Capital District Seminar Points Up "Leadership"

ALBANY, May 15 — Leadership — its qualities, effects, sources and purposes — was the theme of the second annual seminar on public and community relations sponsored last week by the Capital District Conference of the Civil Service Employees Association. Nearly 200 representatives from the Capital District met in the auditorium of the State Health Department to attend an afternoon session to hear a keynote address by the Albany Borough Chamber of Commerce followed by a half-hour panel discussion by public relations experts.

A session in the evening was devoted to "Leadership" in its various forms.

(Continued on Page 13)

MODERATOR: Stanley Freed, good public relations director for the Capital District Conference of the Civil Service Employees Assn., served as moderator during the Conference seminar on "Leadership." He is seen here listening to one of the four afternoon speakers.

Levitt Rules School Districts Can Pay Aides Overtime

In a recent opinion rendered by State Comptroller Arthur Levitt, it is persuasive for school districts to pay their employees overtime "at said rate as the governing board of the school district may determine."

Mr. Levitt in a letter to a superintendents of schools, cites as an authority Section 90 of the General Municipal Law. This section provides that overtime compensation may be paid to employees of any municipal corporation or other civil or political divisions of the State. Mr. Levitt's letter stated that it was his opinion that school district work is a political subdivision definition of civil divisions or political subdivisions and, therefore, was approved for a school district to "compensate its employees at the rate of time and a half for overtime work."

The informal opinion of the Comptroller was the result of correspondence between the school district involved and the Civil Service Employees Assn.

The issue was raised by a report of municipal auditors that no clear authority seemed to exist for the overtime payment. The Association tried to introduce a bill during the past session which would have cleared up the legal position, but due to time and political factors involved, the bill was deferred until the next session. Meanwhile, school districts can operate and pay overtime under the recently rendered opinion of the Comptroller.

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The New York City Transit Authority has launched a program advocating bus and subway passengers to be more polite. Posters were to be distributed in all Trans Bus Authority operated stations used by the public, asking them to make use of such expressions as:

"Please, sorry and thanks."

Mass-Breakfast
Of Catholic Guild
Set For May 21

The Catholic Guild of the Office of Manhattan Borough President will hold its 22nd Annual Corporate Communion Mass and Breakfast on Sunday, May 21, Holy Mass will be celebrated at 9:00 a.m. in St. Andrew's Church (Upper Church opposite 140th Street), Manhattan. The breakfast will be served at 10:15 in the Windsor Room of the Hotel Commodore, 16th St., at Lexington Ave. The Rt. Rev. Monsignor Joseph A. Nelson, D.D.P.A, will preside. Principal speakers will be the Rev. Patrick O'Leary, S.C.P., of the Pastoralists; Manhattan Borough President, Edward W. F. Farrell, and Rev. Monsignor Joseph A. Nelson, pastor of St. Andrew's Church. Edward L. Coby is general chairman, Deputy Commissioner James J. Parker, toastmaster; Walter Gillen, chairman of the Guild, and Robert J. Watson, hotel arrangements and Joseph P. Klein is president of the Guild.

Catholic Guild Holds
Communion Breakfast

The Catholic Guild of the New York City Housing Authority held its 15th Annual Communion Breakfast on Sunday, May 21 at 10 a.m. in the Hotel Commodore, Manhattan. The breakfast will be devoted to Mass and a Corporate Communion at 9:30 at St. Andrew's Church, 16th St., at Lexington Ave. The guest speaker will be the Right Rev. Msgr. James V. Hart, pastor of the Sacred Heart of Jesus Parish.

City Employee Events Calendar

MAY 13 Negro Benevolent Society, Department of Sanitation, 81 West 115 St., Manhattan, 8 p.m.

MAY 15 Hebrew Spiritual Society, Chelovek, 46 East 91 St., 7 p.m.

MAY 18 Irish American, Department of Sanitation, Hotel New Yorker, North Hall, 34th St. 8th Ave, Manhattan, 8 p.m.

MAY 18 Uniformed Fire Officers, Local 854, Hotel Commodore, 16th St., at Lexington Ave., 7 p.m., election of officers.

MAY 26 COLUMBIA, Department of Hospital, annual dance, Loyola Hall, Roosevelt Ave. & 42nd St., Brooklyn.

CIVIL SERVICE LEADER
Tuesday, May 16, 1961

May 16

Governor and Mayor Address Graduates

North Hempstead Set
For May 24 Meeting

The regular meeting of the Town of North Hempstead, Nassau chapter, Civil Service Employees Association, will be held at Town Hall, Manhasset at 8:00 p.m. on Wednesday, May 24. The final report on the eight point program will be given. All members are urged to attend.

Social Security Board

North Hempstead Set
For May 24 Meeting

The regular meeting of the Town of North Hempstead, Nassau chapter, Civil Service Employees Association, will be held at Town Hall, Manhasset at 8:00 p.m. on Wednesday, May 24. The final report on the eight point program will be given. All members are urged to attend.

PAYS YOUR TAXES 27TH EDITION

Merchandise

Program of Factories and Factories of the World

CIVIL SERVICE LEADER

STATE OF NEW YORK
EXECUTIVE COUNCIL

ALBANY

April 19, 1961

Dear Mr. Eyres,

This is to express to you my appreciation for the favorable editorial comments in your issue of Tuesday, March 26, concerning the State's new program and the final settlement of the Police Officer problem.

Although it has been a year since the fall of 1961 to try and tackle police salary levels which were comparable with those of private industry, it wasn't until this year, ended with the results of the arbitration studies and with the support of the labor and others who were interested in substantial salary adjustments, that we were able to bring this long-awaited change in reality.

You have performed a truly valuable public service in expressing my efforts and I deeply appreciate your assistance.

