemen.

And wherever serious trouble strikes - fire, flood or storm - Con Edison emergency men are there, too, working side by side with city firemen and police.

It's part of our job of providing electric and gas service - and being a good neighbor.

(Continued on Page 8)
RESOLVED, that the Association sponsor or support legislation to make it mandatory for all school districts and subdivisions to submit with their state aid requests, additional increments for all employees.

6. CSEA Supports School Districts To Adopt Definite Salary Schedules.
RESOLVED, that the Association sponsor or support legislation to provide for special increments for all employees of the school district.

7. A Permanent Salary Increase After Ten Years at Maximum of Grade.
RESOLVED, that the Association sponsor or support legislation to provide for optional increments for all employees after ten years of service.

RESOLVED, that the Association sponsor or support legislation to provide for special increments for all employees of the school district.

GROUP B — RETIREMENT AND SOCIAL SECURITY

RESOLVED, that the Association sponsor or support legislation to vest the retirement benefits of employees who resign or die after 15 years of service.

RESOLVED, that the Association sponsor or support legislation to provide for additional death benefits for employees who resign or die after 15 years of service.

RESOLVED, that the Association sponsor or support legislation to provide for additional death benefits for employees who resign or die after 15 years of service.

13. Retirement Time Credit for Members of the Armed Forces During World War II and Korean Conflict.
RESOLVED, that the Association sponsor or support legislation to provide for additional death benefits for employees who resign or die after 15 years of service.

14. Retirement System Field Increases to 3 1/2 Per Cent.

ALBANY, Oct. 20 — New York State Comptroller Arthur Levitt today issued a report on the investments of the New York State Employees Retirement System which will increase the permanent mortgage and re-
MHEA Group, Dr. Hoch Emphasize Need For More Personnel In Hospitals

ALBANY, Oct. 20 — Adequate staffing, training and a promotion plan for medical and nursing personnel were among the institutional employee problems discussed at the regular meeting of representatives of the Mental Hygiene Employees Association with Commissioner Paul H. Hoch on October 14.

A considerable portion of the two hour meeting was devoted to the need for additional staff to provide the personalized care and treatment required as a result of the intensified treatment and drug program progress.

Dr. Hoch pointed out that the department has maintained an improved staffing pattern for ward service. He indicated that the department had made strides in staffing certain major sections of the hospitals such as intensive treatment units in all hospitals.

Also brought up for discussion were the need for greater selectivity in recruiting employees and more opportunities for training and in-service education. The employee group recommended a reorganization of the training plan for new ward personnel. They suggested an immediate orientation program followed by the present course at a later date after the employee has demonstrated his intention to stay. Further study will be made.

A promotion series for attendants and for the business office and stenographic staffs was discussed.

The employees' group stressed the need for a promotion plan which would provide incentive and recognition for experienced personnel in the three groups.

A general discussion was held on the stipend program and its extension to non-professional groups, the need for lounge rooms and lockers, and disability retirement after age 60. The group also asked that the department issue regulations for the continued employees personal property destroyed or damaged by the patients. The department will take this matter under consideration.

Other items brought up for discussion were the 20% two hour work for office employees, devising examination procedures for supervisors that would give none weight to experience, a pay differential for employees working night shifts and on interminable service, compensation for holidays falling on Saturday, time for pre-induction physicals and payment for employees uniforms.

While it was outlined that there was no immediate solution for a number of the items discussed, the matter were taken under consideration.

Representatives of the employees association included William Rosenthal, Rochester State Hospital; Charles Blumberg, 1st District State Homeopathic Hospital; Bluma Blumberg, Watertown State School; Salvation Bowers, Psychiatric Institute; Agnes Miller, Rockland State Hospital; Stanley Pipino, Craig Colony; Dorothy Blatt, Marcy State Hospital, and Arnold Moses and Paul Ingenm, Brooklyn State Hospital.

Members of the Commissioner's staff who participated were: Dr. Arthur W. Press, deputy commissioner; Dr. Richard V. Foster, assistant commissioner; Granville Hill, director of personnel; David Zaron, associate personnel administrator; and Mrs. Murial K. Gibbons, of the Office of Mental Health Education and Information.

