July Raise Due Nassau County Aides; Payroll Deduction, Grievance Machinery Under Study

Nassau County employees will receive a pay raise in July, The Leader learned last week.

The announcement came following a meeting between A. H. Patterson, Nassau County executive, and Irving Flumenbaum, president of the Nassau County chapter of the Civil Service Employees Association.

Mr. Patterson said he had asked all county department heads to undertake an immediate review of their budgetary accounts to make all possible economies and stated those monies would be added to unexpended county funds to provide for the raise.

The amount of the pay increase would be determined after the money study has been completed. Mr. Patterson said he hoped to find the amount of the raise so that he might meet the New York City salary schedule. (The New York City uniformed fund averages about $400.)

The increase would be a general, across-the-board raise.

General CSEA Program Discussed

The general program of the Nassau CSEA was also discussed in the meeting between Mr. Patterson and Mr. Flumenbaum. Mr. Patterson said that he now has two major CSEA items under study: a grievance machinery and design for settling a long-standing fight by police officers over overtime compensation.

An appropriation of $175,000 has been made to restore—immediately—to each man, credit for 30 days or 225 hours of overtime. This can be used in compensatory time off. Should the police officer resign, transfer or die, the overtime will be paid in cash.

In addition, $115,000 was allotted to settle the bill for back overtime claims. The State agreed to pay each man 25 cents of the rate of $2.50 an hour for overtime accumulated over past years, up to a maximum of $1,318 for 750 hours.

The settlement was negotiated by John T. DeCrafft of the Albany law firm of DeCrafft, Fry, Conway and Holt-Harris, with the Bureau of the Budget, Division of Parole, and the Attorney General's office.

The Leader learned that further meetings with the administration will attempt to solve the situations that exist in the overtime problems.

Mr. DeCrafft argued parole.

The settlement was preceded by a law case brought by parole officer Jack Weiss in behalf of all parole officers. This case was argued by Mr. DeCrafft, with Harold Conway and Holt-Harris.

In essence, the pay bill was fairly intact, thanks in great measure to the down-to-the-wire pressures exerted by Governor Rockefeller and the Civil Service Employees Association.

The measure, which at first seemed certain of immediate approval, was attacked, amended, and the subject of wild rumors in the press and the halls of the Legislature before its passage occurred.

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Mental Hygiene Memo

By William Rossetti

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.

The New Pay Increase

The PROPOSED new salary schedule calling for pay increases in all grades, from 6% at grade 1 to 17.5 at grade 37 was unanimously approved by CSEA members at a March meeting in Albany. This consists of a minimum salary increase of $200 in grade 1 to $3,000 in a year at grade 37.

The exemption bill, approved by Gov. Rockefeller, will eliminate existing salary inequities for institutional employees. These inequities were caused by the no-loss for pay guarantees as the work week was established at 44 hours. In addition an extra longevity increment will be given after 15 years in the same grade.

Mental hygiene employees having the full no-loss pay will come up with very few added dollars unless they are eligible for the lower income grades (under 10), which will be given after 15 years in the same grade and not just 15 years of service. State employees earning less than $6,000 a year will receive about two-thirds of the increment. The problems of the workers of Mental Hygiene institutions were comprehensively discussed. The increments and longevity pay were shown to be a just salary increase and correction of pay inequities, where they exist. The basic subject covered. A detailed appraisal was given to the salary proposal, and current information indicated that 70% of the present institutions were in the lower income grades (under 10). The approval, therefore, required the administration, was particularly emphasized at this time. Facts were brought out by the Medical Library, employees for the administration, to establish the relationships between state government, selected salaries and comparable salaries in industry and other governmental jurisdictions.

