Central Conference Sponsors Panel On Public Employees

The Central Conference of the Civil Service Employees Association and its County Workshops will join in an interesting session at the Conference meeting to be held in Utica, Saturday, Feb. 4. A panel discussion on the subject "A Look at the Public Employee" will be moderated by Dr. Victor Lee, superintendent of Boards County Hospital.

Members of the panel are: Mason Taylor, executive editor, Utica Observer-Dispatch; Charles S. Mix, president of the Supervisors Association of New York State; Mr. Henry Gehle, president of the League of Women Voters of Onondaga County and Dr. Ralph S. Schmidt, associate professor, Utica College of Syracuse University. Chairman, Chairman of the County Workshop will preside over the joint session.

A neutral invitation is extended to civil service members from all conferences to attend and partake in this panel meeting.

L.I. Park Police To Appeal Veto Of Vacation Plans

Word was received at Lewisburg late last week that the L.I. Park Police chapter of the Civil Service Employees Association plans to carry its appeal to the grievance board of the State Civil Service Commission. The necessary appeal papers are already being processed through the efforts of the Civil Service Employees Association in Albany.

Mr. Rockefeller discussed his philosophy on State salaries and the contents of the McKinsey report comparing state and outside salaries.

GOVERNOR: I would like to say a word about the McKinsey study that you have.

Over the past two years I have been increasingly concerned about the problem we face in government in the technical fields, and it supplies to departments such as Mental Hygiene, Health, the Prisons, Public Works, where we have professionals with special training, a limited supply of technical people in these fields in the country, a growing awareness of the responsibility of government in these areas throughout the nation and, as has been the case over the years, other states look to New York, not only at the State level but at county and city levels, to find experienced, trained personnel.

Rising of Talent

We had in this State at one time as many as 10 people from (Continued on Page 16)

GOVERNOR TO RECOMMEND SOME PAY BOOST FOR ALL

The Metropolitan New York Conference of the Civil Service Employees Association will hold its next meeting on Feb. 4 at 1 P.M. at the New York State Public Service Institute, 722 W. 16th St., New York, N. Y. 8th floor. All those planning to attend are urged to notify the Conference secretary, Ruth Blakel, at Creedmoor State Hospital, Queens Village so that proper plans can be made for the dinner.

Many guests will speak on various subjects. In view of the salary study reports and the Governor's expected budget message, this meeting is of great importance to all.

The New York City chapter will be host to cocktails and dinner. (Continued on Page 16)
IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

More Free Courses As Charles Evans Hughes Sets Spring Session

A record number of students are expected to register for courses in the New York City Adult Education Program, sponsored by the Educational Commission of the New York City Board of Education. The Adult Education Program is designed to provide opportunities for adult education and to promote personal and professional growth.

Courses include science, mathematics, English, speech, foreign languages, architecture, interior decoration, bookkeeping and history, as well as television and radio repair, dumbwaiter service, electricity, and mathematics.

A general brush-up course to prepare policemen for the civil service examination is also offered. Register any day, Monday through Friday, from 9 to 6 a.m. The school is at 251 W. 18th St., New York.

Newark—Two sets Spring day evening, Jan. 30. Evans Hughes Evening High School. Registration began Monday, Jan. 30, for the course in mathematics, English, speech, foreign language examination also is offered. The school is at 351 W. 18th St., Manhattan.

Management Group Management Analysts heard City evening of Managerial Personnel In Strengthening Aides. The Municipal Association of Municipal Officials held its Annual Dinner Dance in the Hotel Statler, 33rd St. and Seventh Ave., Manhattan, on Tuesday, Feb. 7. The Labor Department has given its usual permission for members in good standing who are members of the National Guard to take one day from their vacations

CITY EMPLOYEE EVENTS CALENDAR

HOLY NAME SOCIETY of Manhattan, Bronx and Richmond. Fire Department, Scholarship Fund Dance, 6:30 p.m. Saturday, Feb. 1. New York City Women's Auxiliary, 21st St. and Park Ave. New York, N. Y.

OZANAM GUILD, Catholic employees in Welfare Department, First Friday of each month. St. Alphonsus Cafeteria, W. Broadway and Canal St., Manhattan.

EMETH SOCIETY, City Law Department, Installation of Officers, Annual Social, Saturday, Feb. 4, Westminster Arms, 92nd St., New York, N. Y.

FIRE SQUARE DANCE, 60th Anniversary, Friday, Feb. 3, Masonic Temple 71 W. 3rd St., Manhattan.

If you want to know what's happening to you to your chances of promotion to your job, the next raise and similar matters! FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you what is happening in civil service, what is happening to the job you have and the future.

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The price is $4.00. That brings you 52 issues of the Civil Service Leader. Filled with the government job news you want.

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Your Public Relations IQ

By LEO J. MARGOLIN

(Mr. Margolin is an adjunct professor of public relations in the New York University School of Public Administration and is a vice-president of the Public Relations Society of America, Inc.)

Unless they communicate their good performances, they are lost in the public support. For the integration it is measured in dollars and cents. For the public officer, the integration is both public and personal, for public support for his program.

Who was the first man to be fired? By Franklin Roosevelt after his election? Pierre Salinger, his press secretary, who actually was his public relations officer.

But bear in mind that public relations programs are useless, expensive gestures unless good public performance goes with it.

Public relations came of age at the turn of this century. The late Ivy Lee set up many of the patterns, which are followed today. Public relations professionals are now trying to do an honest job. When a Pin man finds that he is being adversely attacked, it is time for him to say, "Goodbye, sorry to have known you."

Send me your fret 55-page High School Booklet.

The five-point legislative program

Five major legislative goals for the year were mapped out last week at a meeting of the New York City Uniformed Fire Officers Association in the Hotel Statler, Manhattan.

1. Amend the 1,460th Bill. 2. Introduce a bill for 11 paid holidays for all firefighters on a State-wide basis. 3. Introduce a State-wide residence bill similar to the police residence law enacted last year. 4. Amendment to the Labor Law to set up an arbitration board in all cities with a million population for uniformed firefighters and police. 5. The association wants the right to split vacations with one City representative and one union man and one independent, whose decisions on labor disputes would be binding on both sides.

Five outside trial commissioners when requested, in all Departmental trials to issue impartiality. The Public Personnel Board is an outside trial commissioner, and the final decision on any trial would still be up to the Fire Commissioner.

