Comptroller Arthur Levitt announced today the completion of a study of the New York State Employees Retirement System by the Management Consulting Group of Towers, Perrin, Foster and Crosby of New York City.

The study which began in May, deals with the operating processes and benefit structure of the System.

The study called attention to the fact that the System is well administered and Comptroller Levitt attributed this fact to the career employees in the System who have "done a remarkable job in making the Retirement System the most progressive in the Country."

Major Recommendations Among the major recommendations in the report are the following:

1. A change from the present non-contributory to a non-contributory retirement System—a system whereby the employer pays the full cost of the employee retirement benefit.

2. An increase in the System's investment in equities or common stocks. The report suggests a maximum of 15% of the total assets of the System.

3. A report recommends that the State moderate the benefit to provide some measure of a variable pension—such a pension which would enable retired to expect in living.

4. The system recommends a higher death benefit and will add all benefits more closely to the cost of living.

5. Serious study will be given to the recommendations contained in this report.

"The report has been sent to representatives of various public employment systems, as well as to the Civil Service Employees Association and other organizations representing members of the System."

Morality Succeeds To Noonan Office
FRANKLINVILLE, Jan. 9—Jeremiah J. Morarity, of South Main St., FranklINVille, has been named winner in an election to fill the unexpired post in the St. Juse Assembly held by the late Leo P. Noonan.

At one point in his address, Mr. Rockefeller said: "I will recommend to the Legislature this year major adjustments in salaries to attract and keep first rate people in the highly-skilled and professional job of government, where we are no longer competitive with the private industry."

"If we don't do these things, we cannot continue to render the kind of service that you, the people of this State, expect," he said.

Sen. Van Lare to Speak
At Western Conference; News of Hawaiian Tour
An address by State Sen. Frank Van Lare and details on a special tour of Hawaii are among the highlights of the January 28 meeting of the Western Conference of the Civil Service Employees Association.

Rochester State Hospital chaplain of the CSEA will be hosts to the conference, which will meet in the hospital, 1500 South Ave. Registration begins at 1:30 P.M.

The regular meeting will start with lunch at 1 p.m., according to Albert C. Killian, conference chairman. William Defrancesco, of Erie County State Chapter, will preside at the County Workshop meeting.

Senator Van Lare, co-author of the CSEA-sponsored Social Security measure to secure public employee pensions, will address the dinner meeting. An afternoon speaker will be announced in the near future.

Rogers To Aid In Membership Drive
Patrick Rogers, CSEA field representative, will be in St. Lawrence County this week to assist in a drive program on membership being conducted by St. Lawrence County Chapter of the Civil Service Employees Association.

Leo Lebeau, chairman, president, announced the goal of getting membership in the Association laid through pay roll deduction. In co-operation with Mary Murray, chapter delegate, and Mr. Rogers, the chapter president said the goal was to make all-time record in local membership.

New Hampton School
Elects Chapter Officers
The New Hampton Training School chapter of the Civil Service Employees Association electederry Tindall as president; Kenneth Dougall, vice president; Otto Bennett, secretary; Charles Thomas, treasurer, and Charles Eitel, delegate for 1962.
IN CITY CIVIL SERVICE

BY RICHARD EVANS JR.

Fire St. George Dinner Dance Loops

The St. George Association of the Civil Service has decided to have an
unscheduled dinner dance scheduled for 7:30 p.m. Tuesday, Jan. 17, in St. George’s Restaurant, 640 Second Ave., Brooklyn. The event will be held in the restaurant’s ballroom.

City Government Employee Events

CIVIL SERVICE LEADER
Tuesday, January 10, 1961

Page Two

Your Public Relations IQ

By LEO MARCOLIN

Mr. Margolin is an assistant professor of public relations in the New York University School of Public Administration and is a vice president
of the public relations firm of Tex McCrory, Inc.

There is no mystery or magic about public relations. Public relations is as simple as signing your signature. In fact, have you ever given your name in public relations? Sign it like a chicken scratch and you have bed public relations. Sign it clearly so that people can read it and you have good public relations.

Public relations is how your agency’s parlor car or truck looks as it moved along a street or highway. Did it look ready for a junk yard? Or was it clean and shiny and appeared well cared for?

In the first case you have had bad public relations for your agency because your vehicle was a reflection of your agency. In the second case, you have good public relations which your vehicle reflected care and efficiency.

Public relations is how your agency’s telephone answers the phone. It is also how you answer your phone. Do you

grant, grunt and set as if you’re doing someone a favor by picking up the receiver? Or do you answer with a smile and a readiness which makes the other end of the wire feel that you’re ready to help solve their problem?

Your department can have the best public relations offices in the world, but your department can still lose public relations. Why? A public relations office is not a magician or a super-man. You can’t make sweet-smell ing flowers out of sour, unethical weeds. A public relations office can suggest how good public rela-
tions can be generated, but the people in your department have to do the PR do-gooders.

Public relations must be earned. It can’t be achieved with quick fixes or with magic. Good public relations is either one of these or it isn’t.

LOOK AROUND your office now. Does your department have a public relations office? Or can you help make it better?

More on this next week.

Only a Few Days Left
To File for Summer Jobs
In City Playgrounds; To $10

Only a few days remain in which to file for a summer play-
ground job with the City. The New York Department of Parks will fill the nearly 640 vacancies for this position on a non-competitive basis from the applications that are filed before Jan. 13. The jobs pay $7.50 a day.

The regular working period for these jobs will run from June 19 through Sept. 4, and part-time jobs that pay $3.63 an hour will be filled after Sept. 4.

As men and women are eligible for these jobs if they are under 35 years of age and are high school graduates. They have at least one season’s experience as an instructor, counselor or coach, or have completed at least 30 college credits toward a baccalaureate degree.

Minors under 18 will have to obtain either an employment cer-
tificate or a vacation on work permit.

To Apply

Until Jan. 13 applications can be obtained either in person or by
mail from any of the five Parks Department district offices.