Sincerely yours,

GOVERNOR CITIES LEADER SUPPORT: Two recent Leader editorials draw praise from Governor Nelson A. Rockefeller. His letter on the editorials is reproduced above.

Municipal Group
Annual Meeting
Set For May 17

The Municipal Personnel Society will hold its annual dinner meeting on Wednesday, May 17 at 6 p.m. at the Hotel Empire in Manhattan. Guest speaker for the evening is Charles Preusse, former City Administrator. He will talk on "Implications on Municipal Personnel Management."

Leeds Orgel of the City Register will act as master of ceremonies. Miss Helen Goodwin of the Office of the Clerk of the Corporation is in charge of reservations.

Highlight of the evening will be the first presentation of the Harald Levita Memorial Award by Joseph Hechtman, Director of Personnel of the New York City Housing Authority. The award is to be presented for the next 10 years for outstanding service in Municipal Personnel Administration.

New officers elected at the April meeting will be installed as this dinner-meeting. The new officers are John W. Allen, president of the Housing and Redevlopment Board; Morton Nabelberg, vice president, Transit Authority; Frances R. Goldberger, secretary, Personnel, and Samuel Breesch, treasurer, City Register.

For the first time the new additions to City residence are not required.

City Seeks Engineers Draftsmen at $5,150

New York City needs civil engineering draughtsmen at a starting salary of $5,150 a year. The maximum salary is $6,300. Some vacancies are in City Departments for which City residence is not required.

In order to qualify for this test examination, you must meet one of the following:

(1) A Bachelor's degree in civil engineering issued after completion of a four year course in an accredited college or university.

(2) An associate in applied science degree awarded by a community college or technical institution in an appropriate course of study and two years of experience in civil engineering drafting work.

(3) A high school diploma and four years of experience in civil engineering drafting work.

Applications are available at the Applications Section of the Department of Personnel, Drake St., New York 7, N.Y. Applications will be mailed on request. If the request is accompanied by a stamped, self-addressed envelope. The deadline for filing applications is October 3.
Communications

ONCE AGAIN we referred to the communications function in the American Federation of Labor—Congress of Industrial Organizations. Any large association, in an attempt to be successful, has to inform, educate and act. Our public relations office is able to study and work, published a new and excellent manual of chapter public relations. The installation was of the Mid-Ohio Chapter of Armory Employees, Hancock Field, Syracuse, retaining his post as the Chapter President. Prancie Furry, President of the Central and County Workshop, was re-elected to the State Grievance Panel, and former Secretary-Treasurer of the Chapter became the Vice-President. Without J. Hires of the former Archery was elected to fill the office vacated by J. Palmer, as the Secretary-Treasurer.

Carlino Seeks Pay Hikes At Nassau

Elected

The nomination and election of Officers followed, with Arthur W. Delaney, Superintendent, Assistant to the Mayor, and the Board, being announced at the Annual Meeting at Massena.

Don't Be a Free Loader — Join Your Fellow Workers — They Need You

We hope that this communication is both healthy and beneficial.
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 7, 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. except for holidays. Evening inquiries are received from 8 to 12 A.M. Telephone Circuit 7-4880.

Mailed requests for application blanks must include a stamped, self-addressed envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five business days before the deadline for filing applications. This is to allow time for handling and mailing. If the applicant is unable to use the applicant in case his application is incomplete.

The Application Section of the Personnel Department is near the Chambers Street stop of the IRT Broadway local line passing through the area. Those who are near the 3rd Avenue Line and the BMT can use the new Lexington Avenue line stop to use the Brooklyn Bridge stop and the BMT Brighton Line stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE—Post Office at 218 Broadway, New York 7, N.Y., corner of Chambers St., telephone MAdison 6-4629. The Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building-Huntington-350 4th at 125 Main West, Main Street, Rochester (Wednesdays only), and at Binghamton, Utica, and first and third Tuesdays of each month.

All of these addresses may be used for jobs with the State. The State’s New York Office is the two blocks south of Broadway, from the New York Personnel Department’s Broadway entrance, on the same street also may be applied to for mail. Mailed applications need not include return envelopes.

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

FEDERAL—Second U.S. Civil Service Region Office, News Building, 233 Broadway, 8th floor, New York 7, N.Y. Week of the United Nations building, the Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building-Huntington-350 4th at 125 Main West, Main Street, Rochester (Wednesdays only), and at Binghamton, Utica, and first and third Tuesdays of each month.

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U.S. Service News Items

Enrolled in Retired Health Benefits Tabulated by C.S.C.

Preliminary results of enrollment under the Federal Employees Health Benefits Plan have been tabulated by the Civil Service Commission.

By 18 P.M., the Government contributes toward the cost of an enrollee’s health insurance policy. The enrollee pays for a family enrollment and $5 a month for a single enrollment. For an application to be considered, it must be a qualified private health insurance plan, the Government contribution will be added to his annuity check. If the annuities are elected to enroll in the uniform plan, for which the Government contributes, the annuitant will have the annuity check.

These results show that 126,999 enrollees chose the uniform plan. Of these, 60,600 are for single enrollees and 66,399 family enrollees. Some 81,999 enrollees chose to have the Government contribution added to their annuity check to help pay for coverage with private carriers. Of these, 52,590 are single enrollees, and the $5 contribution for self-only plans and $1050 enrolled the 16 month family enrollees.

Over 56,000 enrollees elected not to participate in the program at this time.

U.S. Application Form 57 Revised by C.S.C.

The Government’s application form, Standard Form 57, has been revised for improved format and clarity of information requested from the applicant. The revised form is the product of an interagency committee, and it reflects consideration of more than 200 employee suggestions.

