Erie County CSEA Launches Drive to Raise Pay in 62

BUFFALO, Aug. 7—Local units of the Civil Service Employees Association are in the forefront of a concerted drive to raise salaries of Erie County employees.

The Erie Chapter, CSEA, formally asked the Board of Supervisors to institute a thorough study of county salary schedules with a view to recategorizing each worker in the county. Chapter President Alexander T. Burke said units of the state employees group agree that all county workers rate upgrading at least one or two grades.

Mr. Burke met with presidents of local units—Frank Hanavan, Buffalo; Michael J. Reitz, Moorhen Hospital; Arthur L. Roets, Buffalo State Hospital; John Homer, Roosevelt Hospital; and Lewis, Buffalo Chapter. Linda S. Vonson, Home & Infirmary.

400 New Erie Members So Far

BUFFALO, Aug. 7—More than 400 new Civil Service Employees Association members have been signed up in the last month.

This was reported today by Edward Lindsay, executive director in Erie County in less than a month.

Mr. Burke, noting that the current membership drive in the county has been extended to Atti-

seek one step upgrasing for institution clerics

ALBANY, Aug. 7—Compensation in the form of a one-step upgrading is being sought for the State's institutional clerical employees who still earn a 40-hour work-week. State employees doing similar work in other agencies are on a 37½-hour week.

The upgrading was requested by the Civil Service Employees Assn. In a communication to J. Earl Kelly, State Director of Classification and Compensation.

Mr. Kelly, written Aug. 5, said CSEA had been notified by the State Office on Personnel that the State has a work force at 95½ percent of its authorized strength.

The employees association had asked that present upgrading of one grade be extended to relieve clerical workers of the necessity to work overtime.

Seek One Step Upgrading for Institution Clerics

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FD Anchor Club to Visit Mt. Loretto

The Fire Department Anchor Club will conduct its thirteenth annual toy and field show on August 15 for over a thousand children at the Mission of the Immaculate Conception, 261 Loretto, Staten Island.

Because of the large number of children competing in all events, preliminary heats have been conducted in the days preceding the walk of the firemen. All events on Field Day will begin with the quarter finals. Athletic and non-athletic events will alternate with participation by all the children.

Prizes will be awarded for all events and documentary photos that encourage team effort will be added feature. A Merrick-groom will be on hand for the little tots. Ice cream, sodas and cupcakes will be provided for the little tots. A merry-go-round, rides and machinery will be operated under the firemen officials. A softball game between the older boys and the firemen will climax the day's activities.

The chairman of this day is Joseph C. Macondo, by the co-chairman, Fireman Cornelius Elias, Tilden. Chief Eliat, in Residence, is president of the Fire Department Anchor Club.

The Fire Department Anchor Club

END OF AN ERA — The retirement of Mrs. Helen Drummond Kerker, shown here in her Al- bany home, marks the end of an era in civil service reform. Mrs. Kerker has been a fighter for the merit system some 25 years through her position as assistant executive director of the National Civil Service League and the New York Civil Service Reform Asso- ciation.

Helen Drummond, Fighter For Merit System, Retires

(Special to The Leader)

Helen Currawallis Drummond, who stormed many a garrison barricade to help build and strengthen the merit system in government, is retiring.

And her retirement as assistant executive director of the National Civil Service League and the New York Civil Service Reform Association marks the end of an era.

By sparked by conviction and a zeal to see both sides of the question, she left her mark in good government — the kind the public wants, entitled "Good Government."

Helen Drummond spent 15 years in helping to achieve a work- able career and merit system in federal and state government without ever holding a government job herself. She saw the spoils system gradually beaten back, and replaced by civil service. She sees new horizons and new challenges.

"We have got to realize a lot of the traditional civil service practices now are behind the times," she says. "There are a lot of sacred cows that must be eliminated. One of the problems now, as against

Murphy Seeks Reinstatement On Water Bd.

ALBANY, Aug. 2 — Supreme Court Justice Horace V. Ellsworth of Kingston is reserving decision in a suit by George Murphy to get back his job as an attorney with the New York City Board of Water Supply.

Mr. Murphy, who was fired in April after it had been charged he had been no work for the city for three years, claims Civil Service status.

There were no arguments before Justice Ellsworth in Supreme Court as the case was submitted and will be decided on the basis of briefs.

The 26-year-old Kingston at- torney, fired permanently in New York City's battle to check the waste cost of bounties for the city's huge water supply system in Delaware County.

He was accused by his critics of displaying more zeal than judg- ment and producing more charges than evidence in the legal struggle.