Reclassification Urged

Under the proposed legislation, employees would receive a salary increase; correction of inequities; and longevity increments. The growth of the State worker's movement in recognizing the need for longevity service of State workers. The growth of State workers' movement in recognizing the need for longevity service of State workers. A detailed discussion was heard at the seminar entitled "What Is Leadership?" at 70% of the present institutions were in the lower income grades (under 10). The approval, therefore, required the administration, was particularly emphasized at this time. Facts were brought out by the Medical Library, employees for the administration, to establish the relationships between state government, selected salaries and comparable salaries in industry and other governmental jurisdictions.

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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 Application Section of the New York City Department of Personnel is located at 96 Duane St., New York, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, diagonally across from the New York Life Building.

**Hours:** 8 A.M. to 5 P.M. (Monday through Friday).

**Applicants are required to:**
- Complete the application form in the Application Section.
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The Application Section of the New York City Department of Personnel is located at 96 Duane St., New York, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, diagonally across from the New York Life Building.

**Hours:** 8 A.M. to 5 P.M. (Monday through Friday).

**Applicants are required to:**
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Dumpson Calls Welfare Staff Situation Critical; Urges Public Support of Pay Hikes

City Welfare Commissioner James R. Dumpson in a radio talk over Station WNYC last Thursday said the Department of Welfare faces a critical staff situation in the coming year.

"The Department," he said, "is confronted by the need of re-staffing personnel cut by the budget and the introduction of new medical assistance program for the aged which will substantially increase our welfare rolls."

Simultaneously with the need for additional staff to process this growing caseload, the Department is confronted by the need of re-placing existing staff because of a high rate of turnover.

The Commissioner pointed out that the loss of even three of its social workers will cause a decline in the quality of service the Department can give.

"The Commissioner emphasized the necessity of increasing the pay of social workers' salaries."

The Commissioner concluded by praising Mayor Wagner for his leadership in the coming year.

The meeting will feature an illustrated movie on the design and construction of the world's longest suspension bridge across Lake Pontchartrain near New Orleans, La.

The meeting will be slow.

Classification of applicants will be in effect in the design and construction of the world's longest suspension bridge across Lake Pontchartrain near New Orleans, La.

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A New York State test for stockroom worker will be held April 3. Four different positions will be filled from this test: clothing clerk, stores clerk, mechanical sort clerk, and mail and supply clerk.

Mail and supply clerks receive $2,390 a year to start and increase $3,050 by the end of the year. Mechanical sort clerks, clothing clerks, and stores clerks receive a starting salary of $3,500 a year with a maximum salary of $6,810 a year. It is expected that these salary ranges will be increased from five to ten percent in accordance with the Governor's announcement of March 2.

According to the announcement of the stockroom worker test given in June of 1960, there are no educational or experience requirements which must be met for this examination. In order to qualify for the test candidates must be United States citizens or residents of New York State for one year. For candidates who are under 17 years of age or over 70, there may be exemptions on a case-by-case basis.

The Commissioner pointed out that the public seems to be more aware of the need for increasing salaries for policemen and teachers.

The Commissioner concluded by praising Mayor Wagner for his leadership in the coming year.

This has prepared 90% of the applicants for the examination. The test will then be weighted according to the number of applicants.

The exam will include questions on checking, counting names, numbers, clothes, stories, etc. Candidates must pass a medical examination before appointment.

Applications from the eligible list resulting from this test will not be made by the following: New York City, Nassau, Kings, Queens, and Richmond residents of counties may take this test but they should not expect appointment in the near future.

Applications are expected to be available during the week of April 3. Application blanks may be obtained at the State Capital, Albany, N.Y. Post Office Dept., Room 270, 270 Broadway, New York City.

State Stockroom Worker Test Opens April 3 $3,050 To Start & No Experience

The duties of a clothing clerk are to mark, mend, fold, and hang merchandise. A clothing clerk receives stores, receipts, and other material. A clothing clerk must also load and unload heavy material. A mechanical sort clerk does similar work and sorts mail, files, and packages. These jobs are under the title of clerk; they are not desk jobs and they involve considerable physical effort.