The Commission has suggested that a uniform number of awards be made each month. Many of the 200 suggestions were essentially the same and related to the same items. In such cases, if the suggestion was adopted, the one with the earliest date was recognized for awards purposes.

Bill on 15% Increase

The House Post Office and Civil Service Committee last week approved a bill to make the 15 percent increase in benefits for over 450,000 retired Civil Service workers and their dependents.

Welfare Workers Group

At Least $30,000 Short

With 110,000 M. P. Mailard, new treasurer of the Department of Health Education and Welfare’s Employment Service, estimated that at least $20,000 of the more than $50,000 that was stolen from the Association last summer has been recovered through insurance.

Mailard also said that even more money could have been lost had the Government not been able to recover it.

For full details on how you can join the CSEA Accident and Sickness Plan contact,

Exam Study Books

In order to get a higher grade on civil service exams you must be able to obtain the Leader Leader, 97 Duane Street, New York 7, N.Y., please contact. Examiners 340-1400. The list of some current titles see Page 14.

John D. McKechnie

Directs Utilities

ALBANY, May 15—John D. McKechnie is the new director of the Division of Utilities for the State Public Service Commission. The job pays $12,956 a year.

Mr. McKechnie is a career employee of the State, having been with the PSC since 1933. He succeeds R. M. Ballman, who retired May 14.

New Personnel Head

ALBANY, May 15—Maurice Flasterman, has quit his post as supervising civil service examiner to become personnel officer for the Department of State.

CSEA Accident and Sickness Policy

A CSEA ACCIDENT & SICKNESS POLICY PAID THIS MEMBER $7,360.00

Imagine the relief on that man’s face when the postman brings a monthly check for $115.00. Disabled and out of work as a result of a serious car accident, this worker has been receiving checks for the past 64 months. Checks that help keep his family together until he can return to his job.

This money, plus the other important benefits covered by your State Health Plan, can mean the difference between extreme hardship—with staggering debts—and a normal recovery free from major financial worries.

The CSEA Accident and Sickness Plan now. Make sure that, if your salary stopped because of a disability, the postman would ring your bell with a check each month.

For full details on how you can join the CSEA Accident and Sickness Plan contact.
Cattaraugus County Unit installs officers, Hears Galpin at Annual Meeting

Officers and board members of the Cattaraugus County chapter, Civil Service Employees Association, were installed at a meeting held recently in Olean. Albert Kil- lian, vice president of the Association in that city, was installed as a fello- low: president: Mrs. Marguerite Kinney, 1st vice president: David Baldwin, 2nd vice president: Clara P. Harris, secretary: Mrs. Helen J. Beek and treasurer: Mrs. Mary Charles.


The meeting was opened with an invocation being by Rev. David Bos, assistant minister First Pres- tronomy Church, Olean, N. Y. The Chaprest president, Mrs. Kinney, gave the "welcoming address" to the newly installed and returning board members, Mayor Ivery J. Nor- ton, City of Olean, who in turn introduced the following guest speakers:

Arnold M. Stithman and Mr. Jeremiah R. Morinelli, Franklinville; Mrs. Irene J. Norton; Mrs. David Bos, Mrs. V. Frederick of Clinton Assembly State Park Commission; Frederick and Mrs. Ogden, Olean Civil Ser- vice, Catherine J. Kearns; and Mrs. Hannah, County Civil Service Commission, field repre- sentatives Richard Sage, and James Powers; Albert and Mrs. Kil- lian, assistant minister First Pres- tonomy Church, Comstock, Vice President.

The main speaker for the evening was F. Henry Galpin, research analyst from staff head- quarters, Albany. Mr. Galpin spoke on legislation and salary problems in the municipal subdivisions. He also presented an interesting and informative quiz on civil service. After the meeting was over questions individuals, while in the Olean Mr. Galpin and Mr. Sage talked with members of the Olean School Board in regard to the retirement list for non-teaching personnel of the School Board, and with the City of the Mayor, and the Mayor.

A new member on the board was Mrs. Eleanor Wilke assisted by Mrs. Dolores G. Galpin.

The meeting closed with Benedic- tion by Rev. Bos.

Correction USA

A meeting with Commissioner of Correction Paul D. McGinnis and Deputy Commissioner John R. Cain highlighted the two-day session of the Uniformed Supervisors Association of the New York State Department of Correction held at the Ham- pton Hotel in Albany recently. The meeting was attended by a supervising officer from each of the state correctional institutions. In addition, at the sessions was the group's president, Captain Ad- ams, New York State Police.

Other officers are Lieutenant John Van Deventer of Clinton Assembly State Park Commission, sedan, Vice President, Assembly State Park Commission, sedan, Treasurer, President of Jacqueline State Hospital, ca- rver, Secretary, Supervising Cor- rection Officer Royal B. Campbell, Westfield State Farm, Bedford Hills.

Guests of the Association at a Commissioner McClellan, Deputy Commissioner John R. Cain, Deputy Commissioner Benjamin Weinberg and Joseph F. David, Public Informa- tion Officer.

Visual Training for PATROLMAN FIREMAN TRANSIT POLICE

FOR THE EYESIGHT TEST OF
DR. JOHN T. FLYNN
Optometrist. 9 N. 7th St., New York, N. Y.
By App. Only.  WED.  9 TO 10 A.M.

RESORTS

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Friday May 19, 1961
S29 or S9 Daily

S32 or $9 Daily

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Reserve Now for DECOR. DAY
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FULL CIVIL SERVICE BENEFITS INCLUDING PENSION
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Residents of N.Y.City, House & Westchester Rights
NO EDUCATIONAL OR EXPERIENCE REQUIREMENTS
Complete Preparation for Written & Physical Exams
BE OUR GUEST AT A CLASS SESSION
Monday, May 15, at 1:15 or 5:15, or 7:30 P.M.
Free Booklet by U.S. G 2418

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mail only. Leader, 97 Duane Street, New York 7, N. Y.
LETTERS TO THE EDITOR

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

The Editor, Civil Service Leader, 77 Dunne St., New York 7, N. Y.

