Metro-Southern Spring Workshop Is Best Yet

KIAKEMISHLA LAKE, May 1—Two top elected State officials and an ever-growing number of delegates and visitors marked the fifth annual Spring Workshop of the Metropolitan-Southern Conference, Civil Service Employees Association, as the most successful to date.

Those attending the two-day session at the Concord Hotel here last week heard major addresses, first by Comptroller Arthur Levitt and then by Attorney General Louis Lefkowitz. Their talks appear in separate columns below.

Work sessions included a lively session on "Appeal Procedure and Salary Structures," as explained by J. Earl Kelly, Director of the State Division of Classification and Compensation, for which Tad Wodt, CSEA treasurer served as moderator.

A toastmaster for the dinner session was Francis A. MacDonald, past president of the Southern Conference.

Raymond O. Castle, CSEA area vice president, was toastmaster for the second dinner.

"The success of the program was credited to the fine work of the Arrangements Committee. Serving on it were James O. Anderson, Charles E. Lamb and Robert Soper, of the Southern Conference. Roberts, Hemenzy, Ruml and Salamteau tailored the Metropolitan Conference.

Press Overlaps CS Errors, Says Louis Lefkowitz

KIAKEMISHLA LAKE, May 1—"Whether it is in government or in private industry, the interest of employee and employer are compatible—such prospects with this other and each other," Attorney General Louis Lefkowitz declared.

In an address before the Metropolitan-Southern Conference of the Civil Service Employees Association, at the Concord Hotel, Kiahemishla Lake, Monticello, New York, Attorney General Louis Lefkowitz said:

"Government and its employees must join forces in a vigorous program to raise public esteem for the civil service.

"At every level of human endeavor, there are the few unprincipled persons who prove false to the quality of our patients in State hospitals...continue to attract the best qualified professionals to serve in the State Division of Classification and Compensation, for which Tad Wodt, CSEA treasurer served as moderator."

"It is a pleasure to be with you and to have the privilege of participating in your deliberations. I am indebted to the Civil Service Employees' Association and particularly to the members of the Southern Conference for the active support I have received in my efforts to make the Retirement System more responsive to the needs of all public employees.

"It is my fervent wish to present the record of which we have achieved. Today the system is the most modern and progressive public pension plan in the world. This is not to say, however, that we enjoy a perfect system: on the contrary, I recognize that I have an obligation to constantly re-evaluate our activities and to continue to recommend means of improvement. The study of our operations and our special status is a continuous process.

Discusses Changes

"It is my hope that I wish to discuss recent changes in

Levitt Seeks Even Better Retirement

KIAKEMISHLA LAKE, May 1—Although proud of the current record of the State Retirement System, Comptroller Arthur Levitt has urged for even more progressive changes.

Speaking at the Concord Hotel last week before the Metropolitan Spring Workshop of the Metropolitan-Southern Conference, Civil Service Employees Association, Levitt said:

"It is a pleasure to be with you and to have the privilege of participating in your deliberations. I am indebted to the Civil Service Employees' Association and particularly to the members of the Southern Conference for the active support I have received in my efforts to make the Retirement System more responsive to the needs of all public employees.

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Discusses Changes

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Moving Expense Bill Is Signed

ALBANY, May 1—A bill authorizing the State to pay moving expenses of public employees transferred at the State's convenience has been approved by Governor Rockefeller.

The measure was long advocated by the Southern Conference, and Governor Rockefeller announced at the beginning of the 1961 session of the Legislature that he would request proper legislation to effect the matter.

The moving expenses bill is Chapter 729 of the laws of the State.
Uniform Plan On Tardiness In The Works

To assure that penalties for excessive tardiness be uniformly applied throughout the Department of Hospitals, Deputy Commissioner Robert J. Mangum said the plan is being designed to clear written regulations governing penalties.

Mr. Mangum made this known in a letter to Herbert S. Bauch, president of the New York Medical Society of the White House Conference on Children and Youth.

New ORMYIN Officer

The ORMYIN, Jewish Society of Professional Engineers, meets May 3, 8:30 p.m., Thursday, at the Home for Jewish Aged and Infirm, 512 W. 115 St., Manhattan.

Chief Engineer Calls 4 Day After 55-Yr.-

Despite a large number of complaints from employees with tardiness problems, Mr. Mangum outlined to Mr. Parson a plan that would assure that penalties be uniform throughout the Department of Public Service.

Chronic tardiness is defined by Mr. Mangum as an employee who arrives at his desk or station one minute late, or less, on any one occasion within a week, or four minutes or 40 minutes be sent to the division head or chief for disciplinary action.

If the reason is found to be valid, such as a sick or injured person's annual leave balance, an employee's name again appears on the late list, he is subject to face disciplinary action.