Written Test

According to the 1980 announcement candidates must choose the position they desire when they take the test. The test will then be weighted according to the number of applicants.

The exam will include questions on checking, counting names, numbers, clothes, stories, etc. Candidates must pass a medical examination before appointment.

Applications from the eligible list resulting from this test will not be made by the following: New York City, Nassau, Kings, Queens, and Richmond residents of counties may take this test but they should not expect appointment in the near future.

Applications are expected to be available during the week of April 3. Application blanks may be obtained at the State Capital, Albany, N.Y. Post Office Dept., Room 270, 270 Broadway, New York City.
No Pay Hike for Most City Aides But Mayor’s Program Goes Long Way

MANY New York City employees—particularly in the Career and Salary Plan—were disappointed last week when Mayor John V. Wagner signed into law this year's program of benefits that had been in the works for months. They had hoped for a substantial across-the-board pay increase, and this was not included in the Mayor's own pay increases.

The extra upgrading increment, additional 2 1/2% points for City Police, Police, and Fire, have barely covered the increase in the cost of living for employees in these fields. The extra upgrading increment, which was included in the pay roll increase, was not included in the Mayor's contributions to pensions, liberalized promotion plan, cash and final actions. A.

Most of these benefits were long overdue, but now they are here employees have good cause to rejoice. Even if a general pay increase is granted this year, the City's civil service staff will not have done too badly by the City.

The 1961 Legislature

The 1961 Legislature was expected to continue the pattern of the previous year's session of the State Legislature. A hector and chaotic one. What it produced will be known when the tumult has died down and final action has been taken on these items will be commented on in coming issues of The Leader.

We regret to report that one major bill—an amendment to the Condon-Wadlin law—would have mandated grievances for all political divisions in the State. As it stands, a division of work is done only on large cities, according to reports received at Leader press time. The sorry truth is that the more effective measures was met with the usual indifference and lack of cooperation from those who nickel. We can only hope that the current measure will be of benefit to New York City.

On the positive side, there were good raising grants in the Legislature, the creation of some past salary inequities for the State's Army employees. Some other good legislation effecting public employees was passed and these items will be commented on in coming issues of The Leader.

However, in the future we would like to see public employees legislation—which in the main is uncontroverted—acted upon under less favorable circumstances than the final days of a legislative season. These measures need deliberation, not just the “single” action.

Parole Officer Victory

THANKS to the persistence of Jack Weisz, a State parole officer, and the excellent legal work of Albany attorney John T. DeGrafT and the goodwill and sympathy of Governor Rockefeller a long standing Injustice against parole officers has been rectified.

For year, the State's parole officers have worked hundreds of hours overtime for which they received neither cash nor compensatory time off. They just put in the work.

Working Conditions

Overtime credits have been restored and Governor Rockefeller has ordered a study of methods to eliminate the causes of the original problem. In addition, parole officers will receive as much as $1,218 compensation for back overtime.

It was a good just settlement and we congratulate all those involved in its effectuation.

Letters to the Editor

Letters to the editor must be signed, and names will be withheld from publication upon request. The Editor reserves the right to edit published letters as seems appropriate. All letters to the Editor must be typed double spaced, 250 words and we reserve the right to publish letters as seems appropriate. All letters to the Editor must be typewritten and double spaced. No more than 300 words. No more than three letters from any one writer per issue.

The Editor, Civil Service Leader, 97 Duane St., New York 7, N. Y.

Urges City to Act

On “Police Officer” Bill

As a New York City Welfare panelist I would personally like to address the Corporation Council. I respectfully ask the City Fathers what they did, if anything, about the so-called “Police Officer Bill” now in Albany?

The Welfare police officers are still paying as usual on a home rule basis as required by a bill with the State Legislature. We are paying the same contributions to the same insurance program, and have followed the proper protocol in a manner as possible in the case of a home rule police officer. The contributions and pay scale as other police officers enjoy.