Police Test Rapped; Idea For Recruiting Out-Of-State Is Hit

The Police Department is undermanned by over 1,000 patrolmen. It is most urgent that we have an increase in the out-of-state recruitment. Why should they do this? New York City has the highest duty in the world; the largest number of qualified men than any other city. In March 1955, 1,341 candidates took this exam: only 86 passed.

The patrolman’s exam, unlike other tests, is a unilingual perplexed “brain-teasing” conundrum. A man must be able to guess his way to a passing score where an intelligent and “smart” teenager cannot. Only recently additional hurdles have been placed in the requirements for this test. A score of 50 has been set as 75 percent instead of the usual 70 percent. Candidates are no longer permitted to ask for keep test papers and protest the tentative answers in the other exam. Candidates are no longer permitted to file another application. A score of 55 failing scores should give the applicants the same privileges as the 56 passing scores.

Why should the Patrolman’s exam be different?

In any case, New York City law permits the application fee. Anyway, as for the patrolman’s exam, that’s a different pocket because I have a strange “funch.”

BOILING POINT

NEW YORK CITY

Fire-Police Widows Rate Pension Hike; New York City

Editor, The Leader:

When a fireman or policeman is killed in the line of duty it is a blow to their widows pension. The re- tired men have just received an increase of $500 to the weekly pension of $200. We should be raised to the same level because if our husbands were alive we would be receiving.

If 46 firemen and 46 police officers are killed in the same year, the salaries are fairer. The Dept. of Welfare would give them a check for $10,000. This is considered an in- surance, doctors, medicine, clothing and household replacement. Why all this is not done is the question. We are going to ask the 110 fire widows to join us in pleading City Hall. It would be a nice day as we want to get the ladies out who are over 70 and 80 years old.

Yours truly,

FLORENCE A. CHURCHILL

THE BRICK, N. Y.

Urges Readiness To Kill 'Death Gamble' In Pension Systems

Editor, The Leader:

Every civil service employees organization is in the money now for the introduction of a bill to eliminate the “death gamble” in their respective pension plans. It is similar to that recently signed by Gov. Rockefeller affecting the new New Jersey Retirement System. Considerable spade work will be required to have this much needed legislation enacted into a law for all retirement systems.

The Federation of Associations of Employees of the Board of Education has sponsored pensioned this pension measure during the 1960 session, and again introduced a bill in both houses in 1961. The New York City Teachers introduced a bill patterned on the Federation’s and had the Governor sign their bill despite the objections of the Majority. The teacher’s bill was limited to administrative employees, who are members of the Board of Education, superintendents, etc. The teachers voted out of Committee because the members felt that the Board of Education would be better off with a good adequate life in New York City. A younger woman would need more money to live. Nothing is done in the near future we are going to ask the 110 fire widows to join us in pleading City Hall. It would be a nice day as we want to get the ladies out who are over 70 and 80 years old.

Yours truly,

FLORENCE A. CHURCHILL

THE BRICK, N. Y.
Syracuse Recruits
Research Assistants, Dental Hygienists

Syracuse's Municipal Research Department is seeking to research assistant for posts that pay a starting salary of $4,900, with four annual $150 pay Increases to $5,500. Applicants must be filed by midnight, May 31, at the office of the Onondaga County Civil Service Commission, 517 W. 57th St., New York 19, N. Y., for posts that pay a salary of $4,900, with four annual $150 pay Increases to $5,500. Applicants must have been legal residents of the state for one year prior to the deadline date for filing, and must have the following requirements: Graduation from a college of university recognized by the University of the State of New York, with a degree in economics, public finance or public administration; and:

Completion of 30 graduate semester hours and a master's degree in any of the first three fields, or political science, public law, business administration, or statistics; or 18 years full-time experience in administrative research, personnel or other similar research work, or a combination of such training and experience.

Syracuse's City Health Department also is continuing its recruitment program for dental hygienics, for which no written test is required. The posts carry an entrance salary of $3,850 and four $150 annual increments to the maximum of $4,450. Legal residence in the state for one year, a high school diploma and completion of a course in dental hygiene are among requirements.

$35-HIGH-$35
SCHOOL DIPLOMA
IN 5 WEEKS

You can get your New York State High School Diploma in just 5 weeks at the American School. Our students have earned diplomas in a short time and have gone on to successful careers. This is the American School Diploma Program. Call toll free and make your registration payment today.

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BLUE CROSS® & BLUE SHIELD®

ALBANY, BUFFALO, JAMESTOWN, NEW YORK, ROCHESTER, SYRACUSE, UTICA, WATERFORD

We picked a winner too...

I'm an official in an upstate town which has just completed a search for the best hospital and medical coverage for the town's employees. We checked the past performance of every entry in the field. The record is clear; there is only one plan available that meets every requirement of a winner.

This is the Statewide Plan, a combination of Blue Cross, Blue Shield and Major Medical. It's a combination that wins every time...providing the most liberal benefits at the lowest possible cost.

You can bet on the security you get for your family if you're a member of the Statewide Plan. You WIN every time because any PLACE you go, you can SHOW your Statewide Plan card and be sure of adequate coverage.

Don't be "touted" off the favorite. Put your money on the Statewide Plan. For full information see your Payroll or Personnel Officer. Do it now. Don't miss out on a good thing.