HUNTER COLLEGE

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- Maximo, French
- Legal Secretarial Training

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REQUEST CATALOG CS

NEW YORK CITY COLLEGE COMMUNITY

OUR 63rd YEAR

REQUEST CATALOG CS
ANNUAL SALARIES FOR PW LABORERS
AS FAR BACK AS last summer we commenced discussions with
members of the Rockefeller Administration with respect to the
problem of placing the salaries of our labors in Public Works on a
regular basis. I wanted you to know that I have given this matter
the highest priority. I also wanted you to know what we have been
doing to effectuate our calling for annual salaries for our labors.

1. To place salaries on an annual basis at as little as 2% to
salary Grade C.
2. To present the Division of Classification and Compensation
to a general survey in Public Works to eliminate
3. To provide for the amendment of Section 75 of the
Civil Service Law to guarantee that labors receive a hearing before
they may be dismissed from State service.

WORKING TOWARDS this end, we have met with Dr. Rosen,
the Governor's secretary, Dr. Catherwood, the Commissioner of the
Department of Labor, and A. H. McManus, Superintendent of the
Department of Public Works. We believe we have succeeded in con-
vincing the Administration that this year is the time to take per-
diem laborers (those who work out) on an annual salary.

IT IS ALSO OUR hope that the Director of the Division of Class-
ification and Compensation will, after the annual pay plan takes place,
be called in to make a general survey of out-of-state work. We know
that there are many members of labors who, because of out-of-state
work, deserve higher grades.

WE KNOW AND WE are heartened by the fact that the large-
ests employer of state laborers, the Department of Public Works, has
made a request to the Budget Director for funds to place salaries on a
yearly basis. On January 5, 1951 we wrote to Bap McManus and added
that the prevailing present salary which was annual pay was
wrong, whichever is the present form. In that letter we wrote "we would ask that your Department recom-
me to substitute for the present annual lawyer to a grad-
ent to salary Grade C wherein employees would be placed in the new
salary scale based upon their years of service in this position.

MERO Y TO PLACE salaries on an annual basis is not enough, however.
It must be done at a living wage and along with it must come the
same privilege on State income tax returns. We are already
working for and we hope that the Administration will soon announce advances in this area.

BUFFALO CHAPTER STEPS UP
Membership Drive, Plans Valentine’s Day Dance
The Buffalo Chapter of the Civil Service Employees Association
held its January meeting at the Fort Niagara Hotel on Fama Avenue.
The members met for a dutch treat cocktail and supper hour preceding the meeting.

Mr. Hennessey, president of the chapter, called upon Dick
Rice, CSEA Field Representative, who spoke on the necessity of an
all-out program for membership. Everyone effort will be made by the
Membership Committee to contact
those departments where the group is not yet represented.

Mr. Hennessey thanked all of those persons who were instru-
mental in their efforts to increase membership. He covered
so far successfully. In fact, it was a confluence sell out and
neces-
sarily confusing the plains of making up
seeking reservations.

Based upon the huge success of the Hospitality Room, which
was being made for a Valentine Supper Dance, which will be held on Sat-
Saturday, February 11, at the Ameri-
Can Legion Post, Troop I, on Fama Avenue in Buffalo. The
honorary chair, Mrs. Mary Hennessey, announced her committee as
Miss Janet See, Mrs. Davie, Mrs. Spence, Mrs. P. Hennessey, Mrs. J. C.
(Pttded on Page 11)

State Promotion
Test for Principal Telephone Operator
Applications for a State promotion
examination for principal telephone operators will be ac-
cepted as of February 15, 1961, for this position ranging from $3,500 to
$5,500 in five annual salary in-
creases.

March 28
Candidates must have been em-
ployed in the Office of General Ser-
vice for one year prior to March 28
in the title of a telephone operator.
Candidates employed for two
years as telephone operators will be
accepted if they can provide an eligi-
bility list of candidates meeting the above
requirements.

For application forms contact
Room 2301, 270 Broadway, N. Y.
V. The examination number is 5095.

Elected Vice Pres. Of College Council
ALBANY, Jan. 30 — Dr. Rollo
B. Wicks, chairman of the General
Education Department at the Agri-
tural and Technical Institute of the
State of New York, has been elected
vice-president of the Junior Col-
lege Council of the Middle Atlan-
tic States.

FUTURE BROADCASTS
Followings programs will be de-
vised to hear representatives from the
various State and Local Agencies on
the island. This includes such services as are rendered by the
Blew of Mental Hygiene, Dept. of Public Works, Dist. 7B

Joe F. Feily, president of the Civil Service Employees Associa-
tion, has indicated that he is in favor of legislation that state and local government
employees should have mainten-
ance for the convenience of their
employees, should be alerted rel-
etive to their 1960 State income tax
return. A few years ago the Association brought a test suit in
the Federal Courts which enabled
the value of such maintenance from
the Federal Government, after the Federal Government,

Nassau Chapter Meetings
MEETS FEB. 15
Iring Flaman, president, of the Nassau Chapter, announces that
the next meeting of the Chao-
Chapter will be held on Wednesday,
February 15th, at 8 p.m. at the
Chapter Club in Nassau County
Park. Entrance fee is $1.00.

Craig Colony Meeting
At the special meeting held Friday, Jan. 20, of the Craig
Colony Hospital chapter of the New York State
Civil Service Employees Association, 260 persons participated
in a lively discussion of various
problems facing the Colony. A
figure represents one-third of the
Colony's membership, and includes about 93 percent of the
stitution's personnel.

The Visitor from CSEA Field
Representatives discussed the Internal Revenue Code provides an exclu-
sion for the convenience of their
employees, may now receive mainten-
ance for the convenience of the
employees. As a result of Commis-
sioner Murphy's ruling public em-
ployees who have received "main-
tenance for the convenience of their employees" may now receive
in the Federal and New York State income tax
returns.

TAX-SAVER REMINDER
Maintenance Non-Taxable
On State Income Tax
Joseph F. Feily, president of the Civil Service Employees Associa-
tion, has announced that the
State has now patterned its
maintenance tax exclusion somehow.
Candidates must have been em-
ployed in the Office of General Ser-
vice for one year prior to March 25
in the title of a telephone operator.
Candidates employed for two
years as telephone operators will be
accepted if they can provide an eligi-
bility list of candidates meeting the above
requirements.

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TREASURY HONORS
Raymond M. Castle, Chief of the State Department of Com-
merce, made his weekly presentation of the local Council of State
Agencies having offices in Syra-
racuse, Rochester, Buffalo, Albany,
and the the U. S. Treasury Department for distinguished service
in the 1959 Savings Bonds Division in
1960.