In the past, police officers did not have the proper backing from their own department as do other law enforcement employees. The law of Section 134 established a policy of promulgating a new policy which would allow police officers to receive similar benefits as other employees in their own departments.

It has been proven over and over again that for the same reasons a police officer must perform a police function. The fact is actually assigned to a social work position. The City defines a police officer as one who must seek the home and property. To do this function properly, we need and should be able to get some form of overtime pay, mealtime, police supervision, etc.

We respectfully ask, what is the City Administration going to do and when?

R. J. REECI

CITY-WELFARE DEPT.

Scores Low Pay, Bad Working Conditions on Police Planters

Editor, The Leader:

How does New York State expect to hire and keep good men in the Police, Fire, and Municipal departments? How can one ask for recruits? First, the upper等级 men get a good raise and the lower grades get a smaller one.

Then the price of everything is going up, the cost of living is in the same boat as far as things we want to buy and so forth. My application was turned down recently because of the lower incomes up and leave the higher ones as they are right now.

Another thing is the way I and three other men have to work, they turn the shift to 4:30 p.m. shift; then, after going home at 4:30 p.m., we come back on the midnight on the 8 a.m. shift and work five straight nights this shift. I want to now know this is figured as overtime. Here in this institution the police man is very bad right now, and in the past the men have had much more time off. We have the same hours that the police officer has as is the way the men are used. First, co

matter if our relief gets in early, we are made to stay until our eight hours are up. This has caused me to work 6 or 7 hours a week right now.

NAME WITHEID

NEW YORK STATE

Seamstress Claims Variety of Odd Jobs

Editor, The Leader:

Perhaps some of your State employees read this article on variety of Odd Jobs. Why is my title seamstress (salary grade D)? I am in complete charge of all clothing department of the annex of the State Training School for Boys in New Hampton, which houses a maximum of 64 boys. I supervise two of these boys eight hours daily. I regulation and issue all clothing, linen and bedding; have charge of dress cloth- ing made, do house-keeping inspections weekly (including mess area, kitchen, house room, lockers, rooms, etc.), keep clothing cards, inventories, and I saw. How about that? I am a seamstress and have been for seven years.

TINA MYRUSKI

NEW HAMPTON

Correction Officer

Ad, Seven More Are Approved by City

Official announcements were approved last week by the New York City Department of Personnel for three open competitive, one labor class and four promotion examinations.

The open competitive were scheduled to open for filing on April 6; dietitian, and school lunch manager. The labor class test is for baker.

The four promotions are: chief marine engineer, Marine and Aviation Department; foreman of mechanics, Education and Human Resources; occupational therapist, Hospitals, and senior medical record librarian, Hospitals.

For BOOKLET by V. B. Gov-
Substitute Clerk-carriers are needed by New York City Post Offices to fill thousands of jobs. Clerk-carriers receive $2.16 an hour to start and reach a maximum of $2.34 an hour. Both men and women are wanted for these jobs. New York City residence is not a requirement for this test, but nonresidents will be made first from the highest available eligibles who live in the City or who work for the Post Office.

Requirements

Applicants must be at least 17 years old at the time of filing.

Paid Your copy of The Leader on to a Non-member.

GET YOUR $35—HIGH—$35 SCHOOL DIPLOMA IN 5 WEEKS

The New York State High School Equivalency Diploma. This diploma is your ticket to a new world of opportunity. It is the best approach of a year at school required for civil service work.

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City
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Car Dealer Builds Big Business by Catering To Civil Service

New York, Mar. 21 (NYA)—The tremendous purchasing power of civil service employees was dramatically demonstrated in an interview with Irwin Schnur—Steiner, head of the New Yorker Automobile Co., located on 1st Avenue at 92nd Street. As one of the leading dealers for Chrysler, Plymouth, Imperial, Valiant, Volvo, Nash and selected used cars, Mr. Schnur—Steiner stated: "Here where we started in the automobile business, we have found a special effort to attract civil service trade. It's a desirable market, because the people are above-average intelligent, more than aﬄuent, appreciate a rock-bottom price and outstanding service and are exceptionally loyal. By giving extra thought to red-carpet service, we have created a large following in this field, and we consider our present position largely traceable to it. When you visit "New Yorkers" or phone them at 522-1475... he says you must know that you are a civil service employee and he will pay you to do so.