SYMBOLS OF SECURITY

VETERANS AFFAIRS DEPUTY DIRECTOR, ULYSSES S. BYRAM DIES

The deputy director of the State Division of Veterans Affairs, Ulysses S. Byram, 59, has died. He was appointed Oct. 23, 1959, and immediately after his appointment served in the Executive Office in Albany, heading the administration and Finance, research and publicity, and the veterans' camp. After the reorganization of the Division of Veterans Affairs, Mr. Byram, on April 1, 1969, was designated deputy director in charge of the western area, with offices in the Chamber of Commerce building in Buffalo.

Prior to his appointment with the Veterans Affairs Division, Mr. Byram was employed by the New York Central Railroad Police, and served as a correction officer at Attica State Prison for 25 years. He served nearly three years in the U. S. Navy in the Pacific during World War II.

He was active in veterans affairs in Western New York, particularly in the Veterans of Foreign Wars. He was a member of the Wyoming County Republican Committee, and served as Attica Republican Committee Finance Chairman during several election campaigns.

He was a member of the Attica Free Booklet by U. S. Government on Social Security, Mail Box, New York 2, N. Y.
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PSYCHIATRIC INSTITUTE

TO ELECT ON MAY 22

The Psychiatric Institute chapter

of CSEA, AFL-CIO, closed nominations for

election of officers on May 2. On May 9, nominations were taken

from the floor. Elections will be held the week of May 22 and the

new officers will be installed at a meeting at 1 P.M. on June 1.

We hope everyone will make an effort to come to this meeting.

Farewell Party

On May 8 the Housekeeping Dept. employees and some other

fellow-workers held a farewell party for Fred Immensia who has

served Psychiatric Institute reliably and faithfully for 7 years.

He was presented with a gift by his fellow workers and we all wish

him lots of luck in his retirement.

We extend our congratulations to the family of the late Pat Coyle

of the Housekeeping Dept. Pat had been at the Institute for many

years and his fellow workers will miss him.

Our sincere sympathy is also extended to Bob Montefusco, Sr.

pharmacist, on the loss of his beloved father.

We extend our congratulations to Mrs. and Mr. R. L. Turnquest on

the loss of their mother, and to John Ryan on the loss of his father.

For Easter the Sewing Dept.

made Easter baskets for all the children on the children's ward.

Needed to say they were delighted. We want to thank the girls in the sewing room for helping

make the children's stay here a pleasant one.

Bon voyage to Eve Anderson who is leaving for Scotland in

June. Have a nice trip.

Sara Klein of the Record Room

gets well wishes extended to her who is recuperating after surgery.

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Name of N.Y.S.C.E.A.

Meetings the week of May 22 and the

election of officers on May 3rd.

A meeting which will be held on

at 1 P.M. In the 10 North
classroom. This will be a dinner meeting and we hope to have, as
guests, all our new members,

in order to welcome them into our

chapter. We hope everyone will

make an effort to come to this meeting.

Changes State Job

ALBANY, May 15 — Marie

Canner has resigned her State

Civil Service Department post to

accept appointment as a deputy

state reporter for the Law

Reporting Bureau in the Court of

Appeals.

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Maybe bargains aren't as easy to find as they used to be. But this fellow with a head for figures can probably name one good buy right off the bat—

Electric bills may be bigger though, because most people are using more electricity. They're enjoying TV and air conditioning, which few people had back in 1945, and using many more work-saving appliances such as automatic washers, dryers, rotisserie broilers and dishwashers.

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On June 1st, all employees of New York State and its political subdivisions who selected the GHI Option, will have these new and improved benefits for themselves and their dependents. Under their new Expanded Family Doctor Plan, they will be covered for more benefits and will receive increased amounts from new, modern relative-value-schedules of allowances. Realistic improvements have also been made in GHI's "Paid-in-Full" feature, which will substantially increase the value of their coverage.

### FORMER BENEFITS

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### NEW BENEFITS

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Civil Service Workers Seen As Major Tourist Block for Canada Duty-Free Centers

Civil Service employees from New York State and their families who visit Canada's vacation centers will account for the largest single block of pre-tax-and-hospital spending power to enter the Dominion borders this season, authorities expect.

The State's total civil service membership is more than 700,000, counting children and other dependents. Sequencing through the city alone, New York Cityian duty workers visit 20 or 30 percent of this group, and are the largest single group of tourists to Canada this year is doubling its expected annual trip volume. Since the re-opening of Hill Island on May 1, the Islands have been holding two daily trains and a half a million dollars.

PalU and the Thousand Islands Cluster on May 22. The deadline is May 22. The first center opened on May 22.

The Daily-Press Centers, operated by International Resort Partners, Ltd., represent a magnified version of the duty-free shops at airports and terminals. The tax-free shows open in recent years as invading European lifts and other facilities have been brought into the centers under local, to be accorded and paid for the value, can tax, excise tax or other impost, nor delivered by mail to the buyers.

In the United States, American duty exemptions permit purchases of certain goods amount to enter entirely free.

Under this plan, the center, which is a center for which the buyer otherwise will be paid in Paris and London and similar levels with today prices. The complete range of merchandise, the largest collection duty-free in the world, where it includes British goods, and a wide variety of imported goods, German and French.

Italian leather and silk and distinguished lines of crystal and china and gold and silver equipment and apparel.

200,000 C V C Satellites

Although surveys and trade samplings indicate the New York State civil service group is providing 200,000 tourists to Canada this season. Canada merchants and operators report strong personal sales as much greater. Virtually every provincial sales manager of the France Center that has a root node in Canada at least once before the children pass the border on Friday, June 24, after a vacation period. Canada.

Operating automobiles alone out of four of the states entering Ontario and staying as long as they wish in the permissive province.

Military and police on the border at either Niagara Falls or by the Thousand Islands Bridge, their day an easy $20.000 trip to Canada in 1960.