Applications should be filed before Jan. 13. The deadline
for filing will be 5 p.m. Jan. 13. Applications will be filed in the
same envelope.

Forms should be properly completed and returned to the
respective office. One application form may be used for more than
one position.

To the Applicant

The Postman, Dept. L
Box 35, Grand Central Terminal
New York 17, N. Y.

More on this next week.

For Public Relations

THE SECOND LEADER
AUGUSTINE DOMENIC COLLEGE

LEADER PUBLICATIONS, INC.

585 Third Ave., New York 22, N. Y.

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Name

Age

City

State
FEILY GIVES CSEA VIEWS ON PAY EQUALIZATION

By JOSEPH F. FEILY, PRESIDENT

Civil Service Message

(Continued from Page 1)

farm performance by our civil servants and continuing efforts at all levels of government to improve personnel practices and grievance procedures.

Government employees recognize the distinctive nature of their employment when they, as most do, recognize the right to disrupt governmental operations by strike efforts. A strike or threat of a strike by public employees is wrong in principle and utterly inconsistent with their social responsibilities as public servants.

I am urging responsible persons, however, without underrating strike activity by public employees and the dissatisfaction with the penal provision of the Cudgon- Wadlin Law, and have urged that these provisions be reviewed in the light of experience since the Law was enacted in 1947. Your Joint Legislative Committee on Industrial and Labor Conditions has undertaken such a review and I look forward to its recommendations with respect to this matter of public importance.

Salary Study — In 1959, upon my recommendation, you increased all State salaries by approximately five per cent, on an overall basis, ranging from $250 to the lowest-paid titles to $658 at the highest levels. As of 1969, I recommended, and you enacted, a law providing for an increase in take-home pay by the State's assuming responsibilities for the first five per centage points of employee contributions to the State Retirement System.

These measures were undertaken in an effort to sustain the State's ability to obtain and retain the services of qualified persons for important public service.

Significant progress has been made, but to complement the continuing work of the Department of Civil Service and the Division in reviewing State salaries. I have retained an outside independent agency to analyze the State's salary structures in order to make them competitive with salaries outside government. I am counting on the availability of this study in sufficient time to permit me to make recommendations for action at this session.

This is a matter of urgent concern to the efficient and effective administration and operation of the State government and highly important research work. As matters stand today, we are losing key people and having increasing difficulty in retaining and recruiting personnel with special training at all levels.

Also to be available for action this year is a program, being developed by a Free member intergovernmental group, headed by your distinguished former colleague, Lieutenant Governor Wilson, to eliminate differentials in salaries for similar work in State institutions.

Retirement Benefits — I recommend extending for another year the five-year program adopted last year which will continue the increase in take-home pay of public employees. I also shall recommend the extension and liberalization of after-retirement benefits in accordance with our policy of strengthening the economic security of our dedicated civil servants.

CIVIL SERVICE EMPLOYEES ASSN.

Former FBI Man Will Head State Troopers

ALBANY, Jan. 9—Sweeping changes in the administration and procedures of the Division of State Police were forecast here this week in the wake of the announcement that the two top officials had resigned.

Retiring are Francis McGarvey, state superintendent of police and his deputy, George S. Beurlin.

Governor Rockefeller last week appointed a former FBI man as Mr. McGarvey's successor. He is Arthur Cornelius, retired Lieutenant Colonel, Jr., 52, former head of the Albany FBI office and at present vice president of the Wadlin Law.

Mr. Cornelius will assume this post Feb. 10.

The governor also announced that Mr. McGarvey will serve as a part-time consultant to the Division of Police after Feb. 9, the date he leaves his post

With the change comes an increase in the top command of the State Police unit, it was reported that the former semi-military complexion of the agency would be de-emphasized as institution of new attendance and grievance procedures for employees was implemented.

Some Conflict Reported

It has been an open secret on Capitol Hill that Mr. McGarvey "sat on" the establishment of attendance rules for state troopers for nearly two years, hoping only recently to establish their own attendance procedures in accordance with the insistence of Governor Rockefeller.

Playing a key role in the establishment of State Police rules was the Civil Service Employees Association, which formally directed a direct plea to the Governor to win their establishment. It was reported also that the Governor is now hesitating with progress until Mr. McGarvey in consultation with the new man to delineate a "little FBI unit" within the State Police Division.

An old-time trooper who joined the division in 1947 when it first was created, Mr. McGarvey became the agency's first police chief and the complete authority of the top command. He saw the agency evolve from the roughly 440-strong force into one comparable with other divisions or departments.

Governor Plans Changes

It was not known whether the Governor's decision, taking the CSEA stand, was a factor in Mr. McGarvey's decision to retire at age 64.

The Governor is known to have plans for some changes in State police operations, private for the establishment of a super-crime unit using the experience of modern law and investigative methods.

Long Career

Mr. McGarvey was born in New York City, Dec. 21, 1908, a son of a police and parish school there. He enlisted in the State Police July 19, 1926, at age 18 and was promoted to corporal in 1927, becoming an inspector through the ranks to sergeant and then lieutenant in 1932.

As a lieutenant, he was promoted to district inspector and assigned to Troop G and the following year he was transferred to Troop B, who particular responsibilities

An Open Letter To CSEA Members

By JOSEPH F. FEILY, PRESIDENT

"In the New York State service, practically all salaries are relatively low in comparison with the general salary levels of certain other public jurisdictions and with salary levels in private enterprise in this state. When we find ourselves in a condition of this kind, we must immediately bring up wage amounts to administrative tampering in the nature of spot pay adjustments for certain classes when, clearly, the perfect correction of the salary deficiency is a legislative responsibility. This is a matter of urgent importance. You will find in the New York State service, practically all salaries are relatively low in comparison with the general salary levels of certain other public jurisdictions and with salary levels in private enterprise in this state. When we find ourselves in a condition of this kind, we must immediately bring up wage amounts to administrative tampering in the nature of spot pay adjustments for certain classes when, clearly, the perfect correction of the salary deficiency is a legislative responsibility. This is a matter of urgent importance.