The award was presented to Mr. Castle at a luncheon meet-
ing held by the local Council of State
Agencies in the Club Room of the
State Office Building. There was rep-
resentatives from the Department of the
Department

Mr. Castle, who is also Second Vice President of the New 
York State Civil Service Employees Assn.,
was cited by Herbert H. Storm, instructor in the
United States Savings Bonds Division of the Treasury Depart-
ment for the prominent part he
played during the 1960 New York State Savings Bonds Campaign.
Mr. Castle has been responsible for coordinating all activities in the
Central New York area.

Another 800 Buyers Signed
General Chairman of the Camp-
aign was State Tax Commiss-
ioner Joseph H. Murphy of Byra-
neck, who had been named by
Governor Rockefeller.

Mr. Storm reported that as a result of the publicity
campaign more than 8,000 new bond
holders were signed. 25,000 savers were added to the
already 1,000 purchased in the
Central New York area.

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**Union Recognition Bill Introduced**

Senator Olin D. Johnston and Robert Humphrey have introduced a bill which would require federal agencies to deal with employee unions on personnel policies, working conditions, and individual grievances.

**Proposal For White House Staff Reduction**

A plan for the reduction of the White House staff called for by President Kennedy was introduced the following changes. Both the offices and jobs dealing with resources and the Commission on Government Organization would be transferred to the Budget Bureau. The White House economic position would be incorporated in the Council on Economic Advisers. Finally, the Civil Service Commission would be abolished, the functions of the Office of the Assistant for Personnel Management, as well as its employees.

**Rashinsky Honored**

Morris Rashinsky of Brooklyn was honored recently with Army citations for sustained superior work in the industrial field for the past seven years, has been sworn in.

**No Room For Top Grade Appointees**

Appointments to high grade jobs made by the Kennedy administration may not go through because of the small number of jobs in those grades authorized by Congress. Another reason is that the Civil Service Commission has placed the jobs in various agencies and few vacancies remain.

One solution is for President Kennedy to push a bill through Congress authorizing about 500

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City Housing Supply Test Opens; No City Residence Required

A New York City exam for housing supply man will open for applications beginning March 25. The starting salary for this job is $3,750 a year, with an incentive bonus of $800. There are annual increments and a longevity increment of $150 after five years of service. Candidates must have a high school education. The usual salary for this position is $4,650 a year.

Test for Sanitary Inspector Opens in Mount Vernon

The Municipal Civil Service Commission of Mount Vernon, N.Y., has announced an examination for sanitary inspector to be held March 25. The usual salary range for this position is $4,650 to $5,400 a year.

CIVIL SERVICE REQUIREMENTS.

FOR THE EMPLOYEE TEST OF OCTOBER 1961

ASSURE FUTURE SECURITY in CIVIL SERVICE

A Housing supply man receives, besides base salary, death benefits for widows of firemen under Article 150 of the Civil Service Retirement Law. The law states that a widow shall receive 50 percent of her husband's former salary as a bonus to his pension for every year worked past retirement. This is a repeal of the provision that he must be fit for duty. Also sought is a repeal of the provision that he is fit for duty. Also sought is a repeal of the provision that a husband's former salary as a bonus to his pension.

The Municipal Civil Service Commission of Mount Vernon, N.Y., has announced an examination for sanitary inspector to be held March 25. The usual salary range for this position is $4,650 to $5,400 a year.

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The McKinsey Survey

The McKinsey Report, a study of the differentials existing between civil servants and their counterparts in private industry, has proved long standing employment pay in line with private Industry. It shows contention of the Civil Service Employees Association that full titles. The cost of this formula is about the same as the Employees Association has proposed a three grade increase for treat boost in salary. The Employees Association disagrees, call attention to the fact that disinterested proofs now lie in ment that is based on proven need—not expediency. found strengthened through a Just and honest salary adjust- • survey to be made a matter of public record.

Mayor Wagner to “rid the City of the Police Commissioner.”

President of the New York City Uniformed Firemens Benevolent Association, which number 23,000 of Mr. Ken- nedy. We would applaud Commissioner Kennedy for seeking more than the alleged 110 “over quota” motion opportunities for loyal and knowledgeable workers.

The list of organizations demanding Mr. Kennedy’s re- newal doesn’t end with the police. The First Aid and Cig- arent, who could not reach their areas Dec. 12 and Jan 20. This newspaper feels that both firemen and policemen badly need pay raises, but fire and police salaries have long been held equal, except in higher ranks, and we feel they should stay that way. The pay disparity of the higher fire- fighter titles should be brought equal to their police counter- parts.

We would applaud Commissioner Kennedy for seeking salary increases for his men, but we fail to understand why he should specify that the same raises should not go to the firefighters.

CIVIL SERVICE NOTES FROM ALL OVER

PENNYSYLVANIA — Pittsburgh and Harrisburg television stations have run the telecast film of recent state civil service examinations as a public service to encourage applications for state jobs.

ALASKA — A law has been passed here that provides for a Department of Personnel in the Department of Administration. The director of personnel is in the classified service and is appointed by the Commissioner of Administration.

KENTUCKY — A law to provide merit system coverage through a statewide civil service system has been enacted with the backing of Governor Combs and the administration. It passed by large ma- jority in both houses of the state legislature.

CANADA — The Professional Institute of the Public Service of Canada is writing to the government in Canada that is taking the retirement act for Canadian government classified service employees be amended to provide several options: to give surviving husbands and wives of women employees retirement rights; to make it possible for a widow to receive more than her husband’s pension by reduc- ing unemployment benefits received while still living; and to continue a widow’s pension if she re-marries.

Oklahoma — By the end of April all of the 16,000 state em- ployees covered by the new merit system law were brought under its coverage. The state insurance com- missioner and the highway depart- ment have brought suits to have the state law declared invalid, charging that the law would reduce employees from their super- visors’ pay scale. Said Mr. Berzstein, it is a matter of law that the state constitution does not permit any legislation to delegate as much of power to the Personnel Board as the 1965 act purports to do.

Thank You, Gentlemen

ON NOVEMBER 22, 1960, I wrote about Chapter 112 of the Laws of 1960, which permits a department or agency of the State to request a Governor to appoint an outsider to act as a hearing officer in a disciplinary proceeding. In the interest of Justice to public employees, I wrote that the use of this law was

LAST WEEK Honorable Russell G. Oswald, Chairman of the State Board of Parole, telephoned me. He said that he was a regular reader of this column and had adopted my suggestion of appointing an out- sider to conduct disciplinary proceedings in his agency.

THUS SINCE I received the following letter:

"STATE REAL"

The Senate
State of New York

Harry Kraf
26th District
Mr. Harold L. Herrstein
Chief Service Leader
97 Duane Street
New York City

Dear Mr. Herrstein:

I read your column of November 22nd and as a result I have introduced legislation to make it mandatory for a person not associated with the service to be designated to hold hear- ings, where so requested in writing by the person against whom charges are preferred.