Applicants must be physically fit to operate in an office environment. Output driven output driven in the accuracy section of Commissary store. Sale store workers must list items to be found in Commissary store and price mark them.

No written test is required for these jobs. Competition will be based on the written test and quality and experience and training.

Application form SF 57 and card 001 ABC may be obtained from the Board of Examiners, Board of Correction, 39-00 10th St., Queens, New York City.

Forms may also be obtained from the Board of Examiners, Board of Correction, 39-00 10th St., Queens, New York City and the Rockaway post office.

The filing deadline is far.


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Federal Agencies

The U.S. wants sales staff workers for jobs at Governor's Island and other duty-free centers in the City. Those jobs pay $4.25 an hour. The filing deadline is May 23.

Candidates for this job must have had six months experience in manual work involving strength and physical effort. This experience must have been in the insertion of display, stacking and taking of supplies. The applicant should have evidence that have been in a market or large grocery store. Applicants must have the ability to read and write numerical figures and to read and understand quantities.

The successful completion of a high school course can be substituted for three months of the required experience. A six month course in accounting in a resident high school may be substituted for six months of the required experience.

Disqualification

Applicants must be physically fit to operate in an office environment. Output driven output driven in the accuracy section of Commissary store. Sale store workers must list items to be found in Commissary store and price mark them.

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CIVIL SERVICE LEADER
Bridge Authority Aides Elect Brooks Chapter President

The New York State Bridge Authority employees, chapter 396 of the Civil Service Employees Association, held their annual meeting recently in Poughkeepsie. The following officers were re-elected and installed for the coming year: Cecil Brooks, president; Chris Oto, vice-president; Alice Curran, secretary-treasurer; and Herbert Cusmano, delegate. Thomas Lopopolo, CSEA field representative, installed the officers.

Mr. Lopopolo also explained legislation that was passed at Albany that affected the membership.

Plans were made for the annual damask to be held July 12 at the Kingston-Hudson Bridge. The committee in charge of the damask consists of Herbert Cusmano, Donald Bensy and Frank Kozickowski.

After the business meeting, refreshments were provided by the committee of Frank Kozickowski and John Vining.

Two-year members were present at the meeting.

Installing Date Set For Pilgrim Chapter Chieftains

Installation of the recently-elected officers of the Pilgrim Chapter of the Civil Service Employees Association, with headquarters in Kingston-Rhinecliff, KordzikovAskl, will be held Monday evening, July 12 at 7:30 p.m., at Oedda's Restaurant, Route 21A, Centerport, N.Y. Loretta at a recent meeting and will be installed on May 30 are Lawrence Barning, president; George Poffol, first vice-president; John F. Cottla, treasurer; and Augusta P. Stewart, secretary.

To be installed as members of the Board of Governors: John Schonauer, Philip Ryan, Kurt Reinhardt, Louise Anderson, Hugh McNeely, Ruth Orsay, Elizabeth Anderson, Dr. Samuel A. Lattin and Elwin Bell.

LEGAL NOTICES

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK

Harvey Monett, Plaintiff,

against


NOW, COMES the Plaintiff, at the Supreme Court of the State of New York, County of New York, on the

26th day of May, 1961, at eight o'clock in the forenoon, to answer the complaint of the present action and to the personal notice.

The foregoimg summons is for service upon the defendant, the address of which is not known to the plaintiff. If you are not the defendant, please appear, or we will proceed to take your personal notice.


By: E. Ledesma and E. Ledesma.

IN TESTIMONY WHEREOF, we have hereunto set our hands and caused the seal of the court to be affixed.

PHILIP A. DONAHUE,

Supreme Court of the State of New York, County of New York, Clerk of the Surrogate's Court.

WITNESS, HONORABLE S. SAMUEL GOLD, Supreme Court Judge.

The foregoimg summons is for service upon the defendant, the address of which is not known to the plaintiff. If you are not the defendant, please appear, or we will proceed to take your personal notice.


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Supreme Court of the State of New York, County of New York, Clerk of the Surrogate's Court.

WITNESS, HONORABLE S. SAMUEL GOLD, Supreme Court Judge.
Tuesday, May 16, 1961

EVENING SPEAKER: H. Eliot Kaplan, president of the State Civil Service Commission, was evening speaker for the seminar on "Leadership," sponsored in Albany last week by the Capital District Conference of the Civil Service Employees Assn. His dinner companion is Hazel Abrams, president of the Conference.

CITES THE GOALS: Mrs. Mildred O. Meskill, right, led off the recent Capital District Conference seminar on "Leadership" by describing the aims of the Conference and the Civil Service Employees Assn. She is seen here with dinner partner Joseph F. Felly, CSEA president.

ATTENTIVE: Shown here is a part of the large and attentive crowd that heard four speakers outline various aspects of "Leadership" in a seminar on the subject sponsored by the Capital District Conference of the Civil Service Employees Assn. in Albany last week.

Seminar Describes Leadership

(Continued from Page 1) voted to principal dinner speaker, H. Eliot Kaplan, president of the State Civil Service Commission; and to a workshop based on the five speeches.

Stanley Freedgood, public relations director of the Conference served as moderator for the afternoon session and John B. Keene, manager of community relations for the Becht-Manning Corp., guided the evening workshop.

Major afternoon speakers were Ray Ellis, administrative director of Knolls Atomic Power Laboratory, Niskayuna; William W. Read, Albany district manager of the New York Telephone Co.; the Rev. Robert C. Lamar, of Albany First Presbyterian Church, and Roger C. Stidfor, vice president of the State Bank of Albany.

Hazel Abrams, Conference president, welcomed delegates to the Conference, after which Mr. Read presented the ground rules for debate and discussion.

A preliminary talk by Mrs. Mildred O. Meskill sketched the aims not only of the Conference but of the Civil Service Employees Assn.