We have underscored this question which was recently made by an official in the state administration. The excerpt is from an opinion rendered on November 14, 1969, by J. Earl Kelly, Director of Classification and Compensation, to a group of the Civil Service Commission in resolving an appeal for an upward allowance of unclassified employees, including interviewers, etc., of the Division of Employment.

A Cogent Statement

This excerpt is more control than anything we have written upon this subject. Its particular emphasis lies in the fact that the speaker is an official of the state, whose particular responsibility

Elected Art Fellow

ALBANY, Jan. 9—Dr. Attilio Serafini, chairman of the Department at the State University's College of Education as Organizer, has been named a fellow of the International Institute of Arts and Letters.

Page Three
U.S. Service News Items

Kennedy to Study Efficient Management

The Kennedy administration is quite concerned with bettering the management practices within Federal agencies.

One of the President's aides said that the establishment of Edward Day as Postmaster General, Robert S. McNamara as Defense Secretary, and Richard E. Neustadt as Air Secretary were strongly influenced by their abilities as managers.

Budget director David Bell has been instructed by Kennedy to present a strong program to make management practices more efficient.

President's Award to be Presented to 5 Officials

The President's Award for Distinguished Federal Civil Service will be given to five Government officials on Jan. 11 by President Eisenhower. The awards this year are for achievements in the field of communications, science, administration, conservation, and employe relations.

The recipients are: Bert Barree, Assistant Postmaster General; William S. Himann, Jr., Technical Director, Diamond Ordnance Fuze Laboratories; Vincent Ten Eyck, Division of the Army; Frederick J. Lawton, Commissioner, Office of Personnel Management; Richard E. McElroy, Forest Service; William R. McConnaughy, Commissioner, Office of Employment Opportunity, Department of Labor.

Lesinski Bill to Prevent Pay Cuts Introduced

Representative John Lesinski recently introduced a bill to prevent a decrease in pay for classified employees. This bill would cancel a ruling by the Comptroller General demanding the cuts in pay.

The employees who are threatened with a decrease are those who were demoted, through no fault of their own, before Jan. 1, 1958. These workers were given a ten percent increase in January, 1958, but the Comptroller General ruled that the increase was not to be protected under the 1958 Lesinski Act, as ruled by the Civil Service Commission. The Comptroller General considers that the increases were provided as a type of compensation for employees who were demoted.

If the Lesinski bill is passed, it will also give retroactive ten percent pay increases to the group of demoted workers who were de- moted in 1958 by the Comptroller General.

86% of Federal Workers Enrolled in Plan With Health Benefits Act

A report on the health coverage of Federal employees indicates that 86 percent of all Federal workers are enrolled in one of the insurance plans under the Federal Employees Health Benefits Act. Seven percent of the eligible employees have not joined the program. The remaining three percent of the employees enrolled in the high option coverage. Statistics from the Civil Service Commission show that salary level was a significant influence on whether high or low option coverage was selected.

3,000 Postmaster Jobs To Be Filled by Kennedy

There are about three thousand postmaster jobs in all of the 50 states to be filled by the Kennedy administration. About 75 percent of these jobs are in first, second, and third class offices. Appointments to these jobs have been first cleared by the Civil Service Commission, secondly nominated by the Postmaster General, and lastly approved by the Senate.

For many of these vacancies the new administration will probably ask the CSC to give new competitive tests for them with the thought that Democrats desiring the slots might be among the top three eligibles for them. If this happens, Kennedy will make nominations to the majority of the openings himself.

Neustadt Advocates Reduction of Staff

Richard E. Neustadt who is re-organizing the White House and the Executive Office for President-elect Kennedy emphasized President Eisenhower's plan to have one deputy for foreign affairs and one deputy for domestic affairs in his second inaugural address before the American Political Science Association. Neustadt maintained that President Eisenhower must have his own deputy for foreign affairs and his own chief of staff.

Kennedy appears to be following Neustadt's suggestions as he has abolished the position of deputy assistant in the President-elect's office and does not intend to have a deputy of foreign affairs.

The reduction of the White House staff is another program advocated by Neustadt that Kennedy will follow through.

Madison New PSC Secretary

ALBANY, Jan. 9 — Public Service Commission Chairman James A. Lundy has announced the ap- pointment of Samuel R. Madison, of Utica, to the position of Secretary to the Commission, effective January 1. In that post, he will be the principal executive officer of the P.S.C. staff.

Mr. Madison will succeed Alton O. Marshall, of Cohoes, who has held the position since February 1958 and who has resigned it to accept ap- pointment as Deputy Director of the State Division of the Budget.

Mr. Madison has been on the legal staff of the Commission for the past 15 years. He was born in Buffalo and completed his pre- law studies at Alfred University and Millard Fillmore College of University of Buffalo. He was graduated from University of Buf- falo Law School, cum laude, in 1942.

Upon graduation, he became as- sociated with the Buffalo law firm of Fisk, Phillips, Twininges and Fisk. On February 7, 1944, he joined the P.S.C. staff as a Principal Attorney and was promoted on April 1, 1942, to Assistant Coun- sel, the position he recently held. He is a member of the New York State Bar Association.

Welfare Jobs

A request from the New York City Department of Welfare for selective certification of male nurses only from the office app- licants operating eligible list to fill the three positions was approved last week by the Civil Service Commission.

NYC Parole Honors 25-Year-Service Men

The New York City unit of Division of Parole honored its twenty-five-year employees with a dinner at Whyte's Restaurant last month.


More than one hundred guests attended including the Chairman of the Board, Russell G. Owandy, and Commissioners Frank Coldwell, Phillip Hirsch, Paul Reimann and Robert S. Wyant.

The Ter Bush & Powell representatives listed below will be happy to explain how you, as a member of the C.S.E.A., can benefit through enrollment in the C.S.E.A. Accident & Sickness Plan. This plan does not conflict with the State Health Plan, and enrollment in both plans is recom- mended to provide the broadest protection you and your family would want to have in the event of accident or illness.