Following a warning in writing, action in the person's annual leave balance, an employee's name again appears on the late list, he is subject to face disciplinary action.

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TROOPER RECLASSIFICATION,
HIGH-RANKING PROMOTIONS
ANNOUNCED BY CORNELIUS

BY JOSEPH F. FEILY
President, Civil Service Employees Association

ALBANY, May 1—High-ranking promotions and reclassifications effective May 4 have been announced by Superintendent Arthur Cornelius Jr. at the annual Spring Workshop in April and May, as part of a general reorganization of this famed law enforcement agency. The changes, by title and assignment, are:

INSTRUCTOR
Lt. Donald M. McCraw, Jr., from Troop C; Lt. Louis J. Miller, from Troop C; Lt. Robert B. Williams, assigned to Troop C; Lt. Louis C. Lofland, from Troop K.

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LEUTENANT-SUPERVISOR
Effective May 4, 1961 will be
Lt. Frederick W. Ziegelmeier to Troop B, P. O. Box 10, Harrisburg, Pa.; Lt. William E. Haines to Troop C, Ogdensburg, N. Y.; Lt. Ronald L. Ingraham to Troop G, Ogdensburg, N. Y.; Lt. Richard F. Lang to Troop K, Ogdensburg, N. Y., from Troop A; William J. Leonard, assigned to Troop C, from Troop A; Lt. Augustus J. Bollom, assigned to Troop B, Malone, N. Y., from Troop K.

LEUTENANT

Other Changes
Mr. Cornelius also announced the reclassification of: Superintendent John C. Dever to the position of Lieutenant-Supervisor assigned to Troop K, Hawthorne, N. Y., salary $10,710; Inspector James W. Brink to the position of Lieutenant assigned to Troop D, Ogdensburg, N. Y., salary $10,110; Inspector Harry J. Hendry to the position of Lieutenant assigned to the State Police Headquarters, Ogdensburg, N. Y., salary $10,110.

THURSFAY, May 2, 1961

The 1961 Legislature Session

WITH THE CLOSING of the 30-day bill-signing period on April 21 at midnight, the 1961 Legislative session came officially to an end.

The Civil Service Employees Association can, with pardonable pride, look back on the year as one in which its legislative program had a relatively high degree of success. Of the 14 of our 110 original service bills which led the Governor's desk, 12 were signed into law and only two vetoed. The full legislative report will be printed in The Leader in the near future.

It is NOT the purpose of the column to discuss these bills in detail. A passing reference will be made to only a few. But we do want to comment on certain aspects of the total legislative picture.

In the first place, the climate in which this year's Legislature started to deliberate was not at all auspicious. The sights were all against a favorable outcome for the State worker. During the past winter the economy of the Nation and the State weakened steadily. Unemployment rose, industrial output fell and community after community across the nation bore the label of a "depressed area." In the midst of this decline, a taxpayers' group launched a vicious attack on our fiscal program for the civil servant. Newspapers in upstate New York were quick to echo the attack in their editorials.

However, despite all these gloomy signs, Governor Rock- efliler and the Legislative leaders held fast to a personnel policy for the State which they had often publicly expressed — that the salaries of State workers should be brought to a parity with those in Industry. The results of a private management study which advocated the reduction of our salaries were not overlooked. The data were carefully read. The research findings of the Employees Association also paralleled the conclusions of the private survey. The result was the passage of the new salary bill which, while not achieving the ideal of parity, made great strides toward it. The implications in the official public statement about the new salary pact are that the job will be completed next year.

Not only did the civil servants achieve a salary correction, but also some time-honored measures were long on our program — as payment of moving expenses, employment at business raising trades, salary adjustment for armory employees, etc., became law.

We can be proud of our organization which is not only growing in strength but in efficiency. We can be proud of the developing favorable image which is being created in the official and public mind. We can be especially proud of the growing importance of our role in legislative matters. Our position in this is quite different from the position of legislative role played by a rival employee organization. Recently at a public meeting, the secretary of that organization, in response to our demands, "confess[ed] to the people's feeling of the success or failure of the New York State Legislature."

"I THINK THE question you really are getting at is — is the legislative program an effective way of making salaries — is that partly what's implied? In my opinion, the answer is no. My opinion is that the Legislature has been able to do nothing during the session of the Legislature. The answer given is pointed in part below:"

"This QUOTATION can really go without comment. I will only say that the legislative views of both organizations are identical. I am glad they are not, and I am certain you are not also.

Management Employees Need Each Other, Says Effitz at Workshop

(Continued from Page 1)

While the public service has always accounted for its employees in private industry does something wrong, it rarely merits such a large public expenditure of duty by a government employee. It is the responsibility of every employee, without distinction, and reflects upon the entire civil service.

"The local government, they have seen far too much of that in recent days.