What Is Leadership?

Mrs. Meskill set the ground rules for debate and discussion. True leaders, she said, are not deterred by attacks on decisions they feel are necessary.

Training Leaders

In illustrating the training of leaders, Mr. Read prefaced his talk by calling leadership "wholly an attribute of human beings. It is not to be found in machines... . " Generally speaking, Mr. Read declared that evidence indicated leadership qualities were not born traits, but traits that could not develop into good qualities without practice.

Taking this development phase...

(Continued on Page 16)
MENTAL HYGIENE EDUCATORS: In the above picture Dr. Charles Greensberg, third from the left, senior director of Rome State School, presents the charter of the Mental Hygiene Educators. From left to right are: Joseph Corso, Syracuse State School, treasurer; Robert Arthur, local attorney of Rome, New York, who drew up the charter, Dr. Charles Greensberg, Gordon Shacey, educational coordinator of Rome State School; George Brocy and Jules Homokay, secretary of Rome School. The purposes of the association are to further the interests of institutional education and to advance the standards of persons responsible for institutional education programs.

FINIAL PLANS: Shown above are members of the general committee for the second annual Community breakfast for Albany office employees of the State Department of Mental Hygiene making final plans for breakfast. From left to right are: Raymond Devlin, toastmaster; Mildred Martin and Catherine Murphy, ticket committee; Rosemary Bardin, co-chairman; Diane Smith, ticket committee; Veronica Caimino, co-chairman; and Anne Ward, chairman; Diane Smith, ticket committee; Veronica Caimino, co-chairman; and Anne Ward, chairman;

Nassau Non-Teaching Aides Meet, Plan Fall Workshop

Problems of non-teaching employees in Nassau County school districts were discussed recently by more than 30 representatives of school districts throughout the county at a luncheon in the Salzburg Club, Nassau County Part. The meeting was sponsored by Nassau Chapter, Civil Service Employees Association.

Principal speaker was Forrest Kayler, a member of the Nassau County extension service and assistant superintendents of buildings and grounds for the Seward Park School Districts.

Mr. Kayler spoke on all points concerning the school custodial staff, the custodial employee’s relationship to his administration, the employee’s duty to his fellow worker and to the school children, and the school administration’s part in making these custodial employees happy and satisfied with their jobs.

He also touched in the contact of outside cleaning companies into the school districts and the disadvantages, including higher costs, to hiring custodial help by outside companies.

The all-day workshop will include a luncheon. The probable agenda will cover pensions, civil service and the laws. The workshop will be held at noon Saturday, June 24, in the Salzburg Club. The workshop program will be reported in future editions of The Leader.

Pick New Officers at New Hampton CSEA

Members of the New Hampton Chapter of the Civil Service Employees Association, elected their new officers at a recent meeting. Robert M. Lowenstein was elected president; Charles Gillette, vice president; Helen M. Strone, secretary; Frank Blanche, treasurer, and elected to the executive committee was Tewie Murzak, Arthur Cooper and Dorothy Plumeradne.

Christian Chapter Officers Installed

The new officers of the Jamaica Christian Memorial Chapter of the Civil Service Employees Association were recently installed for the 1961-1963 term.

Ballots cast in the election totaled 458.

Installed into office were Don Tresser, O.O.S. president; Hal McGonigle, O.F.R.S. vice president; Ray Barden, O.P.M. treasurer, and Jane Wheeler, F.I.R.D. & E. secretary.

New members of the executive council are Dr. Walter Levy, Paul Robinson, George Simms, Dr. John Brown, and Mary Carlson. New delegates are Clark Lobeuf, O.V.R. and Jack Giekelt, C.D.S.

Navigation Law Seminar Success


School District 5 has granted Nassau Chapter the use of the Fall School on Thursday, Oct. 5, for the workshop.

Workshop Agenda

The all-day workshop will include a luncheon. The probable agenda will cover pensions, civil service and the laws that govern I., school heating systems and employee-administration relations.

A program for all non-teaching employees in the County will be formulated at the next meeting of school district representatives, to be held at noon Saturday, June 24, in the Salzburg Club. The workshop program will be reported in future editions of The Leader.

AUBURN RETIREES HONORED: Shown above at the recent Annual Retirement Party of the Auburn Prison Chapter, Civil Service Employees Association, are Werner Reusch, chairman; Philip Murphy and Correction Commissioner Paul D. McCallin, seated, chairman, and retired employees Glenn R. Van Wie and Edward J. Audin, standing, emeritus, is toastmaster Philip J. Conboy, and retired employees Laverne K. Schubert, Howard J. Whitney, Thomas Byrne and J. Leekey Dempsey.
The Job Market

A Survey of Jobs in Private Industry

By A. L. Peters

Supermarket Clerks and Managers

There are jobs in all boroughs for people who enjoy dealing with the public. These include assisting clerks, $11 to $15 a week. Complete training is given. There are positions available for grocery clerks and checker.

Weekly Department Store Manager, $200 to $250 a week. Assistant manager, $150 to $180. Assistant, $90 to $120. Additional positions available.

Professional Hair Stylists

There are opportunities in every borough for those interested in hairdressing. Hairdressers, $55 to $125 a week. Hair stylists, $65 to $145 a week. Additional opportunities for hairdressing assistants, $35 to $65 a week.

Traffic Control Officers

The Metropolitan Traffic Authority is now hiring traffic control officers for its traffic control school. The school is located at 30 East 19th Street, New York City. The curriculum includes the study of traffic control laws and regulations, traffic signal operation, and traffic control techniques. Graduates are eligible for the traffic control officer examination.