Contact one of the trained representatives here for full details on the C.S.E.A. ACCIDENT & SICKNESS PLAN.

THESE MEN ARE TRAINED TO SERVE YOU

John M. Devlin
William P. Conboy
Robert S. Boyd
Anita A. Hill
Fred Bums
Thomas G. Casey
David L. Sanders
Thomas E. Fairley
Joseph M. Murphy
William J. Scanlan
George J. Warden, Jr.
Georgie R. Welfert
Chairman, Board of Directors
Association Sales Manager
General Service Manager
Administrative Assistant
Field Supervisor
Field Supervisor
Field Supervisor
Field Supervisor
Field Supervisor
Field Supervisor
Field Supervisor
Field Supervisor
314 Clinton St., Schenectady, N.Y.
314 Clinton St., Schenectady, N.Y.
55 Old Davis Rd., Albany, N.Y.
542 Madison Ave., New York, N.Y.
148 Clinton St., Schenectady, N.Y.
35 Old Davis Rd., Albany, N.Y.
542 Madison Ave., New York, N.Y.
275 Division St., Schenectady, N.Y.
226 Croyden Rd., Schenectady, N.Y.
35 Old Davis Rd., Albany, N.Y.
542 Madison Ave., New York, N.Y.
148 Clinton St., Schenectady, N.Y.
10 Elm Street, Latham, N.Y.
16 Dmirri Fins, Latham, N.Y.

BLANCHE BERNSTEIN HONORED

Shown above is Blanche Bernstein, Bronx, N. Y., looking at the citation for outstanding performance rating and Depart- ment of Army superior performance award, both of which were just presented to her. Colonel Paul Hoffman, Transportation Officer, is showing the check which accompanies the awards. Miss Bernstein is a mail and records clerk and has received commendation three times.

N.Y. State Safety Officer Jobs Open; No Education Or Experience Required

From now until Feb. 4 applications can be filed for the position of institution safety officer with the New York State. No minimum of experience or education is required for the position. Salary range is from $3,560 to $4,350 a year.

The official announcement is not yet out, but the requirements will be generally as follows:

Candidates must be 21 year olds at the time of the appointment.

The number of the official announcement is 641. You may get them from the State Department of Public Safety, 730 Broadway, New York, N. Y., or the State Campus, 1224 Washington Ave., Albany 3, N. Y.

Because of the nature of the work, candidates will be required to take an ability test in addition to the regular examinations.

Services as a institution safety officer opens the path to advancement as a safety supervisor, salary range of $3,870 to $4,810 a year, and to chief safety superintendents as a still high salary.

Applications will be accepted until Feb. 4, and the examination will be scheduled for March 11.

Contact one of the trained representatives here for full details on the C.S.E.A. ACCIDENT & SICKNESS PLAN.
The president and medical di-
rector of the Health Insurance
Plan of Greater New York, Dr.
Dorothy D. Johnson, was honored
this week among nine other leaders
of American medicine for making con-
tributions "which have directly
influenced medical progress in the
United States.

Thefoo seven Achievement
Award winners were selected by the
editorial board of "Modern Med-
cine," an international medi-
cal journal, from nominations
made by deans of medical schools,
teachers of medicine, and editors
of medical journals.

The awards were announced in
the issue of the Journal released
this week. The ceremony was held
to honor the leaders of modern
medicine institutional program
organized in 1925, which is now
in its fourth decade.

Other New Yorkers among the
10 award winners were: Dr. Beno
Dubois, Rockefeller Institute for
Medical Research; Dr. Beverley
Othos, professor and chairman of
the department of biochemistry at
New York University, and Dr.
Markus B. Salkinger, chairman of
the department of pathology and
director of the pathology chapel
of New York University-Wellcome
Medical Center.

Bar, 51, was honored for
his contributions to the under-
standing of pharyngoid disease
and kinkersclerosis, and for
being a teacher to medical students
for more than 13 years as a teacher
and research worker in the fields
of radiotherapy, maternal exercise,
and cardiac and pharyngoid disease.
He recently retired as professor of
medicine at Cornell University and
took up his new career in the insurance
field.

An examination for the title of
cancer substitute pharmacist, for
employment in state, county, and
local government service, was an-
ounced by the New York Post
Office. Preference for appointment
will be given to those who have
passed the five hour course in
New York City.

The starting salary for substit-
ute pharmacist will be $1,320, re-
aching $2,50 an hour through
annual increases. Ten percent per
month will be added for college
education.

A career with the United States
Post Office offers many benefits
including an incentive pay pro-
gram, liberal paid sick leave, 13
to 26 days paid vacation each year,
night health benefits, life insur-
ance and a generous retirement
plan.

Requirements
The requirements for the job as
Pharmacist substitute will be
18 at the time of filing for the
exam; this does not apply to per-
sons who have passed the first
preference. Eligibles must have a
driver's license and pass a Civil Ser-
vice Road Test before appointment.

Applicants must have at least
5 years' experience as a pharmacy
clerk. Applicants must have ade-
quately maintained a good con-
duction rating as approved by the
Commissioner of Health.

In the last exam, No. 1 had a rating
of 8.11 % while No. 11 had 8.08.

A public hearing is set for 10
O'clock on Jan. 11, 1961 for the
addition of a behavioral sciences
specialty to the Interdepartmental,
principal accounts of the Health
Insurance Plan of Greater New
York.

Visual Training of CANDIDATES for
PATROLMAN FIREMAN TRANSIT POLICE
FOR THE EYEWITNESS TEST OF
CIVIL SERVICE REQUIREMENTS
DR. JOHN T. FLYNN
200 West 23rd St., N. Y. C.
By Appt. Only— U. S. 9-248

"Max, do we have Blue Cross
for Daddy?"
Good Omens for 1961

Will 1961 be a "forward" year for public employees? There are good omens that—at least—a year might mean more for most employees.

Most encouragement has come from the message delivered to the 1961 State Legislature by Governor Nelson A. Rockefeller. We particularly liked his preface when he stated that the governor promised action on grievance procedure improvements. The approval of the Condon-Waldin Law, salaries and retirement benefits are most needed.