Mark Few the Many
"The average man and woman must consider those who are false to their obligations. They obscure public confidence in the public employee, who is supposed to be a public servant, and reflects upon the entire civil service."

"There have been far too many of that in recent days.

"Certainly the public service is not a line of work and is not a field for the individual to acquire the same opportunities and benefits as those in private industry. Therefore, they have to go on with an unexcelled sense of obligation and devotion to those with whom they serve.

"Government owes it to itself as well as to its employees to bring home the manner in which the story of its civil servants, their accomplishments and their needs. We must, as a public employee, play an active part in that which will advertise our manifold importance and give rise to the public confidence in the public service, which is the key to the good and well-which leads to the solution of their problems."

EXPLANATION: J. Earl Kelly, director of the State Division of Federal Civil Service, which he has just completed, is seen as he addressed a workshop session on "Appraisal of Zarne and Salary Structures." The scene was the Concord Hotel, site of the annual Spring Workshop of the Metro-Southern Conferences of the CSEA Employees Association.

Montgomery OKs Aides 5-Point Plan; Member Drive

The Montgomery County Chapter of the CSEA won a major victory this month with the unanimous approval by its Board of Supervisors of the 5 per cent retirement plan for all county employees.

Richard Tarney, Montgomery County Chapter president and First Vice-president Wm. W. Boudry submitted the plan for review after it had been given the go-ahead by the Board of Supervisors of the 5 per cent retirement plan for all county employees.

The changes, by title and assignment, are:

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The changes, by title and assignment, are:
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, across from the Leader Office.

Hours are 9 A.M. to 4 P.M.

For application blanks must include a stamped, self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Division, including the specified filing fee in the form of money order, personal check, or certified check. Letters of recommendation may be sent to the Personnel Department for the consideration of the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the 4- and 5-day service, the Chambers Street stop of the 6-day service, the Chambers Street stop of the 1- and 2-day service, and the Chambers Street stop of the 3-day service. The Chambers Street stop of the 4- and 5-day service is near the State Campus, Albany; State Capitol, Albany; and third Tuesdays of each month.

STATE—First floor at 270 Broadway, New York 7, N. Y. Office of Chambers St., telephone young 4-1416; Governor Alfred E. Smith State Office Building and the State Campus, Albany; State Office Building, Buffalo; Room 460 at 135 West Main Street, Rochester (Wednesday on 5); and 141 James St., Syracuse (first and third Tuesdays of each month).

Any of these addresses may be used for jobs with the State. The State's New York City Office is in the same transportation instructions as the following.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL—Second U.S. Civil Service Region Office, New York 7, N. Y. 259 East 44th Street (near 5 Ave.), New York 17, N. Y. Just west of the Whitney National Bank. Take the Lexington Avenue line to Grand Central and walk two blocks east, take the shoe shine stand at the 3rd Street entrance to the Grand Central Terminal. The 4- and 5-day service, the Chambers Street stop of the 4- and 5-day service, and the Chambers Street stop of the 1- and 2-day service are near the State Campus, Albany; State Capitol, Albany; and third Tuesdays of each month.

Heads are at 4:30 A.M. to 5 P.M. Monday through Friday. Telephone number is U-6-25-63.

Applications are also obtainable at main post offices, except in New York City and Buffalo. Boards of examiners at the post offices will make applicants receive notice. Those who are not employed in the post office will also be required to have the certificate of eligibility sent to the Board of the post office. Those who are not employed in the post office will also be required to have the certificate of eligibility sent to the Board of the post office. Those who are not employed in the post office will also be required to have the certificate of eligibility sent to the Board of the post office.
Steno Prom. Test Offered

New York State's promotion examination will be held on June 10 and will cover stenographic practices, secretarial procedures and typewriter usage. The answer sheet will be used. The answer sheet will not be returned.

New Program

Graduate Students Eligible As State Senate Interns

ALBANY, May 1—The State Senate is setting up an internship program for Columbia graduate students that will be operated for state government.

Senator Majority Leader Walter J. Mahoney and Senator John Meng, president of Hunter College, have announced plans for a three-year program in which five graduate students will serve each year.

To obtain application forms, write to the Senate Campus, Albany 4, N.Y., or write to Senator Mahoney, 122 Broadway, New York City. The examination is June 21.

Stocker Jobs To Be Filled

Sixty-two men have been certified as Carnegie Employed for marine stoker mates to serve on the Marine and Aviation Dept. The list was reviewed and 38 men were selected.

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**LETTERS TO THE EDITOR**

**Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to:**

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

**Classification Chief Asks To Explain How Job Rating Was Set**

Editor, The Leader:

Mr. J. Earl Kelly, State Director of Classification, on April 24 was the guest speaker at the Civil Service Employees Association meeting. After the formalities had been concluded and the audience settled down, Mr. Kelly turned to the subject that was in the minds of all of us — the classification of employees.