Train Dispatchers

The New York City Transit Authority is hiring train dispatchers. The job involves planning and coordinating the movement of trains on the various lines of the transit system. Applicants must have a high school diploma and a valid New York City Transit Authority train dispatcher's license. Salaries range from $20,000 to $25,000 a year.

Industrial Jobs in Queens

The Queens County Department of Labor is offering several industrial jobs in various fields. These include machinists, welders, electricians, and painters. Applicants must have a high school diploma and one year of related experience. The starting salary is $18,000 a year.

Central Office Operators

The New York City Public Service Authority is hiring central office operators. These operators are responsible for answering incoming telephone calls and routing them to the proper department. Applicants must have a high school diploma and a valid New York City central office operator's license. The starting salary is $16,000 a year.

**Schools Openings**

**EASTERN SCHOOL**

**ALBANY, May 15 — Two state schools are open to students who have successfully passed the civil service entrance examinations and also of men who have completed their training in the schools. The two schools are the New York State School of Instruction and the New York State School of Commerce. The New York State School of Instruction is located at 34 East 14th Street, New York City, and the New York State School of Commerce is located at 31 East 14th Street, New York City. Both schools offer a wide range of courses in various fields, including business, secretarial, and technical subjects.**
Leadership is a quality that can be abused and exploited for wrong reasons as well as good, the Rev. Lamar warned his listeners.

"In the world of mind, one must look to men of good purpose, he declared.

"The voice of crisis, anxiety or general social discontent can give rise to leaders who guide society toward workable, if dangerous ends. He cited the "celebrity" who is worshipped without question and leads in matters of taste, opinion and morals without even being questioned.

"The community expert who is wholly qualified to lead in his particular field but is by no means a leader," the Rev. Lamar then described the willingness, at times, to submit to this so-called "Public Image," a quality that can stir admiration without necessarily yielding leadership. Such a person, the proper discipline to power on this image, he warned.

"The hidden persuasion was another look at the leader's influence. This type of person influences without taking responsibility for the results of his decision — in most cases, he declared.

Identifying true leaders, leaders in the real sense of the word, one that can be beneficial to the community, is a task that the Rev. Lamar, by observing their method of participation and involvement, has stressed.

He starts first with a sense of independence, a sense of responsibility to community and country and above all, with a sense of service, the clergyman observed.

Truly good leaders will want to try to lead others to share in the democratic responsibilities of our society, he said.

In essence, the Rev. Lamar said that leaders can always be found and identified — "wherever ordinary human beings work for the common good."

Roles of Leaders in Community

Do you know a leader? Perhaps you know one you can handle, Mr. Sidford advised his listeners.

To play the role of leader in community relations requires a knowledge of purpose, a desire to see results and the ability to serve as the intermediary that in helping others he is bringing into the effort.

The true leaders know their limitations, Mr. Sidford said, and those who do not often destroy the usefulness of their good intention.

Qualities of the general community leader, said Mr. Sidford would be:

1. Broad scope of vision.
2. Ability to plan ahead.
3. Knowledge of the community.
5. Dedication to the cause of helping others.

Essentially, he said, a leader is created out of contacts, education, experience and training. And training, he said, Mr. Sidford proposed the theory that a good mind of the man whose leadership was with intelligence was his belief in the future of the project and an up-to-date knowledge of new leaders to carry on the work.

"The man who feels his leadership is the beginning and ends of success is serving his own ego, not the community," said Mr. Sidford.

Following the dinner, Mr. Kap- lan spoke on the "Responsibility of Political Leaders in Administra- tion." Said Mr. Kaplan:

"Leadership in governmental administration involves a dichot- omy of responsible political leadership, and equally responsible admin- istrative leadership by careerists in making up the bureaucracy of government. The public has been fortunate in that the merit system has insured the building up of a corps of trained administrative leaders, competent, efficient and integral in their political attitudes. They comprise the backbone of the public service on whom depend the day to day public services rendered to our citizenry.

"An essential backstop to this galaxy of administrative talent consisting of executive, adminis- trative and supervisory personnel in the public service is necessarily an equally competent corps of politically trained adminis- trators. These latter comprise the heads of departments and their immediate deputies and occa- sional division heads whose re- sponsibility it is to formulate the broad public (not necessarily partisanship) policies of governmental administration.

"The functions and responsibil- ity of the two, the political administers and the permanent careerists complement each other. The former is necessarily dependent on the other if the aspirations and needs of the public are to be effect- ing fulfilled.

On Patronage

"There are a substantial num- ber of positions in this public service in the policy formulation area which promise to be available to the political admin- istrator. The knowledge, experience and expertise which careerists have gained in the public service to aid the political administrator in formulating policies of administration.

Responsibility

Governmental policy is the re- sponsibility of political adminis- trators, not of executives. However capable and knowledgeable the latter might be. The latter may recommend policies but it is the political administrator to formulate and adopt policies even though such policies may run counter to the wishes, desires and wisdom of the careerists. A politi- cal administrator would, if he were wise, of course, not ignore but weigh the recommendations of careerists. Careerists should not take weaknesses if their recommend- ations are not adopted by the political administration.

Advice Needed

By the same token, it is the responsibility of careerists to ad- vises and guide the political adm- inistrator from making possible mistakes in determining political policy, so is the responsibility of the political administrator to maintain direction and supervision over careerists to avoid the latter from indulging in arbitrary or capricious actions, or application of techniques and practices which might be harmful to the public interest. It is also his responsibility not to permit the Bureau to become desolate or too aloof or, as sometimes happens, to be carried away by over-idealism and ignoring practicality.

"Unless our political leadership recognizes its responsibility of encour- aging our careerists toward sound government administration, and implements their efforts with competent leadership in the policy-making heads of depart- ments and their deputies, we face grave peril in meeting the increasing complexities of govern- ment and the challenge facing us in this turbulent world."