The recruiting study has boldly stated his theme and given hope to the State's public workers that 1961 can be the year when modern times will come to the civil service.

Is Condon-Waldin Dying?

About two weeks before the State Legislature convened this past Wednesday, and two weeks after Mayor Wagner, York City on the repeal of the Condon-Waldin Law, and on other relationships between the State and its employees. The purpose of the law is to provide for a new, more comprehensive system of civil service to where is used to be better.

I attended the hearing as the representative of the State Civil Service Employees Association, and presented a letter signed by its president, Joseph F. Petrie, in favor of repeal of the Condon-Waldin Law. I noticed that many of the speakers did not refer to the Law as "The Condon-Waldin Law" or "The Condon-Waldin Act," but only to "Condon-Waldin." The feeling was that they were talking about a force rather than a law—that is, a social and political force—rather than that, an evil and social political force which should be dispelled immediately.

LOGIC WAS APPLIED to the issue of the Condon-Waldin Law for many years; but in recent years it has been applied more by force.

Those who deals with the civil service should know the plain facts. Civil service employees regard Condon-Waldin diehard as their opposition.

In Force 13 Years

The CIVIL SERVICE has had this anti-strike, anti-civil service legislation for thirteen years. Civil service and labor groups, and others have consistently sought its repeal. The holding of the public and the employees by the Civil Service law—therefore, the abolition of the law is the first real indication that the present Legislative and the Executive Departments, may repeal the Condon-Waldin Law. If the Ostrander Committee makes noteworthy recommendations and the speakers hear made to the Committee, and IF the Legislature follows the Committee recommendations, and IF the Governor follows through, then the 1961 Legislature and the Condon-Waldin Law will become a dead duck during the 1961 legislative session.

At the session of the Committee hearing which I attended, civil service can save the power of the law. Unanimous. It included the State Civil Service Employees Association, the Police Benevolent Association of New York City, the Secondary School Teachers Association, and the Federation of Teachers Associations.

Misunderstanding on Law

There is considerable misunderstanding about the Condon-Waldin Law: For example, at the Committee hearing, the representative of the Secondary School Teachers Association, in speaking for the AFL-CIO, stated that if an employee were absent for the purpose of appearing before a legislative committee, he would be striking under the Law; and that a supervisor who gave an employee time off to attend a meeting such as a Labor-Management Committee would be guilty of violating the Law. That is incorrect. It is an anti-strike law, and nothing else. Public employees have sufficient real problems, and do not need fancied problems. It is a good idea to take a neat look at the Condon-Waldin Law. A safe thing.

The Condon-Waldin Law is contained in one section of the Civil Service Law, Section 191. It has been in effect and is still in effect. In Subdivision 1, "Strike" is defined as "the failure to report for duty, the willful absence from one's position, the stoppage of work, or the continuance in whole or in part in past service, of such an employee, for such a purpose, would be guilty of violating the Law. That is incorrect. It is an anti-strike law, and nothing else. Public employees have sufficient real problems, and do not need fancied problems. It is a good idea to take a neat look at the Condon-Waldin Law. A safe thing.

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If the Law is repealed, the Condon-Waldin Law will become a dead duck during the 1961 legislative session.

About the Condon-Waldin Law

For example, at the Committee hearing, the representative of the Secondary School Teachers Association, in speaking for the AFL-CIO, stated that if an employee were absent for the purpose of appearing before a legislative committee, he would be striking under the Law; and that a supervisor who gave an employee time off to attend a meeting such as a Labor-Management Committee would be guilty of violating the Law. That is incorrect. It is an anti-strike law, and nothing else. Public employees have sufficient real problems, and do not need fancied problems. It is a good idea to take a neat look at the Condon-Waldin Law. A safe thing.
New Shooting Range Is Planned

The most modern and up-to-date ten-point pistol and rifle range ever built in the New York Metropolitan area is in the planning stage at the Brooklyn Central YMCA, it has been announced.

The range would have the most improved and latest safety equipment ever designed and installed for a single range. It was said.

The Brooklyn Central YMCA is responding to the idea from all interested groups, such as schools, clubs, truck guards, special police agencies and individuals.

Plans for the range include local and national shooting matches and the provision of a means for all persons interested to obtain training and experience in the use of firearms. Call JA 4-1000.

Public Hearing Set

On Cook Title

The City job title of cook will be included in the Non-Competitive Class, Part I, for the Department of Markets, according to a resolution set for public hearing Tuesday, Jan. 17, by the New York City Civil Service Commission.

WALTER D. MARONEY— the tall and urbane attorney from Buffalo, has the greatest seniority among the four. He has been Senate majority leader since 1954.

In many ways, he is the most influential lawmaker on Capitol Hill. As ranking member of the powerful Judiciary Committee, he has been a leader of the conservative wing of the Republican Party and is the past has frequently been at odds with Governor Rockefeller. He has supported many important civil service measures.

JOSEPH ZARETZKI— a Manhattan lawyer, became minority leader of the Senate in 1957. He leads the 23 Democrats in the upper house and is known as one of the most colorful figures on Capitol Hill. His voice usually is raised in Senate debate on the side of the rank and file state worker and against privileges. He has been one of the most visible figures in Senate debate on the side of the rank and file state worker and against privileges. He has been one of the most visible figures.

ALBANY, Jan. 9— Two hundred and eight legislators have launched the 184th session of the State Legislature, but what they will do for the next three months will be largely in the hands of four men.

The Legislature's Big Four are the majority and minority leaders. The Republican control the votes in both houses. The Democrats wage an uphill fight for their bills, hoping for compromises or division within the majority party to gain their objectives.

To Legislative Action

"Big Four" Hold Keys To Legislative Action

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Mr. Kahn was also among Mr. Nelle's clients and was given a two-year tour of duty as a counselor with the Veterans Administration.
Dec. 19, 1960, to all State agencies and payroll officers concerning this.

A LEITER

EMPLOYEES LIVING.