He gave a more educational address on how the Division of Classification determines the pay grades for N. Y. State Employees.

After the talk, Mr. Kelly freely answered questions put to him by the audience but one very important question was left unanswered because time did not permit. The question was: On what basis did Classification arrive at Grade 11 for correctional attendants, where it is the rehabilitation of the criminal, Grade 12, and Grade 8 for mental hygiene attendants, where it is the rehabilitation of taxpayers who have committed an offense?

The new pay rates will see the correctional attendant receiving $39 a week as opposed to the mental patient's $35 a week.

Mr. Kelly was not aware that many employees were already working outside the Duane St. office.

Filling the vacancies at the hospitals are to be on a first come, first served basis once the applicant is checked out as to the qualifications for the labor class post.

Tuesday morning, the day prior to opening the office to accept applications, approximately 20 persons were already lined up outside the Duane St. office. By sundown the same day there were about 160 people waiting, and for the next more than 15 hours, the lineup swelled. When the Personnel Dept. opened its office Wednesday at 8 a.m., the line extended around three sides of a block totaling approximately 1,000 men and women.

It is unfortunate that all 1,000 preeminent unemployed cannot be satisfied, when the Personnel Dept. has only 50 vacancies to fill. However, it must be recognized that this method used by the department to obtain applicants, is quite disconcerting to the job-seeker. On a first come first serve basis, the call for laundry workers drew people 24-hours in advance of when applications would be accepted, and they sat and stood in sunshine and pouring rain, waiting and hoping.

To recommend what can be done to have a more considerate method in filling this type of job, is not the purpose of this editorial, but The Leader does wish to focus a light on this type of recruiting and suggest that a concerted effort be made for a change.

**CSEA Nurse Title Appeal**

In declining to reclassify nurses in state institutions along lines recommended by the Civil Service Employees Association, J. Earl Kelly, director of the State Division of Classification and Compensation, gave one rather illogical reason for rejecting the CSEA case.

Mr. Kelly declared at one point that "Good salary setting does not require any substantial changes in the personnel rules to adopt the highest rate paid for the various classes of work within its pay plan which may be found among all other employers. It must be perfectly obvious that this kind of policy would lead to a completely chaotic, rather than an orderly arrangement of salaries within any one employing organization."

This is sheer sophistry. Mr. Kelly is saying, as far as this newspaper can see, that the State is doing all right at hiring nurses at the present salary schedule and that the nurse pay situation in general is poor, so why change?

But we would like to remind Mr. Kelly that the State does have to compete for nurses and it may be doing all right in institutions where there is no competition in the matter of negotiations for hiring, but we cannot believe that this argument is working out, at least in the Metropolitan New York City hospitals.

Why should nurses work at Brooklyn and Manhattan State Hospitals, for instance, when they can take similar employment at better pay in New York city and county hospitals or with Federal Institutions?

To say that the state is doing all as well as most employers on this issue is hardly a forward-looking technique in personnel work. The time has passed when the public can be made up in some other way.

**Standing In The Rain**

**Civil Service Here and There**

**Civil Service LAW & YOU**

**By HAROLD L. HERZSTEIN**

Mr. Herzstein is a member of the New York bar. (The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or any organization.)

**Something on Veteran's Preference**

There is considerable misunderstanding among veterans in the Civil Service as to the interpretation of the preference laws enacted by the Congress and the State Legislature.

In the New Civil Service Law the veterans preference laws are assembled in one composite article, Article VI, entitled "Special Rights for Veterans and Employees with V.F. Status." The article is divided into three sections, 85 to 87, and gives the law on the subject "right down the ramp." 85.1: I appreciate that there are two schools of thought on veteran's preference. One regards such preferences as initiative to the merit system because they negate the selection of the best in competition. The other regards such preferences as proper rewards for meritorious patriotic service. Obviously, I have my own ideas on the subject, but they are not important to our readers. The law has, in effect, determined the controversy between the two schools, and I start with the law rather than with my own ideas.

A clause in the law enacted by the Appellate Division of the Supreme Court in Albany and later affirmed by the Court of Appeals in this case, stated what we might term the first principle of the merit system. It wrote: "Any preference is of course referrant to the merit system or to the theory of Civil Service." The Court then went on to say: "In the case of veterans, it referring to the preference] is justified equitably and morally by the very nature of the war and the disruption of normal civil life which the draft military service requires." The clause makes clear that when a civil service position is involved, it must be filled only by a veteran. But, since he is, what can we do to expand the law to solve his problem? Some may hold that that should be the approach. However, the law is not operating that way.

Any such problem must always be appraised under the law, in this case Article VI of the Civil Service Law. If the law does not contemplate it, all the talk about making exceptions to fit some other requirement or something less than the same level as his colleagues in the civil service who do not have any preference.