This bill has been introduced in the Assembly by Assemblyman Donald J. Sullivan.

As soon as the bill has been printed I will forward you a copy of same.

Sincerely yours.

HARRY KRAP

Thank you, gentlemen.

Of course, it is complimentary to me to have State Officers adapt my thinking on civil service matters. But more than that, I am extremely happy whenever I learn that this column has served a useful purpose.
Social Security Questions Answered

Below are questions on Social Security problems sent in by our readers. They are answered by our expert in the field. Anyone with a question on Social Security should write to the Social Security Editor, Civil Service Leader, 97 Duane St., N. Y.

I have often heard that my employer is going to make a change in my name and social security number directly from my social security card. Who is this so important?

There are thousands of identical names in the social security file and without being properly posted to your account, it is necessary that you establish a new social security number and social security number as listed on your social security card. It is very important that you receive full credit for all of your previous earnings. Your social security benefits payable to you and your dependents or your survivors is based upon the amount of earnings because the amount of earnings is this so important?

I am 65 years old and still working full time. Do I need to come into your office to file any forms or can I still benefit?

It is not necessary that you visit our office even though there may be an amount in any month in which you do not work for wages of over $100. You may not work as a self-employed person, you may not be treated without significant risk to the patient's life or health is a disability under social security.

No. It is not necessary that you show the disability requirement and I am still working full time. Do I need to come into your office to file any forms?

A team of trained people—doctors, nurses, and social workers—have in seeing the effects of disabling conditions upon people's ability to work. The fact that your earnings have not been reduced. Before I had three years limit.

No. If you have as much as five years of social security coverage of the ten years before you become disabled for work, you would meet the insured requirement for disability benefits.

Mr. and Mrs. Durham, vice pres., Investors Planning Corp., 299 Broadway, N. Y. City, MT 1 7409.

I've been made redundant by one of those pamphlets on disability benefits under social security and I've been wondering whether a temporary disability can qualify for a worker for disability benefits under social security?

No, it is not necessary that you continue to work after age 65. However, I have recently changed my address and have notified the Social Security Administration to discuss filing an application.

I believe that if the Civil Service Leader's and the CSEA's efforts in helping the public employees to obtain a pay raise in the State Legislature were matched by our lawmakers that a substantial raise would be approved. I believe that every possible attempt should be made by persons directly involved to contact their senator or or assemblyman to help plan for your eventual retirement.

Your travel money travels farther at these Sheraton Hotels

Test Answers

EXAMINATION KEY ANSWERS FOR CONSTRUCTION SUPPLEMENT

Tentative Key Answers for Written Test

D, T, C, A, B, 19, B, 18, B, 16, B

A, 12, C, 14, D, 15, B, 16

D, 29, A, 30, B, 31, B, 32

C, 34, D, 31, B, 31, B

A, 53, D, 54, A, 56, C

B, 57, A, 58, B, 59, D

B, 62, A, 63, B, 64, B, 65

A, 70, B, 71, A, 71, B

B, 75, D, 76, C, 76, B

B, 82, A, 83, B, 84, C

C, 85, C, 86, C

C, 92, D, 93, B, 94, D

A, 96, B, 97, D

Test No. 230

1. A team of trained people—doctors, nurses, and social workers—have in seeing the effects of disabling conditions upon people's ability to work. The fact that your earnings have not been reduced. Before I had credit for maximum earnings under social security.

No. If you have as much as five years of social security coverage of the ten years before you become disabled for work, you would meet the insured requirement for disability benefits.

My wife and I have been receiving our social security benefits for the past three years. Now that my wife is going into a nursing home, will it be possible for her to go to the nursing home and come to me at our old address?

Yes, Separate checks can be issued. If a couple are separated or if a change in address is due to a divorce or death, a change of address is required. No. If you have as much as five years of social security coverage of the ten years before you become disabled for work, you would meet the insured requirement for disability benefits.

City Civil Service Commission, 299 Broadway, New York 7, N. Y. I have recently changed my address and have notified the Social Security Administration to discuss filing an application.

The test is open only to employees of the Department of Personnel, 96 21 at the Applications Section of the Department of Personnel, 97 Duane St., N. Y. city.

I am 65 years old and still working full time. Do I need to come into your office to file any forms or can I still benefit?

No. It is not necessary that you visit our office even though there may be an amount in any month in which you do not work for wages of over $100. You may not work as a self-employed person, you may not be treated without significant risk to the patient's life or health is a disability under social security.

No. If you have as much as five years of social security coverage of the ten years before you become disabled for work, you would meet the insured requirement for disability benefits.
City Probation Officer
Test Opens Wednesday;
Starting Salary $5,450

A New York City examination for the title of probation officer opens tomorrow. The salary for this title runs from $5,450 to $8,990 a year.

All applicants must have a B from an accredited college or university and government experience in making social work and one year of casework experience; an M.A. in social work, psychology, sociology, criminology, vocational rehabilitation or vocational guidance and one year of casework experience; or two years of casework experience. Applicants must pass a physical examination and have at least 30 years of age.

The duties of this position include performing probation work for various City courts. A probation officer employs professional casework techniques in making initial, follow-up and supervisory investigations of defendants.

Applications are available between Feb. 1 and Feb. 21 at the Applications Section, Department of Personnel, 66 Dunne Bld., New York, N. Y. 7, T. Y.

U.S. Wants People To Operate Office Machines, $3,500

There are Federal jobs available for office machine operators. The experience required for these jobs range from three months to two years.

The particular office machine operator positions covered by this examination are: Bookkeeping machine operator, calculating machine operator, card punch, shifter and punch, tabulating and proof machine operators, tabulating machine operators, duplicating equipment operator, typists and office equipment operators.

These positions are in grades OB-2 and GB-3 with starting salaries of $3,500 and $3,700 a year respectively. Typist positions at grades OB-3 and GB-4 with starting salaries of $3,700 and $4,600 a year respectively are also covered.

The examination announcements (No. 1-2, 1960) which contain full information, and application forms are available at the Office of the Director Second U.S. Civil Service Region, 220 East 42nd Street, New York, N. Y., and from the main post offices in Brooklyn, Flushing, Jamaica, Long Island City, Far Rockaway, and Staten Island.