Raymond Harris Leaves

would be that much greater.

aggressive action on our legislative program, the chances of success

which incites, or tends to incite, to action." If only we could Incite

out appearing long-hair, (we hope) the word incentive means "that

pay, of course, is much lower after deductions. Moonlighting is the

tax officials in helping to bring about this gain for resident employees.

The following exams will be

increase. Keep up the good work and let's make 1961 another successful

sel to the State Insurance Depart-

enter law practice.

Department superintendents, paid

In New York City, some 400 per-

opinions during his years of ierv-

sons. including all living former

Commission last week approved

Picture above shows students and teacher in an evening typing class at the Taft Adult Center, 172nd St. and Sheridan Ave., the Bronx. The center offers 179 different subjects, including civil service preparation. Registration for the winter session is open through the end of January. Fees are $2.50 or $3 per class.
Employees' Union Actions

To States Idea People

Mario E. Ionuk
Nestor Home

New York, N. Y.

An award of $10 was earned by John J. Cavanaugh, Schodack Dist. Mont, for 'elderly retired employees.'

Other recipients included:

- Dorothy Goldstein, a senior typist in the Department of Health.
- Herbert J. Herskowitz, Bronx, senior tax collector in the New York City office of the Department of Labor.
- Edward J. Murphy and Edna Murphy, Want Pension Hike.
- Edward P. Tierney, Troy, unemployment insurance reviewer examiner, Division of Employment.
- James Roscorro, Brooklyn, industrial investigator in the Department of Taxation and Finance.
- John K. Welch, Lebanon, senior income tax examiner, Department of Taxation and Finance.
- Florence V. Wolf, Troy, senior clerk, Division of Employment, Albany.

Additional benefits are required to help make progress.

With Mount Vernon

Custodians

With Mount Vernon

Traffic law; ability to use good written material. Those who pass the written test are eligible for written and oral examination.

Sanitation Workers

Want Pension Hike

Silas W. Norwood, a sanitation worker for the City of Ithaca, has been granted a $2,500 annual pension by the City of Ithaca.

For further information, write to Mr. Flaumenbaum or Mr. Perrott at P.O. Box 91, Hempstead, N.Y.

U.S. Offers up To $13,730 for Social Workers

The U.S. Government is offering positions for social workers with a salary ranging from $4,000 to $7,000.

Some of the positions include:

- Social worker - Medial and psychiatric advisor and specialist, $7,500 to $9,000.
- Child welfare officer, $6,000 to $7,500.
- Child welfare worker, $4,000 to $5,000.
- School social worker, $5,000 to $6,000.
- Child guidance worker, $4,000 to $5,000.

For more information, contact the Bureau of Public Assistance in Washington, D.C., or the U.S. Public Health Service.

Sanitation Workers' Union

The Sanitation Workers' Union has been granted a $2,500 annual pension by the City of Ithaca.

The union has been granted a $2,500 annual pension by the City of Ithaca.
**SOLID BRICK — BIG EXCLUSIVE RENT — WITH OPTION TO BUY**

Legal Z-Family — Hollis

5 SPACIOUS enormous rooms, all for you, plus second income apt., garage, automatic heat. Near schools, shopping, transportation. Many extras. GET HERE FIRST! A REAL BUY.

**MOTHER & DAUGHTER**

THIS BEAUTIFUL home, located in St. Albans, on landscaped plot, detached, automatic heat, 2 full baths, and kitchen, plus finished cabinets, closets and safes, and many other extras.

**FOR APPT.**

CALL FOR APPT.

**NEW YEAR'S OFFICES OPEN 7 DAYS A WEEK**

“HOMES TO FIT YOUR POCKET”

NEW YEAR’S OFFICE OPEN 7 DAYS A WEEK

**3 CONVENIENT **

Hampstead HOMES & VIGILANCE

STAY PAYING RENT!

FOR NEW YEAR

**SOLID BRICK**

CHAPER THAN RENT

Mellcol Realty

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January 1, 1961

FREE PARKING

AX 1-5262

**2 GOOD BUYS**

ST. ALBANS

Detached, 2 family, 60x150 plot, 1st floor, 4 rooms, masonry wall, living room, wood burning fireplace, custom built kitchen, 2nd floor, 2 rooms, servants and showers throughout.

$22,500

HOLLIS

SOLID BRICK, 2 family, landscape, 2 car garage, pond, very nice home, 4 bedrooms, 2 full bathrooms, finished basement, large plot, oil heat, very nice, $14,990.

$17,900

Other & 2 Family Homes

Hazel B. Gray

148-33 Liberty Ave.

AX 1-5858 - 9

APTS. FOR RENT — Brooklyn

For 2 bedroom, 2 bath apartments in Bed-Stuy & Northside, between Franklin & Nostrand Ave., beautifully furnished one and two room apartments, kitchenette, gas, electric refrigerator, air conditioning, built-in wall oven. $175.00

$200 DOWN

BRONX

**NEW YEAR OFFICES OPEN 7 DAYS A WEEK**

FOR NEW YEAR

2 FAMILY, 7 rooms, 3 bedrooms, with en suite kitchenette, gas, electric free, elevator. Near 8th Ave. Subway.

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$11,490

Hampstead Realty

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OL 5-1030

OL 7-8128

140-13 Hillside Ave., Jamaica

OL 7-1034

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2 FAMILY - $11,490

70x100 plot. Owner must relocate. Modern, scientifically designed, everything, on tremendous 50x100 plot, full basement, large plot. Keys with us! LIVE RENT FREE!

HURRY! 139-19 Rockaway Blvd. FOR NEW YEAR

JA 9-4400

**SO. OZONE PARK**

$7,500

Detached, 4 room bungalow, ideal for single family or small family. G.I. preferred. Bay of a lifetime. Only $300 down — Monthly payments $55.00.

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Call 6128 or 159-12 Hillside Ave., Jamaica 3-3377

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SPECIAL DEAL FOR HOLIDAY

RANCH STYLE, 6 rooms with easy access, beautiful large landscaped plot, finished basement, 1st floor full bathroom, live in care, private bar, front courtyard, perfect home for family, $14,500 on contract. Fair View Blvd.