In the next installment, I will illustrate that several better commonly held by veterans in the competitive class of the civil service are fallacies when examined under the law.
Laundry Worker
Applicants Start
To Get Check Out

Applicants are being notified to report for physical examinations at municipal hospitals paying $2,750 a year. Applications are open in Personnel. Fifty jobs are open in Municipal Hospitals paying $2,750 a year.

Appointment was made on Tuesday, May 2, 1961, when 2,122 men showed up for the labor class past. The jobs will be filled with the first 50 applicants accepted starting last Wednesday at 1 p.m. by the Dept. of Personnel. Eligible are subject to Rule XI, in the Competitive Class, of Trustees of Guy Park House and Grounds at Amsterdam.

For more information, contact Mr. Lerner, 900Jobs, 517 W. 57th St., New York 19. For People Who Did Not Finish High School, 1,000 jobs are open in Personnel. Fifty jobs are open in Municipal Hospitals paying $2,750 a year.

In recent years, this turnout figure was topped in June, 1959, when 2,122 men showed up for cleaner posts in the Dept. of Public Works.

Men and women began lining up for the laundry worker jobs on Tuesday morning, the day prior to the Dept. of Personnel accepting applications. Approximately 200 people began the vigil Tuesday morning, and through a sunny day, the line reached to 100 by afternoon. All through the evening and overnight in pouring rain, the job-seekers arrived and waited to file for the labor class post. The jobs will be filled with the first 50 meeting the physical and character check requirements.

It is estimated that it will be a month or more before the first person will be called to work.

Bldg. Superintendent
Classification Change

The City Civil Service Commission of the City of New York at a meeting on Tuesday, reserved its decision to classify Superintendent of Buildings (Community College in the Competitive Class subject to Rule XI, in the Custodial Engineering Occupational Group.

900 JOBS
Interviewer—Investigators

In the City Department of Welfare's nearly 300,000-member service to the public including Medical Aid for the Aged, Men and women citizens who have or will have a two-year college degree may apply for the following positions:

- Salary $4,500 yearly to start
- Work pay increases
- Top fringe benefits
- Promotion opportunities
- Permanent employment by taking Civil Service Exam.

Quarterly information and questionnaires are sent to the City. Applicant should be in the City.

Mr. Lerner,
N.Y. City Personnel Dept.
900 Jobs, 94 Duane St., N.Y. T, 7-1410

... in Blue Cross and Blue Shield. Along with the Major Medical, I'll get extra dividends for me and my family in the security provided by the Statewide Plan.

I've just accepted a position as a teacher in my home town. Since our School District offers the Statewide Plan, I wasted no time applying for this protection. It didn't take me long to realize that through the combination of Blue Cross, Blue Shield and Major Medical, I would get the most liberal benefits at the lowest possible cost. I have learned, too, that the Statewide Plan is the only plan that provides uniform coverage for all New York State employees, active and retired.

There's also security in the knowledge that wherever I go, at home or abroad, I will continue to have the same protection.

Is there any doubt why I regard this as a "Blue Chip" investment? Take my word for it; it's the best. If you want a "good thing", see your Payroll or Personnel Officer now. Join the "Statewide Plan!"

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For extremely high insurance needs, Blue Cross and Blue Shield Insurance Companies of America have developed a Special Plan which combines the Blue Cross and Blue Shield benefits with the protection of a high-premium insurance company. This plan is recommended for companies with annual premium requirements of $1,250 or more.

In New York State, the Special Plan is underwritten by the New York Life Insurance Company. In other states, the plan is underwritten by a member of the Blue Cross and Blue Shield Assurance Association.
Veteran Counselor Exam
Open in State; From $6,630

Veteran counselors are needed in New York State for jobs paying from $6,030 to $9,060 a year. Vacancies are in upstate Owego, Buffalo and Schenectady counties.

Additional vacancies are expected throughout the State. Candidates must have a high school diploma or an equivalency diploma issued by the New York State Education Department. Previous years of satisfactory business experience may be substituted for high school training on a year for year basis.

In addition to the required education or work experience, candidates must have had three years of experience in placement interviewing, counseling, vocational guidance, personnel administration, teaching, social work, industrial relations or veterans service work.

In addition, candidates must have one of the following: Two years more of satisfactory experience or graduation from a recognized college or university from a four year course. A satisfactory combination of the foregoing training and experience will also be acceptable.

The written test will be held on May 15, 1963, and will include questions on legislation and administrative work. The candidate's knowledge of and experience with Federal and State Legislation relating to veterans, community relationships and resources and the principles and techniques of interviewing and counseling. The candidate's knowledge of sources and use of occupational information will also be tested.

Applications may be obtained from the State Department of Civil Service, State Capitol, Albany or from Room 2011, 270 Broadway, New York City. Applications will be accepted up to May 22.
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IN NEW YORK STATE you save 30% on Collision and Comprehensive coverages and 15% on Liability coverages.