Would you want the stewardess at the controls?

The airline stewardess is a very attractive young lady and she performs a useful function—but you would not want her at the controls of a plane you were aboard... And, being a sensible young lady, she would not want to take on a job beyond her training and experience.

Many skills go into the flight of an airliner—before and after it leaves the ground. But no one crew member is expected to have all these skills, each does only what he is trained to do best... And everybody recognizes this makes good sense.

Medical group practice—or teamwork medicine—makes sense for the same sound reasons. Today no single physician can be skilled in all branches of medicine. Good modern care demands that the patient be in the hands of a group of physicians, each of them with a special kind of skill and experience. The group must be so organized that the doctors can easily meet together and consult together in a well-equipped medical center.

In H.I.P. each medical group physician—family doctor or specialist—gives only the kind of service for which he has been professionally qualified. He has no need and no incentive to continue to treat a patient beyond the limits of his knowledge and training.

Medical group practice makes good medical practice.
Bargaining Election Won by Local 832

Herbert B. Bauch, president of Terminal Employees Local 832, announced last week that his local had received 84 per cent of the votes cast by secret ballot by Local 832, terminal administrative employees in the Chief Medical Examiners Office. The election was held March 16 to choose a representative for collective bargaining.

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ALBANY, N. Y. Phone 1-1174

DUMPS Denoted: Picture above shows Mrs. Eric Archdeacon, New York deputy chairman of community planning, presenting a citation to City Welfare Commissioner James R. Dumpson for his successful leadership as 1960 Red Cross fund chairman for municipal employees. Looking at left is City Administrator Lyle C. Fitch, 1961 fund chairman for municipal employees.

Court Attaches Get Ready for Annual Spring Dinner Party

The Association of Attaches of the Supreme Court, First Judicial District, New York City, plans to hold its Annual Dinner in May and arrangements are now being made.


PETIT PARIS RESTAURANT
WHERE DINING IS A DELIGHT
COLD BUFFETS, $2 UP
FULL COURSE DINNERS, $2.10 UP
ACCOMMODATIONS FOR ALL-sized MEETINGS AND PARTIES, INCLUDING OUR CLOTHED ROOM, SEATING 200 COMFORTABLY.
LUNCHEON DAILY IN THE OAK ROOM—Till 12 TO 2 P.M.
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This is a special advertisement to each subscriber of "New York City Phones For All Occasions" which is distributed once a month. It is an advertisement which does not ask for subscriptions, but simply a check list of the many services and products which are available in New York City.

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Refundable deposit. 1/4 & 1/2 month. Call 24-4665 for appointment. Furnished 1st floor 7-0118.
Fire by April 7 for Seasonal Job with City Parks Dept.

Over 3,000 Jobs

There are about 940 positions for the title of seasonal parkman, which involves maintenance work. No formal education or experience is required for this position which pays $1 a day. The employment period may extend from March 15 to Nov. 30 for a maximum of 208 days a year, not to exceed six days a week. Men only are wanted for this job.

Seasional Park Helpers

Both men and women are wanted as seasonal park helpers at salaries not to exceed $10 a day. There are about 1,600 vacancies for this work, which requires no formal training or experience and involves light maintenance work. The employment period for seasonal park helpers may extend from April 1 to Nov. 30 for a maximum of 100 days a year, not to exceed six days a week.

Playground Assistants

Playground assistants, both men and women, are wanted for approximately 882 positions. The salary for these jobs is $10 a day. The employment period of playground assistants runs roughly from June 15 to Sept. 4. There are part-time positions for after Sept. 4 which pay $11.25 an hour, not to exceed a minimum of three days a week.