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Hampstead, L. I.

IV 9-8814 — 8815

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OL 5-1030

OL 7-8128

140-13 Hillside Ave., Jamaica

OL 7-1034

**SPRINGFIELD Gdns.**

D A M N

$12,970

$309 CASH

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**HAMPSTEAD...**

2 FAMILY, 7 spacious rooms, all modern, includes kitchen, bath, gas heat, full basement. All spaced rooms with large windows, screens and Venetian blinds, garage, situated on extra large plot in Wantagh Gardens area.

& 900 CASH

**SOLID BRICK...**

Call For Appointment

2 FAMILY — $16,500

$900 DOWN
TEST AND LIST PROGRESS — N.Y.C.

Below is the complete progress of New York City examinations listed by title, latest progress on tests or list and other information of interest to persons considering taking civil service open-competitive examinations, promotion examinations, and the last number certified from each eligible list. Only the most recent step toward appointment is listed.

26 More City Tests
Ordered Include Laborer, Draftsman, Rec. Leader

Two new open competitive and 14 promotion examinations were ordered last week by the New York City Civil Service Commission. This brings the total of those order in January to 27.

The new open competitive position is a consultant public health nurse mental hygiene (rehabilitation), and hospital services directer of.

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AUTO INSURANCE
JOHN E. CUFF VI-6448
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IN NEW YORK STATE
You save 25% on Collision and Comprehensive coverages and 15% on Liability coverages.

IN OTHER STATES
You save 20% on Collision and Comprehensive coverages and 10% on Liability coverages. (savings depend on the state in which you live.)

You can save 30% on Collision and Physical Damage coverages in New York State. 

The slate in which you live). 

The low GEICO premium is the full cost of your insurance—there are no additional sales charges of any kind. 

You are encouraged to take part in the free GEICO rate comparison program in order to save money on your insurance.

Mail this coupon, visit our office at 150 Nassau St., New York 3, N.Y. or phone WOrth 2-4400 for exact GEICO rates on your car.

IN MANHATTAN there are jobs for track mechanics, able to do general repair work on all types of heavy trucks. You should have at least seven years' experience in this field. 

In Queens, there are job opportunities for a maker of hard candy, a man with at least 15 years' experience in bench work, and in the manufacture of cloth-covered buttons. A minimum of six months' experience in this work is required. 

Women are needed in Brooklyn for fenders. Jobs pay $120 to $125 a week. 

A Survey of Opportunities in Private Industry

A firm in Queens needs an experienced hair dresser on a permanent or optical frame. 

NATIONAL PERSONNEL SERVICES

Government Employees
Federal • State • Local

A Survey of Opportunities in Private Industry

GOVERNMENT EMPLOYEES

New College Course
Set in Albany, Troy
For Civil Servants

Assoilated in public service departments, it was rare to take advantage of programs that offered training. A new two year program at the Russell Sage College of Education, 214 State St., Albany, has been announced. Spring semester starts Jan. 30 as both the Troy and Albany branches.

The program has been approved by the State Education Department. It is a two-credit course designed to meet the needs of men and women employed by Federal, State and Municipal governments who "do not have college training in the field of public administration but who desire to assume greater responsibilities in government."

The program will include introductory and advanced courses that may later be transferred to the standard four-year on the degree in political science offered by the college in its evening division.

Dean O. B. Conway of the Albany Graduate Program in Public Administration, A.B. in Business, A.M. in Education, Civil Service Commission President H. Elliot Kalson, and the Albany County Democratic Committee have all endorsed the project.

Registration begins Tuesday, Jan. 3, at the evening division of Russell Sage College in Albany and Troy.

Office hours at the Albany division, 214 State St., are from 10 a.m. through 6 p.m. daily, and Saturday mornings. In Troy, registration will be taken in the administration building, Second and Ferry, from 9 a.m. to 4:30 p.m. and in the evening from 6 p.m. until 8:30 p.m.

In every state there are job opportunities for unemployed women. The GEICO premium is the full cost of your insurance—there are no membership fees, no assessments or other sales charges of any kind.

**HERE IS THE PROTECTION YOU GET**

You are exactly the same standard family automobile policy used by most of the nation's big companies, and you are fully protected whenever you drive in the United States and its possessions. A GEICO automobile insurance policy is recommended by the Financial Responsibility Law of all states including the compulsory insurance requirements of New York and New Jersey.

GEICO is one of the largest insurers of automobiles in the nation. GEICO is rated A+ (Excellent) by Best's Insurance Reports, the industry's authority on quality in insurance companies.

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More than 600 professional claim representatives are strategically located throughout the United States and its possessions. At least 6 of them are in the New York City area. They are ready to serve you day or night—24 hours a day. 

You get prompt settlements without red tape or delay. The speed and fairness of claim handling is one important reason why more than eighty percent of all GEICO and why 70 out of every 100 who receive their claims each week.

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You get prompt settlements without red tape or delay. The speed and fairness of claim handling is one important reason why more than eighty percent of all GEICO and why 70 out of every 100 who receive their claims each week.

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**SPECIAL OFFER**

You may receive 10% off your auto insurance policy, plus 5% off your home insurance policy, if you agree to let us help you track your home from day to day.
The State Insurance Fund A Capella Choir is seen here as it rendered its annual program, conducted by William E. Dillon, director of safety, a former vice president of the State Fund meeting held last month at the Engineering and Administering Center, Yaphank, the Suffolk County department of Public Works (engineering and administrative division) organized and elected the slate of officers as submitted by the nominating committee for the year 1960.

The newly elected officers are: President, Doreene J. Gregory, Box 3, Rocklandtown; First Vice President, Vincent C. Grasso, 2 Townland Place, East Northport; Second Vice President, George M. Kord, 1458 Lombardy Boulevard, Bay Shore; Third Vice President, Allen E. State, 1026 Mastic Beach; Assistant Secretary, William H. Mitchell; Recording Secretary, Helen M. Baker, 128 East Main Street.