IN OTHER STATES you save 30% on Collision and Comprehensive coverages. You save 15% on Liability coverages (exact savings depend on the state in which you live).

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3. The low GEICO premium is the full cost of your insurance — there are no membership fees, no assessments or other sales charges of any kind.

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YOU GET EXACTLY THE SAME STANDARD FAMILY AUTOMOBILE POLICY used by most leading insurance companies, and you actually pay less wherever you drive in the United States and its possessions. A GEICO automobile insurance policy can comply with the Financial Responsibility Laws of all states, including the compulsory insurance requirements of New York and North Carolina.

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 insurance company reliability.

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More than 800 professional-claim representatives are strategically located throughout the United States and its possessions (45 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 settlement without red tape or delay. The speed and fairness of claim handling is one important reason why more than 600,000 persons now insure with GEICO and why out of every 100 renew their policies each year.

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You must be 21 or under 65 years of age.

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City Zip. State


day or night — 24 hours a day. You get prompt settlement without red tape or delay. The speed and fairness of claim handling is one important reason why more than 600,000 persons now insure with GEICO and why out of every 100 renew their policies each year.

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Name Kinship Address

City Zip. State
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<tr>
<th>Position</th>
<th>Certification Date</th>
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<tr>
<td>Bronx V.A. Hosp. Food Service</td>
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<td>Aides; Vets Only</td>
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<td>Food service workers are needed</td>
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<td>Bronx C. Civil Service Bureau,</td>
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<td>in the News Building at 220 East 42nd St.</td>
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**WOODCREST HOMES**

Bridged on Custom Built Garbages located at 184, center hall, all 3 bedrooms on one floor, expansion at one board, front closet and bath, Hollywood bath, central air heat, large eat-in kitchen, in picturesque Roosevelt, related area. These beautiful new homes are for $16,000. Mr. Bernard Shaffer is the well known builder and Parkview Realty at 266 Baby Lane will handle the sale. Call Agent, Call FR. 8-4838.

**REAL ESTATE BEST BUYS**

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<tr>
<th>Model</th>
<th>Driveway</th>
<th>Brick</th>
<th>Garage</th>
<th>Size</th>
<th>Price</th>
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<td>2 FAMILY</td>
<td>2-car</td>
<td>Brick</td>
<td>Attached</td>
<td>12 x 20</td>
<td>$12,500</td>
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<td>2-car</td>
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<td>Detached</td>
<td>16 x 20</td>
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**SHELLBANK DEPT. STORE**

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2934 AVENUE X (Off Nostrand Ave.)

Brooklyn, N. Y.

NI 8-8103
Named to Health Post

ALBANY, May 1—A bill backed by retiredifica has been vetoed by Gov. Nelson Rockefeller. The measure would have raised the amount of supplemental income a retired member of the State Teachers Retirement System could earn in a year without loss or suspension of retirement benefits.

Under the terms of the bill, which passed the Legislature, a retired teacher could have been able to earn $2,500. Instead of $1,000, if the employee was not a school district.

If the employment was as a substitute teacher for a school board outside the school district, the amount would have been raised to $5,000 to $2,500 a year.

Mr. Rockefeller, in a brief veto message, said: "In its present form, the bill must be disapproved because the bill would provide an improper permanent. Comparable provisions of the law are uniformity of temporary and a certain vesting of permanent retirement rights.

"It is important to establish such rights on a permanent basis should be taken only with careful attention to its maintaining uniformity and to the appropriateness of giving these benefits permanent.

Charles S. Whitman

Exam Study Books

To help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 77 Dunn Ave, New York 7, N. Y. Prices vary according to the requirements. For list of some current offers see Page 18.
**OFF THE CUFF:** While writing to address the annual Spring Workshop of the Metropolitan-Southern Conferences, CSEA, Attorney General Louis J. Lefkowitz, right, chats of the talk with Vereen A. Tugger, CSEA’s Legislative Director. Also present is Joseph F. Fely, CSEA president who shows appreciation of the conversation.

**Utica Hospital Chapter Finally Holds Meeting Delayed Earlier by Snow**

The Utica Radio Hospital Chapter, Civil Service Employees Association, finally held its annual meeting—which was to have been combined with Central Conference for the so-called "Operation Snowshoe"—which in turn depended on "Operation Snowbound."

The dinner meeting was held at Hotel Utica Wednesday, April 19. The dinner was preceded by a cocktail party and followed by dancing. Philip Kerher, CSEA, public relations director, was the master of ceremonies. An address was given by Louie Bernard, CSEA, on public relations, ministry, acting as Catholic chaplain, relieving Father John Slack, who was visiting in Nassau, Desoto for many days followed.