Welfare Union Bids on $15,447

The Board of Commissioners of the Welfare Union has bid $15,447 for the work of the New York City welfare department's Community Chest. The funds came from voluntary contributions by Department employees. From checks totaling $15,447.66 to nine beneficiary agencies from the Welfare Department committee. The resolution including the largest among agencies whose employees are eligible for the test also made the provision that only departmental lists will be established from the examination.

Accountants, Steno

The Department of Investigation needs accountants and a senior stenographer by transfer. Those interested should contact Indore W. Weber, chief clerk, Whitehall 3-3232.

Welfare Union

City Probation Officer
Test Opens Wednesday;
Starting Salary $5,450

Suffolk Office Worker Exam Open to Feb. 17

February 17 is the closing date for the Suffolk County Civil Service Commission's test for beginning office worker. The test will be held on March 3.

There are positions for stenographers, typists, clerks, clerk-typists, and dictating machine operators. The salary for stenographers is $3,500 to $3,540 a year, for typists it is $2,500 to $3,370 a year. For clerks, clerk-typists, and dictating machine operators, the salary ranges from $2,650 to $3,700 a year.

Candidates must have been legal residents of Suffolk County for at least one year prior to the test date. Legal residency for one year in the school district where a vacancy occurs may also be required. All candidates must have high school graduates and have an elementary knowledge of office procedures and practice, the ability to read business English, and arithmetic. Candidates may compete for as many positions as desired: the same written test will be given to all candidates.

Applications can be obtained from the Suffolk County Civil Service Commission, County Center, Riverhead, New York. The examination numbers are as follows: stenographer, No. 504; typist, No. 503; clerk-typist, No. 507; general office clerk, No. 508; dictating machine operator, No. 506.

V. A. Hospital Needs Biochemist

The Veterans Administration Hospital in Brooklyn has a vacancy for a biochemist. The salary is $4,400 to $4,350 a year. Requirements are a B and six months' experience of research in electrolyte metabolism and balance studies, intermediate metabolism of carbohydrates and proteins and associated problems.

For further information, please telephone Mrs. P. F. Brone or Miss E. Minster at 7-4600, Ext. 369.

PETIT PARIS RESTAURANT
WHERE DINING IS A DELIGHT
COLD BUFFETS, $3 UP
FULL BUFFETS, $5 UP
SPECIAL WEEKLY RATES
OPPORTUNITIES FOR A LIFE STYLE
136 STATE STREET
FOR EXTENDED STAYS
WE SERVE RADIATION FREE
• ALBANY'S FAVORITE
Family Rates, Cocktail lounges.
You'll like the comfort and convenience.
For information, telephone Mrs. F. Baron or Miss H. Stein.

Y. A. Hospital Needs Biochemist

The Veterans Administration Hospital in Brooklyn has a vacancy for a biochemist. The salary is $4,400 to $4,350 a year. Requirements are a B and six months' experience of research in electrolyte metabolism and balance studies, intermediate metabolism of carbohydrates and proteins and associated problems.

For further information, please telephone Mrs. P. F. Brone or Miss E. Minster at 7-4600, Ext. 369.
Transit Sgt. Promotion Test Opens in City; $7,248

Starting Feb. 1, applications will be accepted for the New York City Transit Authority promotion test for transit sergeant. The starting salary for this position is $7,248 a year. With three consecutive years, the maximum salary of $7,561 is reached.

The written test will be held on May 26. This examination is open to all employees of the New York City Transit Authority who have served in the title of patrolman for at least one year prior to May 26.

Applications may be obtained at the Applications Section of the Department of Personnel, 94 Duanes St., New York 7, N. Y.

A transit sergeant must supervise juvenile members of the force in the performance of police duty, and perform other duties as assigned.

Promotion to Signal Maintainer Opening Feb. 1 in City; $2.65

A City promotion exam to signal maintainer will open Feb. 1. The salary for these jobs ranges from $2.65 to $3.14 an hour.

The test is open to employees of the New York City Transit Authority who have served as maintenance's helper for at least six months prior to May 17, the date of the written test. Both a written and a performance test are required, each counting one half of the total grade.

In Suffolk County, the salary for this position is $4,100 to $5,060 a year.

Suffolk Sanitary Inspector Jobs Pay From $4,100

Sanitary inspectors are needed in Suffolk County. The salary for this position usually runs from $4,100 to $5,000 a year.

Candidates must have been legal residents of Suffolk County for at least one year prior to March 25, the date of the examination. In addition to passing the written test, candidates must have a certificate as sanitary inspector from the New York State Public Health Council to be eligible for appointment. The qualifications for a certificate are as follows:

- A high school diploma and two years of experience in sanitary inspection or six years of sanitary experience. Other combinations of education and experience may be substituted if considered adequate by the public health council.

The deadline for filling applications is March 1. Forms may be obtained from the Suffolk County Civil Service Commission, County Center, Riverhead, New York.

Jr. Mech. Eng. Test Open in City

As of Wednesday, Feb. 1, applications will be accepted for the New York City Department of Operations test for Junior Mechanical engineer.

Candidates must have been legal residents of Suffolk County for at least one year prior to March 25, the date of the examination. In addition to passing the written test, candidates must have a certificate as sanitary inspector from the New York State Public Health Council to be eligible for appointment. The qualifications for a certificate are as follows:

- A high school diploma and two years of experience in sanitary inspection or six years of sanitary experience. Other combinations of education and experience may be substituted if considered adequate by the public health council.

The deadline for filing applications is March 1. Forms may be obtained from the Suffolk County Civil Service Commission, County Center, Riverhead, New York.

H.I.P. now the State’s second largest “City”?

H.I.P. today serves more than 600,000 men, women and children. This subscriber population is virtually a “city” in itself.

In fact, H.I.P. is the insured population on January 1 exceeded the population of the City of Buffalo, the state’s second largest city. One in every fourteen Greater New York residents is now an H.I.P. member.

In 1947 H.I.P. pioneered in starting a health plan that would be different—that would really insure the employee and his family against the cost of medical care.

Other groups have attempted over the years to develop medical insurance programs that would at least come near H.I.P. in scope of coverage and of prepayment. BUT—

- H.I.P. still stands alone as the only plan in this area that can assure group subscribers they will have no extra charges* for its wide range of services.
- H.I.P. still stands alone as the only plan that maintains its own high professional standards for its physicians.
- H.I.P. still stands alone as the only plan whose system of medical group practice enables it continuously to study and review the quality of care rendered to its subscribers.

* The single exception is a possible $2.00 charge for a home call both requested and made between 10 P.M. and 7 A.M.
Shoppers Service Guide

Craig Colony Valentine Ball

It has been announced that Duke Pioneer and his orchestra will play again for the Annual Valentine Ball at the Craig Colony and Hospital Chaplains and Casa "Shanahan Hall. Tickets on Feb. 11 and will be open to the public.