At a special organizational meeting held last month at the Suffolk County Firemen's Training Center, Vaphagon, the Suffolk County Department of Public Works (engineering and administrative division) organized and elected the slate of officers as submitted by the nominating committee for the year 1960.

The newly elected officers are: President, Doreene J. Gregory, Box 3, Rocklandtown; First Vice President, Vincent C. Grasso, 2 Townland Place, East Northport; Second Vice President, George M. Kord, 1458 Lombardy Boulevard, Bay Shore; Third Vice President, Allen E. State, 1026 Mastic Beach; Assistant Secretary, William H. Mitchell; Recording Secretary, Helen M. Baker, 128 East Main Street.

The holiday dinner of the Metropolitan Division of Employment Specialists in the State Fund Christmas Carolers is seen here as it rendered its annual program, conducted by William E. Dillon, director of safety, a former vice president of the State Fund meeting held last month at the Engineering and Administering Center, Yaphank, the Suffolk County department of Public Works (engineering and administrative division) organized and elected the slate of officers as submitted by the nominating committee for the year 1960.

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**New York City**—The applications section of the New York City Department of Personnel is located at 66 Divine St., New York, N. Y. (Telephone no. 212-237-7660). It is two blocks north of City Hall, just west of Broadway, across from the Leader Office.

**Hours** are 9:30 A.M. to 5 P.M. except to answer inquiries from 9 to 12 A.M. Telephone Department 7-8800.

Mail requests for applications shall be answered with self-addressed business-size envelopes.

Further information may be obtained from the Principal of the School of Nursing, Kings Park State Hospital, Kings Park, N. Y. Telephone number is 212-6611, Ext. 6113.

**Free Program for Nurses’ Training Set for Fall of ’61**

The Kings Park State Hospital School of Nursing is now accepting applications for its 1961 summer semester and nurses training.

The school offers a three-year program in professional nursing for registered nurses and women who have graduated from high school. It leads to a diploma and certification as a registered nurse. Each student receives a three-year scholarship and educational benefits.

**How to Pass College and Licensure Exams**

This is complete guide to New York Civil Service Handbook.

**Civil Service Coaching**

City of New York—Federal—Examiner—

**Postal Clerks**

A. Postmaster, 1st, 2nd Class

B. Postmaster, 2nd Class

C. Postmaster, 3rd Class

D. Postmaster, 4th Class

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A. Operator—Local

B. Operator—Urban

C. Switchboard Operator

D. Suburban Operator

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**New York State Exam**

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**CIVIL SERVICE LEADER**

Page Fifteen

**Trial Counsel Group**

The Brooklyn Manhattan Trial Counsel Association is composed of over 300 trial and assistant attorneys for 1961 in an annual membership meeting at 1 p.m. Saturday, Jan. 14 in the Commodore Hotel, 11th Floor of the Waldorf Astoria Hotel, 40th St. and Park Ave., Manhattan. Installing officer will be James B. McNally, associate Justice of the Supreme Court, Nassau District.

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**SCHOOL DIRECTORY**

**FREEBOOKLET** by U. S. Gov't. on Social Security.
Overtime Meal-Allowance Improvements Sought for Public Works Employees

ALBANY, Jan. 9 - In a double-barreled attempt to improve the working conditions for employees in the Department of Public Works, who are working on the highways, Joseph F. Feely, presi- dent of the Public Works Employees Association, recently directed letters to the P.W. Superinten- dents and Senator David N. T. Norman, Hurst, director of the Budget of the State of New York. The request of employees included that among the immedi- ate improvements, some bills be raised for the department's employees on the same work week as are other state employees except the State Police. Also, the Employees Association requested the conversion of wages paid on a per day basis to a monthly basis as providing for a meal al- lowance for maintenance employees during periods of over-time work as well as an increase in the al- lowance for certain employees from $5.00 to $10.00. State employees under the Comptroller's rules now receive a maximum of $10.00 per month. Mr. Feely's letters follow:

Letter to McMorran

On December 5th we met with Robert McMorran, Jr., Commissioner of Public Works, and discussed in detail the various matters contained in our letter of Sept. 12, 1960, and in your re- ply to that letter dated Oct. 31, 1960. We have written to you separately relative to the matter of converting the work week to a monthly basis.

At the December 5th meeting the following matters as follows:

1. We asked the Department's supervisors to retire the form to the effect that the work week of Barge Canal employees be reduced to a 40-hour work week with no loss in take-home pay. This would provide for Canal employees who work in the winter, which the State gives to institutional employees during the winter months.

2. We stated our belief that the legislators have the ability to supervise efficiently a small group of subor-

3. We have written to you separately relative to the matter of converting the work week to a monthly basis. We have written to you on this matter.

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9. We have written to you separately relative to the matter of converting the work week to a monthly basis.

10. We have written to you separately relative to the matter of converting the work week to a monthly basis.

The Mental Hygiene Employees Association, with whom we met on January 5th, is prepared to cooperate with you on any of these matters.

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In a letter to Dr. Hurst, Mr. Feely asked for immediate action to set up a fund for meal allowances for working over-time. The letter said:

1. We have written to you separately on the problem of converting the Public Works Code to a monthly basis. We have written to you on this matter.

2. We have written to you separately relative to the matter of converting the work week to a monthly basis.

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SLA Names Moynahan

Bartholomew A. Moynahan of the Labor Relations Bureau, last week was ap-

nounced to an Associate Counsel of the State Labor Authority by Commissioner Martin C. Epstein, and was sworn in by Depuy Secretary of State Bernard G. Gordon at the office of the Commissioner, 210 Barnett Office Building, Albany, on Tuesday, January 10, 1961.

Mr. Moynahan, who was appointed to the post by Commissioner Martin C. Epstein, and was sworn in by Depuy Secretary of State Bernard G. Gordon at the office of the Commissioner, 210 Barnett Office Building, Albany, on Tuesday, January 10, 1961.