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YOU GET EXACTLY THE SAME STANDARD COVERAGE AND PROTECTION PLUS extra savings. You enjoy the same benefits that have made extras preferred by more than 500,000 auto owners who now have policyholder satisfactions by a 96% renewal of existing policies—one of the finest records in the insurance industry.

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• The Financial Responsibility Act of 1955 allows all states can be complied with and the New York and North Carolina compulsory automobile liability insurance requirements are fully satisfied by a Government Employee Insurance Company Policy.

• Government Employee Insurance Company rates are on file with state regulatory authorities and are guaranteed by the Company to represent the above discounts from Standard Rates.

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CIVIL SERVICE LEADER
Page Four

October 21, 1958

State

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CIVIL SERVICE LEADER
Page Four

October 21, 1958
GOV. HARRIMAN INTRODUCED

Textile Jobs Offered at $80

The Navy Clothing and Textile Office, Research and Development Division, announces has 300 for textile technologists at $6,000 a year to start, rising to $4,900 after six months of satisfactory work, and to $3,900 after another year or more of satisfactory work. Requirements are either a bachelor's degree from an accredited college, or a combination of college education and experience totaling four years. Apply for Announcement No. 2-5-2. From the Board of U. S. Civil Service Consultants, 65 West 23rd St., New York 1, N. Y.

Mr. Rockefeller WELCOMED

As this picture was taken John F. Powers, left, president of the Civil Service Employees Association, had just introduced Gov. Averell Harriman, seeking re-election, to several hundred CSEA delegates attending the organization's 48th annual meeting, held in Albany. Mr. Harriman spoke to the assembled some 35 minutes during their session in the Manager-DeWitt Clinton Hotel.

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LETTERS TO THE EDITOR
TIDE-OVER NEST EGG
FOR PENSIONERS HAIRED
Editor, The Leader:

The letter from James J. Maloney, retired, former civil engineer, Office of the Manhattan Borough, July 28, paints a picture of the short telephone aide's overrating. Mr. Maloney's idea of building up a reserve of funds through the year, to provide money for the tide-over nest egg for pensioners, offers an excellent idea. I am near retirement age, but have no savings. The period between the receipt of my last pay check and my first retirement payment is filled with anxiety. The tide-over nest egg for pensioners, regardless of what it is called, is worth investigating. It is definitely a possibility.
NEW YORK - Could you afford a "stapes operation?"

In fact, you are probably wondering what is a "stapes operation." It is a highly delicate surgical procedure developed in recent years to relieve deafness resulting from certain kinds of ear defects.

In the entire country there are only a handful of specialists trained to perform this type of rare and difficult surgery. Obviously their services can command high fees. Nevertheless the wife of a TWU subway conductor will shortly undergo a "stapes operation" with no worry over cost. The surgery will be performed by one of the few doctors specially qualified to do it.

How is this possible? The answer is HIP - the Health Insurance Plan of Greater New York. The conductor's wife will receive this unique service without charge as one of her HIP benefits.

Her husband became an employee of the Independent System in March of this year. He signed up for HIP-Blue Cross for himself, his wife and three children. At a Bronx medical center, he selected one of the five Bronx medical groups affiliated with HIP. The family's coverage started on June 1 and the wife visited her HIP family doctor on June 10 for a check-up. She told him her hearing had been bad for ten years but that it had become worse in the last two years. The family doctor referred her to the medical group's ear specialist. He gave her special ear tests and diagnosed her condition as one involving both ears. On the basis of his examination, the doctor concluded that a "stapes operation" might relieve her condition. The HIP medical group arranged for the wife to visit one of the surgeons trained to perform this intricate operation. The surgeon agreed that her ear condition was of the kind that the "stapes operation" is designed to correct.

Accordingly arrangements have been made for her to undergo the operation later this month. The full cost will be paid out of a special services fund set up by the medical groups to permit them to retain special surgeons and consultant-specialists to perform surgical and other procedures requiring rare skills, experiences and techniques.