UNIFORMS

For Collectors

ROOM & BOARD FOR MEN

For Sale

MAKE A DOLLAR WORK A DOLLAR

HARRY ROSS 186-85 Rocks St. 1, N. Y.

City Test for Assistant Stockman $3,500 With No Experience

Salesmen & Agents Wanted

KIND OF THINGS YOU CAN'T BUY

100's of File Clerk Jobs With U.S.; $67.60 With No Experience or Training

The U.S. Civil Service Commission has announced an examination for File Clerk jobs at $67.70 a week. No special education or experience is required for this examination, which is open on an open-continuous basis. Most of the vacancies are in the Public Health Service and the Public Health Service Administration.

Lawyer must take a written test to test the lawyer's aptitude for learning and adjusting to the duties of the position. The written test will include: alphabeticizing, computations and arithmetic reasoning, and reading comprehension. The proper骨干 folder. This test will not be used for filing stem, trip, or trip-trip-paid.

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INTEGRATED

** OFFICES READY TO SERVE YOU! **

Call For Appointment

NO CASH G.I.

CIVILIAN $300

2 FAMILY  $12,990

Detached, legal 2 family, 4 and bath
down, 3 and bath up, ex-
ceptional, ready for N.H.
apt, full basement, all util. Only
$600 on contract. Terms in
come property.

LIKE RENT FREE

6th & 8th Ave. Below in Parsons
No. 2 and made under

135-19 ROCKAWAY BLVD.

BAISLEY PARK

$350 CASH

Charming little estate, 2 houses
on 2/3 acre plot, unbelievable
possibilities, needs some paint-
ing, but can rent extra cottage.
Full basement, economical heat.
Move right in and close when
ready. Only $10,990.

ASSES E S X

THIS beautiful home, located in St.
Albans, on landscaped
property has 3 master bedrooms, for-
mica lined kitchen
with wall oven, wood paneled living
room, ceramic tile bath. Only 2
left.

INTEGRATED

SOLID BRICK

RENT — WITH OPTION TO BUY

Legal 2-Family — Hollis

NO DOWN PAYMENT

$84,000 enormous rooms. all for you, plus second income
apt., garage, automatic heat. Near schools, shopping, churches
and transportation. Many extras. GIFT HERE FIRST! A REAL
BUY.

MOMPER & DAUGHTER

THIS beautiful home, located in St. Albans, on landscaped
property, includes 4 bedrooms automatic heat and
two family apt., full basement. all utilities. Only
$400 on contract. Terms in

NORTH E S T

8th & 9th Ave. Below in Parsons

135-19 ROCKAWAY BLVD.

BAISLEY PARK

楼层 3-3377

WIDOW'S SACRIFICE

Bungalow, $9,000 Full Price

Embattled, 7 room house on de-
tached $6100 plot, includes 4
bedrooms automatic heat and
extra. Move right in. House is
Vault. First deposit takes it.

17 SOUTH FRANKLIN ST.

HEMPSTEAD

IV 9-5800

$9,500 Full Down Payment

$11,990

INTEGRATED

CIVIL SERVICE LEADER

WITH FILED: "G. I.'s"

$150 Full Down Payment

NO MtGE. PROBLEMS: MUST SEE!

RANCH style, 7 rooms, garage
2 family apt, new all util., base-
ment, full bathroom, all util.,
Louvelling 4 family apt, 3 room
cottage, full basement, all util.,
$200 Down.

WESTBURY

G. I. SPECIAL

Bungalow, 5 rooms with 3 room
Cottage apt. Live Real Fin.
Garage, fenced plot, all heat.
Want it fast $200 Down.

CORNWALL AVE.

LAKEVIEW

We have a selection of some of the finest homes in Hempstead
and vicinity in 1 and 2 family
Ranches. Cape Cod, Colonials from
$900 up

$100 Deposit Holds Any House

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Bridge in N. Franklin Street

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JA 4-8100

CHERRY THAN RENT

1 family, large plot, low taxes,
5 rooms, attic space, basement.
good section, $2200 Down.

HEMPESTAD VICINITY

HOMES TO FIT YOUR POCKET

NO MTFG. PROBLEMS

WESTBURY

CAPE, 5 rooms, modern, all heat,
heated, fenced plot, attractive
near everything. $200 Down.

ROOSEVELT

HERBOL

2 GOOD BUYS

ST. ALBANS

DETACHED, 2 family, 6x100
plot, in floor, 43 rooms, mini-
tured wall, 2 car, nice, wood
burning fireplace, custom built
kitchen, dining room, screens
and stoves throughout.

$22,500

SOLD SOLID BRICK, 1 family, At condi-
tion. 11/2 baths, several rooms,
comfortable, 40x100, deck
furnished, porch, nice

$17,900

Other 1 & 2 Family Homes

HAZEL B. GRAY

148-33 LIBERTY AVE.

JAMAICA

JA 9-8586 - 6

BROOKLYN APT.

UNFURNISHED

3-ROOM

Apt. On 3rd flr., upper floor,
cross ventilated, ground floor,
apt. house, near all conveniences. Ren-
venable rent. PB 3-5829.

Brooklyn

FURNISHED APPTS.

35 Becklin Street, between Bed-
ford & Nostrand Ave. Beautifully
furnished one and two room
apartments, all utilities, elec
tric, elevator. Rent 8th Ave. Do
Ad. Daily.

Ad. Daily.
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 lists and other information of interest to anyone taking City civil service open-competitive or preliminary written examinations, and the last time a candidate from outside the eligible list. Only the most recent step toward appointment is listed.

<table>
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<tr>
<th>Title/Position</th>
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car desired (new or used) in a group. This is a service exclusively for the benefit of our readers and advertisers.

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LEGAL NOTICE

WILLIAM HUGHES, a corporation of the State of New York, plaintiff, vs. M. A. FORD, an individual, et al., defendants. This is a suit for the recovery of damages sustained by the plaintiff in action. Jurisdiction has been obtained under the laws of the State of New York. The plaintiff has filed a complaint and has obtained a default judgment in the amount of $10,000. The defendants have been served with process and have failed to appear. The judgment is now in default.

WILLIAM HUGHES, a corporation of the State of New York, plaintiff, vs. W. J. TURNER, an individual, et al., defendants. This is a suit for the recovery of damages sustained by the plaintiff in action. Jurisdiction has been obtained under the laws of the State of New York. The plaintiff has filed a complaint and has obtained a default judgment in the amount of $10,000. The defendants have been served with process and have failed to appear. The judgment is now in default.