When fired, Mr. Murphy said he had been ready and will- ing to take any assignment given him, but that he had not been given any.

City Residence Not Necessary for Civil Engineering Positions

The City of New York is looking for Civil Engineering drafting work. Salary will pay them from $5,150 to $6,350 a year.

New York City residence is not required for appointments to civil engineering.

To qualify for this test candidates must have one of the follow- ing:

(1) A baccalaureate degree in engineering having been obtained after a four year course in an accredited college or university.

(2) An associates degree in applied sci- ence degree awarded by a community college or technical institu- tion, in addition to three years of practical experience in civil engineering draftsmanship, and two years of experience in civil engineering draftsmanship. This is equivalent to four years of experience including four years of experience in civil engineering draftsmanship.

Application blanks are available at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.
Seeking Upgrades For Clericals
(Continued from Page 1)
the upgrading would not be
a prime employee morale
problem by clarifying the grades
of institutional clerical positions
upward one grade. You may feel
that traditional job classifications
cause a number of different
departmental to warrant
discrimination in terms of
title and pay. We provide a medium
through which a worthy ob-
tective could be achieved. At
the same time, we would pro-
vide partial recognition of the
work performed. We real-
ize that the maximums of grades
4 and 6 are at 4%, while the dif-
ference in the data is between
51 and 49 is about 6%.

The Few Hurt the Many
WE SHARE the distress of every public worker at the
time of salary negotiations. The situation is even
more acute in those years when they combine the
two simultaneous problems of inflation and
death. There has been enough said about the
inflationary situation, so we need only touch on the
deadly threat of the State Civil Service Com-
mission's annual budget reduction. We must
accept it as a fact of life that such reductions
will be made, but we feel that the alleviation of
these problems must be an absolute condition of
the overall budget of government.

The Civil Servants of this country have had a hard
row to hoe over the last century to establish themselves in positions of
honor and esteem. They have been too readily judged as ineffective
or political spoilsmen. Despite the many and frequent statements
about civil service, the employees are still considered to be
public workers on a par with their counterparts in industry. The
amount or degree of corruption among civil servants is no greater than
any deviation from high moral standards by any of their fellow work-
ors. The public must be protected from the taxpay-
ers for the proper recognition of their job value, their pay scales and
other attributes of their calling. To protect themselves they must be
afforded a proper hearing and consideration by rational, competent
authorities.

We hope that all public servants everywhere will honor
the trust of their office and life and live up to a high standard of conduct.
We hold each position as one in which their own dignity and the good
of their community. In a world where we are struggling for the pres-
ervation of our form of society, we must view with alarm any form
of public corruption.

New Charter For Oneida May Eliminate Present Civil Service Commission
(From Leader Correspondent)
UTICA, Aug. 7 — A proposal to reorganize Oneida Coun-
ty government through a new county charter would mean
the abolition of the county's three-member Civil Service
Commission.

A public hearing on the charter will be held Aug. 16 in a step
that would bring the county closer to a charter referendum
on the proposal next Novem-
ber.

Most members of the Board of Supervisors have indicated ap-
proval of the charter, which would occur after a new charter
is adopted by the people. Civil Service law would be
abolished on an. 1. 1965.

Single Executive
A Department of Personnel would be created to administer
all positions in all depart-
ments in the classified serv-
es in the county. The county
commissioner would be abolished.

Howard Howell, County Treasurer; Lawrence B. Peterson, suc-
cessor, and William Leonard, chair-
man of the Board of Supervisors.

Erie CSEA Launches Pay Drive For '62
(Continued from Page 1)

The same classification for 11 years.

Erie County's Actuarial Salary Schedule will be increased now and will show a jump of almost 300.

Crawford said it was "not the
lowest paid" in Suffolk County.

"That is an important point,
that $2,000,000 in the next year.

The complaint was strongly
denied by one of the four school
district school boards, Mr. Alpert.

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district school boards, Mr. Alpert.
Weeklty, August 8, 1961

CIVIL SERVICE LEADER

Filing for Ship Jobs With U.S. Closing Aug. 14

The U.S. Civil Service Commission has announced the closing of filing periods for seven exams under the U.S. Army Corps of Engineers. The exams are all for positions in sea-going hooper operator.

They are: third assistant electrician, paying $2.62 to $3.27 an hour; fourth tender, $2.52 to $3.06 an hour; watertender, $2.10 to $2.66 an hour; marine fireman first, $1.96 to $2.72 an hour; and ship's cook, $2.00 to $2.70 an hour; and mess steward, $2.12 to $2.72 an hour. All applications will be accepted for these jobs after August 21. Until then, apply to the Board of U.S. Civil Service Examiners, U.S. Army Engineer District, New York, Corps of Engineers, 111 East 22nd Street, New York 3, N. Y.