All candidates for these positions must be high school graduates and have either one summer season of experience or 40 credits towards a bachelor's degree. First consideration will be given to those applicants who have completed 30 or more college credits. Applications will be issued and accepted in person or by mail between 9 a.m. and 4 p.m. up to April 7, Mondays through Fridays.

Applications will be issued and accepted in person or by mail between 9 a.m. and 4 p.m. up to April 7, Mondays through Fridays.

Fire Alarm Dispatchers


The New York City Police Department gave notice that Local 914 of the Fire Alarm Dispatchers Association, International Association of Fire Fighters, will be granted a Certificate of Representation for all fire alarm dispatchers and supervising fire alarm dispatchers in the Fire Department unless good cause is shown within 10 days why the certificate should not be granted.

The extent of the Association's representation will be determined on the basis of checkoff authorizations. The Association seeks to be designated exclusive bargaining agent for those employees.

Police Cadets Receive Career Training: $1,600

The New York City Police Department's cadet's program offers college students in the City a chance to prepare for a future career while attending college. Cadets receive $1,600 an hour during this time devoted to work and training. Applications may be filed up to April 2.

Cadets should either be attending or be accepted by an accredited college in the metropolitan area. Cadets must choose a course of study related to some phase of police work.

At the time of filing, candidates must be between 17 and 20 and must be at least five feet six inches with one inch anticipated growth allowed under age 18 and one-half inch under age 19. Weight must be in proportion to height and body structure. Candidates must have 20/20 vision in each eye.

Applicants must be U.S. citizens, single and previously unmarried, and a New York City resident for three years prior to appointment. Good moral character is also a requirement.

Application forms must be filed in person or by mail at the Police Academy, 7 Hubert St., New York 13, N.Y.
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FILLS ITSELF WITH WATER, FREEZES, AND
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Pay Bill Passage

(Continued from Page 1)

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Pay for overtime is "nothing more than a circumvention of the public policy on overtime work," said Judge Nathan in a New York City administrative court decision last week.

"In my experience in Federal Government work," National Association of Government Employees President Morris Welsberg told the New York City Administrative Court, "I have found many things that strongly affected by government work. But I have in all kindness and kindness found two things that bother me. A small minority of us government workers, I think, are forced to work overtime in excess of eight hours per day in the absence of authority for the payment of overtime compensation."

Donald M. Giovino, Business Agent of the Municipal Sewage Treatment Plant Workers Association, has requested a meeting with the Commissioner to discuss the effect of the court decision on the overtime practices of the Department.

Mr. Giovino also said that the Association intends to bring suit for back pay for overtime worked by its members.

Two NCR Operator Tests are Ordered

New open competitive examination for NCR Operator and NCR 3160 operator was ordered last week by the New York City Department of Civil Service. Examining will open filling periods one step closer.

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SCHOOL DIRECTORY
Final arrangements have been made for the Spring Workshop of the Southern Metropolitan Employees Association to be held at the Concord Hotel, April 23 and 24. Details have been outlined by workshop directors. Reservations due now at the Concord Hotel, 114 m. e. Lake, N. Y.

Special arrangements have been made for the Spring Workshop of the Concord Hotel, State Retirement, General Health Insurance, and Federal Employee Retirement. Special arrangements have been made by the Concord for those planning to stay over until April 25.

Consultation services have been made available to the Concord present from CESA, State Retirement, General Health Insurance, and Federal Employee Retirement. Service to be held on April 23rd at the American Legion Lodge at 7:30 P.M. Guest speaker will be Nelly Davis, New York state membership chairman.

23rd, and 24th at the Concord Hotel, N. Y.

Special arrangements have been made directly with the Concord Hotel, where reservations should be made for the Spring Workshop of the Concord Hotel, State Retirement, General Health Insurance, and Federal Employee Retirement. Special arrangements have been made by the Concord for those planning to stay over until April 25.

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