WILLIAM HUGHES, a corporation of the State of New York, plaintiff, vs. R. J. CURTIS, an individual, et al., defendants. This is a suit for the recovery of damages sustained by the plaintiff in action. Jurisdiction has been obtained under the laws of the State of New York. The plaintiff has filed a complaint and has obtained a default judgment in the amount of $10,000. The defendants have been served with process and have failed to appear. The judgment is now in default.

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WILLIAM HUGHES, a corporation of the State of New York, plaintiff, vs. L. J. BROWN, an individual, et al., defendants. This is a suit for the recovery of damages sustained by the plaintiff in action. Jurisdiction has been obtained under the laws of the State of New York. The plaintiff has filed a complaint and has obtained a default judgment in the amount of $10,000. The defendants have been served with process and have failed to appear. The judgment is now in default.

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The Job Market

A Survey of Opportunities

In Private Industry

By PETERS

Nurses

Public health nurses are needed in New York City. There are openings at all levels—staff, supervisory supervision, and administration.

Beginning salaries are $4,500 to $5,000, depending on education and experience. Nurse instructors are needed to teach in public health nursing. Surgical nurse, maternity, and child health, and other subjects. Bachelor’s degree usually required, although nurses with 30 earned college credits, plus supervisory experience, are accepted by some employers. Salaries, starting at $4,350, vary with education, experience, and experience. Apply at the Nurse and Medical Placement Office, Professional Placement Center, 441 Madison Avenue.

In Manhattan

There is a Manhattan position available at least 18 months of practical experience in the construction or maintenance of paved highways. Candidates also must have a New York State driver’s license.

A highway light maintenance foreman position is available in the New York State Department of Public Works. The salary is $5,000 per year, plus $800 in five yearly increases. The examination for this position will also be open for filling the vacancy.

Applicants will be provided with at least 18 months of practical experience in the construction or maintenance of paved highways. Candidates also must have a New York State driver’s license.

Hotel Commodity To Host Police Shemrim Annual Dinner Dance

The New York City Police Department will hold its Annual Dinner Dance to the benefit of the New York Police Shemrim, at 2449 Broadway, on Thursday evening, Feb. 8.

The Police Department has granted the New York Police Shemrim permission that members scheduled for duty that night will be permitted to take one day off from their duties in order to attend the annual dinner-dance.

Applications should be filed up to Feb. 6.

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GOVERNOR ROCKEFELLER: That is in the budget, and you get it tomorrow.

I might say that I served on a salary committees in the federal government for a year or so, in the Eisenhower administration, and I was interested to see some figures which Harry G. gave me. I am pointing out that since 1948 there has been a 35 percent increase in State salaries, New York State salaries, and a 45 percent increase in federal salaries in the same period. That is an average.

GOVERNOR ROCKEFELLER: Aren't the State salaries comparatively higher, though, despite this increase?

GOVERNOR ROCKEFELLER: No. The present maximum salaries paid by the federal government are higher than New York State maximum salaries in 83 percent of the 41 positions surveyed in this report.

GOVERNOR ROCKEFELLER: The problem does not deal with elected officials or would include any official of the present salary level?

GOVERNOR ROCKEFELLER: What is the plan I would recommend?

GOVERNOR ROCKEFELLER: The plan I would recommend you?

GOVERNOR ROCKEFELLER: We are picking off the eras of the things that have been and that develop here in the past 15, 20 years. This is something that, as I say, we don't want to do it at the expense of efficient management and operation of government in New York State.

GOVERNOR ROCKEFELLER: The Ation Council will not be in session and interests displayed by its members. Several of the members have held a series of meetings with local government. Mayor Richard M. Carter is a representative at the State and at present holds the position of Deputy Commissioner of the Peace for several terms. Other charter members are continually serving on local village committees, with notable results and are held in high esteem by the community. Service organization of a year — if we were not for the fact that we were fortunate in having a dedicated public servant for this job, you would have only one honest of a time getting a man to stay in government. We have had a hand in included the Executive Department. Were the people who made the service directed not to include the service directed not to include the service?

GOVERNOR ROCKEFELLER: No. They are not as numerous as the other departments. This was a sampling operation to give a typical representative section. It did not include all.

GOVERNOR ROCKEFELLER: Who was the person included.

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## Where to Apply For Public Jobs

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

### NEW YORK CITY—The Applications

The New York City Department of Personnel is located at 46 Diane St., New York T, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from the City Hall Post Office.

**Hours:** Hours are 8 A.M. to 5 P.M., closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone: 212-788-3000.

**Mail-Ordered Application Blank:** A stamped mailing envelope is required. Mail orders may be expected to arrive in 10 days.

Mail-requested applications must include a stamped mailing envelope.

The Application Section of the Personnel Department is near the Chambers Street stop of the BMT Broadway Line. Take the Chambers Street exit and walk west through City Hall Park to City Hall.

**Office of the Personnel Department (Main Office):**
- **270 Broadway, N.Y., N.Y.**
- **Hours:** 8:30 A.M. to 5 P.M.
- **Telephone:** 212-788-3000

**Office of the Personnel Department (Second Office):**
- **64 Broad St., N.Y., N.Y.**
- **Hours:** 8:30 A.M. to 5 P.M.
- **Telephone:** 212-788-3000

**Office of the Personnel Department (Third Office):**
- **345 Broadway, N.Y., N.Y.**
- **Hours:** 8:30 A.M. to 5 P.M.
- **Telephone:** 212-788-3000

**m.n.S.**

**FEDERAL—Second floor at 270 Broadway, N.Y., N.Y.**
- **Hours:** 8:30 A.M. to 5 P.M.
- **Telephone:** 212-788-3000

### Evening Course in Court Reporting

A complete course in court reporting is now offered for machine and shorthand writers at the DRAKE BUSINESS TRAINING CENTER, 606 W. 58 St., Manhattan.

Courses cover basic shorthand and verbatim transcription for beginners, as well as dictation and dictation transcription for both machine and shorthand writers.

The school stresses individual study programs with working hours.
This delegation from the Civil Service Employees Association are seen as they appeared before a meeting—earned higher wages and that the State was not only suffering from a severe loss of personnel but was losing out on recruiting, too. In the foreground are Sam Cipolla of Craig Colony Hospital and F. Henry Gopin, CSEA salary research analyst. Standing in rear is Granville Hills, personnel director of the Mental Hygiene Department. The leader will report on the results of the appeals in the near future.