Free Your copy of The Leader on a Non-member

Architects Still Needed in City As $6,400, up

The City of New York needs applicants to fill architect jobs that pay from $4,400 to $6,400 a year. City residence is not required.

Candidates for this test must have a baccalaureate in architecture plus three years of satisfactory practical experience or a high school diploma or its equivalent plus seven years experience.

Employees in the title of assistant architect have promotional opportunities to the title of architect with a salary of $8,500 a year. Employees in this occupational group may reach the title of director of architecture with a salary of $10,600 a year. Application blanks can be obtained at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y. or by mail. Filing deadline is Aug. 31.

You can count on C.S.E.A. Accident and Sickness insurance to pay you a steady income if you are disabled. Over 33,000 C.S.E.A. members enjoy this protection—which supplements their benefits under the State Hospital Plan. Hundreds of members already have received benefits totaling millions

Nobody likes to think about being sick or injured, but the sad fact is that most of us, sometime during our lives, will be forced by sickness or accident to stay out of work. Fortunately, this period is usually short. But, you can't always count on this...

For full information call or write

T. H. POWELL, INC.

148 Clinton St., Rochester 1, N. Y. • Franklin 6-7771 • Albany 5-0508

Main Office, Buffalo 2, N. Y. • Madison 8333

424 Madison Ave, New York 17, N. Y. • Murray Hill 5-7980
Real Estate Managers: Provisional Jobs; $5,450

Real estate managers are badly needed by the New York City Department of Real Estate, and qualified applicants will be hired immediately on a provisional basis.

Commissioner Ferdinand Roth said that the department's expanded take-over of city properties has created a serious shortage of employees with real estate manager qualifications. He said that private real estate firms would be canvassed in an effort to obtain competent personnel who will be employed on a temporary basis. At the same time efforts will be made to interest recent college graduates who wish to make real estate their career.

There is at present no civil service book of real estate managers, since the list established in connection with the examination held a year ago is exhausted. As a consequence the department is permitted to go into the open market, and engineers provisionally appointed who will be eligible to take the next civil service examination in this classification will be listed provisionally, beginning temporarily on April 7, 1962.

Provisionals will be paid the same salary as those on the current list, one year on the civil service real estate managers. Regular yearly increases will be based on their pay to a maximum of $8,896.

Immigration Patrol Inspectors Pays to $9,875

Immigration patrol inspectors work on the border patrol of the Service. The principal purpose of the border patrol is to prevent smuggling and illegal entry of aliens into the U. S. Inspectors patrol areas by automobile, by foot, by boat or on aircraft. In carrying out their duties they must inspect vehicles and in general enforce immigration and naturalization laws.

Applicants are appointed after an interview by the Board of U. S. Immigration. A written examination consists of five parts, and the answer key for the railroad examination is given further tests to positions as assigned by the Service academy are to appointments on the Southern. They are assigned to positions on the Southern Maritime Inspection service for their probationary period, travel training is continued on the jobs while on the company of a senior inspector. The new employee is given further tests at the end of five and a half and 25 months of service.

Staten Island Hospital Needs Medical Techs

The U.S. Public Health Service Hospital on Staten Island needs medical technicians now and will pay them from $3,150 to $3,500 a year, depending on experience. The jobs are in pay grades 4 and 5.

Candidates for the 6-8 jobs must have one year of experience as a medical assistant or have completed five years of college, hemochemistry, estimating analyzing urine and other related work.

Health education may be substituted for experience. However, all applicants must show that they have at least three months experience.

An applicant must be physically able to perform the duties of the position.

More complete information and application forms are available through the Board of U. S. Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island, N. Y. Applications are being accepted until further notice.

Briar Cliff Lodge

On Beautiful Brant Lake, N.Y.

In the Heart of Adirondack

Private beach, boating, other outdoor sports. Unequaled take-over of city properties. High in the Poconos.

Staten Island

Hospital Needs

Medical Techs

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Day of Promise

For New York City's civil servants, the day of promise is near at hand. Or, rather, the days of promises-political ones.

The way things are going now, there will be enough candidates for the mayoralty to form a quorum for a debate on promises and hopes will be heard through the campaign.

We suggest that civil service groups wait for the word from the soap box but originate vital conferences to which the candidates can, if they choose, commit themselves publicly.

It is as important for the civil service to set down intelligent and workable programs as it is for the candidates to make promises and hope to put into practice.