Committees for the Affair: general chairman; Joseph Joseph served as Arthur Tennis and Helen Blunt, secretary; Charles Temple, assistant director; Joan Donnelly, assistant director; Thomas O'Brien, assistant director; Joseph Donnelly (Field Representative), Gertrude White (Secretary of Central Conference). President of the Utica Chapter of Public Works.

The meeting was held as presented in the Utica State Hospital Meeting, Friday, May 5, in the Director of the Utica State Hospital, Dr. O. D. McKeever, assistant director of Public Works, Joseph Donnelly. In the meeting, held after Community Singing. Each participant was presented with a small token from the CSEA.

**Rossiter, Dee Head Western Conference Slate**

The Western Conference of the Civil Service Employees Association will elect new officers at its interim meeting Friday, May 5, in the Rossiter Children’s Home, after reviewing the reports from General O’Hara, Harold S. Waring, assistant superintendent of the 369th Armory, and Frank E. Wallace, superintendent of the 369th Armory. General O’Hara presented the longevity awards meeting April 20 in the 101st Cavalry Armory, shown above receiving congratulations from Major General A. C. O’Hara, chief of staff to Governor Rockefeller. The three 25-year men are, from left: William V. Williams, Harold S. Waring, and Frank E. Wallace, superintendent of the 369th Armory, General O’Hara presented the longevity awards meeting April 20 in the 101st Cavalry Armory, shown above receiving congratulations from Major General A. C. O’Hara, chief of staff to Governor Rockefeller. The three 25-year men are, from left: William V. Williams, Harold S. Waring, and Frank E. Wallace, superintendent of the 369th Armory, shown above receiving congratulations from Major General A. C. O’Hara, chief of staff to Governor Rockefeller. The three 25-year men are, from left: William V. Williams, Harold S. Waring, and Frank E. Wallace, assistant superintendent of the 369th Armory, shown above receiving congratulations from General O’Hara, Harold S. Waring, assistant superintendent of the 369th Armory, and Frank E. Wallace, superintendent of the 369th Armory, shown above receiving congratulations from General O’Hara, Harold S. Waring, assistant superintendent of the 369th Armory, and Frank E. Wallace, superintendent of the 369th Armory.
Metro-Southern Workshop Photo Report

WORKSHOP DOINGS: At top right, Joseph D. Lochner, CSEA executive director welcomes CSEA Secretary Charlotte Clapper to the fifth Annual Spring Workshop of the Metro-Southern CSEA Conferences in the Concord Hotel. That's Grace Nulty seated second from left in the picture at left and directly below is a part of the large delegation from the Western Conference. At middle, right, CSEA President Joseph F. Feily welcomes Mrs. Lillian O'Brien, wife of Blue Cross representative William G. O'Brien, to the workshop. At left are Andy Coccaro, seated next to his wife on the right, and Carl Sabo, far left, with his wife and daughter. Below right, is a trio from Creedmoor State Hospital and, at left, Metro Conference President Sol Bendet and Paul Kyer, center. Leader editor, are entertained by a remark from Harry W. Albright, Jr., CSEA counsel.
STOP WORRYING ABOUT YOUR CIVIL SERVICE TEST
PASS HIGH the EASY ARCO WAY

Manhattan State Hospital Chapter
To Meet May 10

The Manhattan State Hospital Chapter, Civil Service Employees Association, will meet at 4:45 p.m. Wednesday, May 10, in the Director's Conference Room in the hospital. Guests will include C.B.E.A. President Joseph P. Feely and C.B.E.A. Labor Research Advisor Henry Gspert. A buffet supper will be served.

Mauriel B. Discos, head nurse, State Department of Mental Hygiene, Washington Heights-Kingsbridge, New York City, is one of 26 volunteers from six states who have just completed the Civil Service Department's Introduction to Chemical and Biological Warfare Defense, given by the Office of Civilian Contracting and Mobilization at its Eastern Training Center in Brooklyn.

Diplomas for successful completion of the courses in Fundamentals of Supervision given by Mr. Walter D. Poley, recreation supervisor, were presented on Monday, April 17, by Dr. Max Un- tel, director of the chapter.

The following persons: Lucille Babao, Lyle Nicholson, Nora Keysy, Horace Raggio Jr., Frederick Esh, Matthew Kearns, Abraham Smith, Margaret Herr, Robert F. Slavikoff, and Viola Harrigan.

On May 9, E. Neeam, setting director, has returned to duty after a session of illness. Mrs. Neeam, a most employed person, expressed great loss at the passing of Mrs. Aion Laskin, one of their most highly esteemed employees. Deepest sympathy is extended to the family.

News and Notes of Marcy State

The following news and notes come from Marcy State Hospital chapter: Civil Service Employees Association.