**Some Salary Raise Due For All State Aides**

(Continued from Page 1)

private industry. The firm gave the percentage lag for other grades as follows:

- Grade 5, 9.8 percent; grade 16, 14.9; grade 16, 18.1; grade 29, 24.8; grade 29, 30.9; grade 34, 33.3; and grade 27, 37.7.

The firm had been hired by the Rockefeller administration to find out in what extent state salaries, including those for the highest-paid administrators, run in line with salaries paid by private employers, and to recommend what adjustments it felt were desirable.

To make the survey, the firm selected 103 "benchmark jobs." In excluding twelve clerical positions and administrative positions.

The firm commented: "The cost compensation of employees of New York State government is not in line with that provided by non-government employers for employees doing similar work. Non-government employers pay higher salaries for the State salary levels by 7 to 8 percent at the beginning office worker level, and by more than 50 percent at the top professional and executive levels of employment.

The report recommended establishment of a new $56,000 salary level for commissioners, starting

**Taconic Council Holds Meeting**

The monthly council meeting of the Taconic chapter of the Civil Service Employees Association was held at Baird Park, Dec. 9. President Robert L. Wood was absent due to an operation. It was agreed that the council was behind in the struggle for a three grade pay raise.

The nominating committee will complete nominations at the next regular meeting on January 20.

**Mental Hygiene Memo**

By WILLIAM R. 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.)

**Mental Hygiene Meeting**

A MEETING OF the representatives of the Mental Hygiene Employee Association and the Central Office Employees Association of the New York State Department of Mental Hygiene was held on January 23, 1961 in Albany.

AROUND THE TABLE were Mr. Paul Hoch, Commissioner, Dr. Charles Miles, Assistant Commissioner, Granville Hills, Personnel Director of the Mental Hygiene Department. John Haverly, Budget Director of the MSHA, Don't Blurt, Secretary Treasurer of the MSHA, Committee members present were: Sam Cipolla, Craig Colony, Angelo Bruncy, Craig Colony, Mt. Vernon, Massice State School, Irving Fisher, Craig Colony and yours truly.

IT WAS A PRODUCTIVE meeting as many important items were discussed. The committee that it favors and supports the CSEA salary resolution and has recommended its adoption.

FOR MANY YEARS, CSEA and MSHA have worked together to obtain specific objectives for the betterment of the Mental Hygiene employees. At last last it appears now, that ournautoes are bespoken forward to more adequate and better promotional opportunities. It was good news to hear Dr. Hoch say, "more attendants will now have chances for promotion." The plans call for more staff attendants. Yes, I agree, it is about time.

THE STUDY HAS been completed and the Department of Mental Hygiene is ready to make plans for paying positions in the State schools in the Department. This is in effect what an attendant at Willowbrook State School, desirous of this training and meeting the requirements, could enter their Practical Nurse School. Willowbrook will be the first State school to be used for this training. From the start the Medical Necessity Program. This training program will be given out at a later date by the Mental Hygiene Department. You will, if accepted, receive your salary for the year's training. The O.L.A. is very pleased with the answers of the Educational Office Employees was discussed. Commissioner Hoch stated that with a few more additional items this could become a reality basis the added disbursement to the彪子bury approval would be a major for the Budget Director.

THE OFFICE EMPLOYEES have been discriminated against far many years, a change in the index change is in the air.

MANY LEGISLATORS have been contacted in Albany and throughout the State by the Civil Servants in the emphasis on the support for the resolutions adopted by CSEA Delegates in October 1960.

ANANDER F. J. RATH, Oneida Republican said, "I don't know anyone in the Senate that is opposed to a good, honest to good people who work as civil servants."

IT IS OUR JUDGEMENT, that upon investigation, similar feelings would be found in the Assembly.

**Mckinsey Survey Backs CSEA Stand**

(Continued from Page 1)

The firm also reviewed results of the annual salary study made by the Division of Classification and Compensation in the State Civil Service Department and commented: "Our examination satisfied us that this study was efficiently conducted."

In discussing its own survey, the firm said it reviewed such state as parole officer, district forester, labor mediator, and chief electronic computer programmer.

"In this group of intermediate professional positions," the firm reported, "we found that the cost compensation of individuals in analogous positions in private employment averages 27 percent above State salaries."

The McKinsey study concluded: "Our analyses of the data collected from other employers gives convincing evidence that the private employers in New York have a cost to the employer, have a value equal to or greater than the administrative benefit advantages provided by the State."

"In other words, the security benefits provided by the State government are not of such greater value as to offset the higher level of cash compensation paid by private employers."

**DE Title Fight will Continue**

(Continued from Page 1)

A search analysis of the Association.

Point Apologized

Mr. Albright emphasized the legal aspects of the case and debated at length with Mr. Kaplan of the Commission, on the issue of whether or not realization would disturb the wage structure. Mr. Albright pointed out quite forcefully and clearly that the intent was to place the several grades in question in their proper position in the chain of titles within the Division.

Mr. Albright's arguments apparently impressed Mr. Kaplan and was the major point Miss Kron and Mr. Falk made in the entire hearing. They were so impressive that the entire audience present gave him a spontaneous ovation.

Mr. Albright further explored the judgmental factors involved in Claims Examination and Placement duties and having studied the two major points on which Mr. Kaplan's decision might rest, learned the "technoicalities" over in the CSEA analyst, Mr. Gopin. The firm pointed out clearly to the Commission that Mr. Kelly's decisions were contrary to the facts. He specifically pointed out and illustrated the areas in which Mr. Kelly had gone wrong.

Mr. Kaplan, who had pointed out quite forcefully and clearly that the intent was to place the several grades in question in their proper position in the chain of titles within the Division.

The case was to the point, and specifically considered areas of conflict, clarified the CSEA and rebutted all arguments presented by Mr. Kelly in denying reallocation.

Having presented a forceful, impressive case, the final decision, at the moment, is up to the Civil Service Commission.

In attendance represents CSEA, in addition to the above-mentioned individuals, were: Jeanne Swelling, Utica; Louise Schule, Binghamton; Dorothy Nosewalt, Albany; Grace Nulty, Mt. Vernon; Ed Haverly, Albany; and Celeste Rosenkamp, Buffalo.

**To State Hospital**

ALBANY, Jan. 30 — Governor Rockefeller has sent the appointment of Donald H. Kneally as a member of the board of the State Board of Cupid for confirmation. His proposed term ends Dec. 31, 1967.

World Fair Counsel Named of $12,500

ALBANY, Jan. 30 — Martin B. McKeown of Newburgh has been named counsel to the State Commission on the World's Fair. His term pays $12,500 a year. Mr. McKeown is the immediate past national commander of the American Legion.