Mental Hygiene Cure

There are several chronic problems in the State Department of Mental Hygiene that are in urgent need of being solved. Two outstanding problems are:

1. Placement of emotionally ill civilian employees on a 371/2-hour work week, a schedule enjoyed by similar workers in other State agencies.

2. A problem service for attendants.

Lack of progress on these two items is beginning to cause serious morale problems among institutional personnel, who feel they will begin to have a direct effect on the future of institutions.

Offering jobs that have no hope of promotion and jobs offering more work for the same pay is poor recruitment policy, as well as poor morale building.

These problems have been debated and hashed over for many years without result. They should be no longer than a three months' worth of work.

Merci, System Aides

State Public Works Department laborers this week will begin to receive their retroactive salary, the result of the placement of such laborers on an annual salary basis.

Many other benefits have accrued to these former hourly and per diem workers as the result of legislation sponsored by the Civil Service Employees Assn. and approved this year by the State Legislature.

This legislation is not only a victory for the employees of the State, but another advance in the Merit System.

Questions Answered On Social Security

Below are questions on Social Security benefits sent in by our readers and answered by a qualified expert in the field. Anyone with a question on Social Security should write in for an explanation of current benefits. The Social Security Editor, Civil Service Leader, 92 Duane St., New York 7, N.Y.

I am a widow and now well past retirement age. The last time I asked the local social security office about getting monthly widows' benefits, they told me none were payable because my husband died in 1940. I heard about some recent change in the social security law and wonder if this change will allow me to get benefits now?

Yes, if your husband had credits for as much as a year and a half of work under social security before his death. If your husband died before April 1, 1950, he could not have the 31/2 years of work necessary because people did not become insured for social security until January 1, 1937. When the law was changed in 1939, it was provided that for this period of benefits to survive and dependents of workers, no provision existed for the benefit of benefits to survivors and dependents of workers, only if the worker died on or after January 1, 1946. This is why your husband should be credited for work under social security until January 1, 1937, and you may be eligible to get monthly payments, but you must file a claim for benefits, after your social security office.

We have been told to inquire three months before retirement.

My father is 65 and wishes to come to the district office to file for his benefits. What will he need to bring with him?

His social security card; a record of his earnings for last year 1960; a copy of his last year's tax return--1960; Schedule C, and proof of being paid; an estimate of what his earnings will be in 1961; and proof of his age. If his wife is 62 years old, provide her information also, bringing her social security card, if she has one, and proof of her age.

I am 47 years of age. I intend to retire on July 1, 1961. I am told that I have not worked enough under social security to get a pension. Is this true?

It is true. You and I suggest that you get in touch with the nearest social security office right away. Recent amendments to the Social Security Law have reduced the amount of work required to qualify for retirement benefits. You may now be entitled to old-age benefits. If you become 65 in 1959, for example, you need work for only about 4 years of work under social security to get benefits.

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 of any organization).

Conversion-New York City

In last week's issue I discussed the principles of civil service conversion. Concisely defined, civil service conversion is the regrading of examination papers to pass additional candidates to fill vacancies when there is not an insufficient number of candidates.

The New York City conversion rule is contained in Rule IV, Section V, Paragraph 1 of the Rules and Regulations of the Civil Service Commission. The pertinent part reads, as follows:

"Where there is an insufficient number of candidates in open competitive examination or promotion examination to provide an eligible list to meet the needs of the service, the director may make a mathematical formula of percentages for interview answers on the basis of test difficulty and other relevant factors involved in the rating of any written test."

The State rule and the New York rule are very different. The State prescribes the detailed procedures which must be followed in effecting a conversion. As is evident from the above quotation, the city rule prescribes interview answers but leaves the method of conversion to the Personnel Director.

A few years ago there was a better court context about the application of the New York City conversion rule. The local commission had given a promotion examination for captains in the Police Department. The rules of the examination provided that if a candidate failed to pass any part of the examination then he failed the entire examination and no other part would be graded. After the examination was held, the local commission decided that it was too difficult and that not enough candidates would pass. It then applied a conversion formula which had effect of reducing the passing grade for the first part of the two-part written examination.

The Police Lieutenants who passed the first part without passing the second part went into competition for promotion by the formula on the commission. They claimed that under the "ground rules," they were the only candidates entitled to be graded upon the examination. Their application of the formula was struck down by the adoption of the formula by the commission since it allowed candidates who would otherwise be eliminated, to attain a higher grade on the entire examination than they did.

Many Lieutenants who had passed as a result of the application of the formula were allowed by the court to intervene in the proceeding so as to defend their rights.