Some 6,000 HIP subscribers per year are now receiving medical services of this exceptional nature. If they were to obtain this care outside HIP they would have to pay doctors' fees ranging from $500 to $2,500.

This is one of the advantages of medical group practice as exemplified by HIP in the New York area. By practicing as teams, HIP family doctors and specialists together can provide fully prepaid services of high quality.
NYC Jobs

(Continued from Page 2)

 Wanted to 120 credits at a college or university recognized by the University of the State of New York or four years of experience in general office work, or an acceptable equivalent combination of education and experience, except that in all cases candidates must be high school graduates. Apply to the Commercial Office of the New York State Employment Service, 1 East 19th Street, from October 8 (CUL. 24), 8:30 to 4:30 p.m., for the above positions.

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NEWSPAPER OF ALBANY

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Rockefeller Repeats His Salary Stand

CSEA Membership Report

(Continued from Page 1)

supplied all Chapters with ma-
terials designed for their mem-
bership campaign. State pay-
roll deduction authority forms
have been mailed to each mem-
ber. The direct payment method of dues payment. The
such bills have been furnished to
members.

President Powers has made a
special appeal to all Chapters to
set aside time on the agenda of
each meeting for a talk on
membership. We urge that ar-
rangements be made for a field
representative, a member of our
Chapter to set up at a meeting in
the future to secure their mem-
bership strength were discussed in
detail. Many recommendations of
this year CSEA attained the 80,-
000 mark in total membership.
President Powers has requested,
and thoroughly distribute the
Brochure, "Your Committee
urges every employee to
realize their full potentialities.
And one of the
environment can encourage greater
efforts.

The chapter unanimously ap-
proved sending Clarence Savaid
to the New York State Civil
Servant's Association hearing.
The chapter was honored to
Your committee urges every
employee to
read the new CSEA regulations
which began on October 1st.

CSEA BULLETIN  -  P.O. BOX 327  -  ALBANY, N. Y.

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Hurry! Don't miss this amazing tire bargain!

Buy now while offer lasts! Super-safe, super-strong

GULF CUSHION at special bargain price

Complete Automotive Repairs, Tires, Batteries, Lubrication, Accessories

ALL DAY (12 HRS.) PARKING $1.00

SAMHARR SUPER SERVICE
500 WEST 23rd STREET
NEW YORK CITY
WA 4-1260-1
HARRIMAN: 'ALL PLEDGES FULLFILLED'

(Continued from Page 1)

In the first place, together we have done a magnificent job. That's the first requirement of a good reputation. We have put important new programs into effect, strengthened and revitalized old ones, and we have met emergencies with an energy and efficiency that are little short of remarkable. Our record is good. I take pride in it, and you should be proud of it too.

So I have felt that there was good reason for calling public attention to the character and achievements of New York State's employees, and whenever I have had the opportunity to talk about it I have done so. You have heard me do it before, and I will continue to do it.

Two years ago we began something new in State government. We opened the doors to the people and invited them to come and see us at work. Our first Open House was successful. Our second one was even more successful. We are going to keep on doing this because it is one of the most effective ways of getting acquainted with the people. Now they know us a little better and understand more about what we do, why we do it, and how it is important to them.

Everywhere I go and there are few spots in this State that have not been visited by the people. We have made a good showing and I hope that they will continue to do so. We have a lot of work to do.

Pay Action

3. Pay based on the value of services rendered and salaries that keep pace with the cost of living.

In 1956 all employees received a $300 increase. In 1957 I approved legislation that, coupled with the $300 raise, resulted in increases for two-year period of 18 percent for the lowest grade to 11 percent for the highest. In 1958 I proposed an increase of 7.5 percent which would have benefited the bulk of State workers, but the Legislature failed to act.

Correction Officers. There have been many problems in the State prison system and some of them have been very difficult to solve. But I am proud of the fact that we have been able to improve the conditions in the prisons and I am pleased with the progress that has been made.

As I have said before, the first requirement of a good reputation is that the employees of the government should be treated with dignity and respect. We have done this and we will continue to do it.

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