Dr. Martin Goldsche and his wife Dr. Hilda Goldsche have re- ceived a promotion. They have been associated with Marcy State Hospital for the past 12 years.

They both entered Marcy State hospital as residents in 1941 and were named nursing supervisors. They have been associated with Marcy State Hospital for the past 12 years.

They both entered Marcy State hospital as residents in 1941 and were named nursing supervisors. They have been associated with Marcy State Hospital for the past 12 years.

The season opened on or about April 15. Golf leagues will begin during the first week of May.

CIVIL SERVICE LEADER
Page Fifteen

Food Supervisors Needed
By U.S., Pays $1.92 at Start;
No Written Test Required

The U.S. needs food supervisors to fill jobs paying $2.92 an hour to start. The maximum salary is $5.43 an hour. Three jobs are in Federal penal and correctional institutions located in New York City and Washington, D.C. No written test is required for these jobs.

Candidates for this examination must have at least three years of training and experience in cooking or baking. In addition to specializing in either cooking or baking, candidates must have a working knowledge of the other field. The required experience must have included at least one year of quantity cooking, requiring the preparation and serving of at least 600 meals daily.

Candidates must also be able to operate and maintain food equipment and to manage food service operations. Candidates must also have a flair for working with prisoners.

Applicants must be physically capable of performing the duties of the position. Vision must be 20/20 in one eye and 20/30 in the other. Hearing must be at least 10 decibels in each ear by the whispered voice test.

These jobs offer generous paid vacation and sick leave benefits. Low cost life insurance and hospitalization policies are also available at the employee’s option. Low cost retirement benefits are also included in these jobs.

No written test is required. Can- didates will be rated on a scale of 10 on the extent and quality of experience and training.

For application forms write to the Board of U. S. Civil Service Examination, 310 P St., N.W., Washington 8, D. C., or to Mr. Jack W. Less, lead foreman, and the announce- ment number 5-84-3 (681). Applica- tions must be received not later than May 25, 1961.
Good Retirement System Can Even Be Better; Levitt Tells Workshop

(Cocontinued from Page 1)
the Retirement System including the few wanting this year.
"As you know, some of our members, approximately fifteen percent, have their annuity accoun
t credited with 4 percent interest while the great majority receive only 3 percent. It is un
fortunate that we have two classes of membership and I hope that in the near future the difference
in rates can be eliminated.
"With the improvement in earnings this year I recommended to the Legislature that the 3 percent
member annuity account be increased to 4 percent for
The bill also called for the Comptroller to give the earning situation and make an annual recommendation to the Legis
lature on the amount of interest to be credited for that year. While the bill I submitted in this regard did not pass, I am delighted that a sub
stantial measure has been approved.
"With this action, I am looking forward to having all members of the System be credited
with 4 percent interest. A substantial improvement in our earnings may make this possible in the
near future.
"Another measure which the System introduced extends base insurance to all current em
ployees from the current maximum of $2,000 to the full amount. It also provides that insurance
would be available to members in the 65-70 year category. This time, the insurance has been available for persons after they have passed their 65th birth
day. I am delighted that a bill making these changes has been approved and the program is now in
effect.
"At the request of the System, the two year death benefit provision, which was due to expire on
June 30th has been continued for another year.
"The increased-take-home-pay provision to members of the System, as you know, due to expe
rence this year. The Administration I appointed a petition similar to the present case which extended the 5 percent plan to April 1st of next year.

Disappointed on Vesting

"However, I am disappointed with the face of my vesting pro
posal. As a member of the Ger
eral Committee on Retirement for
last year I submitted a minority report which disbursed from the eligi
bility age of 65 to 65 years of age. I feel that such a provision was un
fair to members of our 65-year
plan, since they will receive less
than the total benefit to which they are entitled. Vesting should begin at age 65 for all members of the 65-year plan, and the discount for
age 65 should be increased to 5 percent. If this bill is not passed in the near future, I feel that we should continue to follow the current plan.

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age 65 should be increased to 5 percent. If this bill is not passed in the near future, I feel that we should continue to follow the current plan.

"Another recommendation has been introduced by the bill. Benefits would be based on the year
of retirement, irrespective of age. We feel that all members of the System feel that the raising cost of living has steady
ly eroded the current supplement
We believe that as the System
benefits they should be increased to keep pace with our times, and that again introduce this measure
in the 1981 Legislative Session.

"If a five percent increase is a recommendation by the consulting firm which has recently
appointed a study of the System. It may be useful at this time to mention several other suggestions
which arise out of this study.

"One was a proposal to increase the System's investment in equities. Currently we have a
very modest amount in equities and frankly I do not see any major changes in the near future.

Nurse Appeal Rejected

(Cocontinued from Page 1)
We cannot continue to allow employers to save money on employees in this way. It is unfair to the
members and it is not in the best interest of the System. I am disappointed
with the face of the appeal...