The Court quoted the New York City conversion rule referred to above, which was Rule V, Section 1, Paragraph 1. The court held the rule and the application of it valid. It wrote, in part, as follows:

"There is nothing in the Constitution which prohibits an examiner from lowering the pass mark for the whole class if it determines in good faith, after an examination has been graded, that it is necessary to do so, and that the pass mark should not be adhered to."


The case was followed. Himes v. Schechter, 6 N.Y.2d 392, the Court of Appeals held that a conversion rule was not applicable unless it is in effect at the time the examination is given or unless the candidates are notified in some way that it will be applied.
Fire Officers Elect Three To Board

The Uniformed Fire Officers Association have announced the election of three members to their Executive Board.

Battalion Chief Elmer A. Ryan of the 15th Battalion was reelected as Chief representative. Captain Joseph Stephens of Engine 314 is been elected for the first term on the Board as the Lieutenants representative. Captain Joseph Lovett is the recording-secretary.

Lt. Charles Stephens of Engine 13,000 a year.

City Jobs In Social Work Pay $5,150

Major social investigator jobs in New York City will be filled from an examination for which applications are now being accepted. The starting salary for social investigators is $5,150 a year, and the maximum pay is $6,590.

Hearing Set on Tab. Operator Trainee

The New York City Civil Service Commission will hold a public hearing tomorrow, August 9, on a resolution to classify tabulator operator trainees (IBM) in the Office Equipment Operator Occupational Group, in the competitive class.

The salary for these positions is $3,100 a year.

There's no need to worry the children.

Included in our retirement plan is Blue Cross-Blue Shield and major medical coverage. Dad was able to continue the protection when he retired after forty years of service as a State employee."

Blue Cross and Blue Shield have helped thousands of retired State employees to be independent. Blue Cross and Blue Shield are protection against sudden and prolonged hospitalization and medical care which could wipe out a lifetime of savings.

The combination of Blue Cross, Blue Shield, and a major medical plan offers the most liberal benefits at the lowest possible cost. And, specifically designed to help you and your family meet the cost of minor, major, and catastrophic illness.

The Blue Cross and Blue Shield Plan offers the most liberal benefits at the lowest possible cost. And, this three-part program is the only plan which provides uniform coverage for all New York State employees.

Don't gamble with your family's security. For full information see your Personnel or Payroll Officer. Do it now!
Filing to End This Month For College Office Workers

College-office workers are needed now by the State of New York. The jobs pay from $4,600 to $8,000 a year. Applications will be accepted for them until August 31.

The tasks in college office work are secretarial and clerical in nature. Among the positions are those of "A" and college secretarial assistants "A." In addition to passing a written test, all candidates will have to pass a typing test at a minimum speed of 45 words per minute.

Candidates for these jobs must have a high school diploma or an equivalent certificate. In addition, candidates must have had experience.

The Universal Book Company is recognized by the University of the State of New York or four years of experience in general office work.

Applicants who meet the minimum requirements may apply for a test appointment in person or by mail. Applicants who wish to apply in person for a test appointment should report directly to the central office of the New York State Employment Service.

The Job Market
A Survey of Opportunities in Private Industry

By A. L. Peters

To Manhattan, interviewed pearl workers are needed, women who can string, tip, and clasp pearls and bead necklaces. Jobs pay $11.00 an hour and up, depending on experience.

Also needed are costume jewelry factories, women experienced in assorting strings, tops and strings, distributing, examining and examining finished work, and instructing new workers. Jobs pay $9.00 to $12.00 a week and up, depending on experience.

There are several openings for TV service and repairmen, with three to five years' TV and related repair work, to do outside field service or inside bench work on TV, hi-fi units, radios, and record players. Some of these jobs require use of a car or a chauffeur's license.

Apply for the above jobs at the Manhattan Industrial Office, 215 West 35th Street.

Sewing Machine Operators

There are jobs in Manhattan, too, for sewing machine operators, experienced women who can sew curtains, draperies, and bedspreads. Some of these jobs require experience.

Some of these jobs require experience. Pay is $75 to $90 a week.

Apply at the Manhattan Commercial Office, 1 East 15th Street.

Medical Filing

There are many opportunities in physician's offices for medical secretaries. Good locations and hours. Must know stenography or be able to use ditto machine, and also know how to file. Knowledge of medical terminology necessary. Pay is $75 to $90 a week.

Apply at the Brooklyn Industrial Office, 59 Fulton Street.

Filing, an experienced multi-spindle automatic machine operator is needed to work on sewing machine parts. Must be able to operate and send all $4.15 an hour. Apply at the Manhattan Commercial Office, 42-09 Main Street.

A NEW IDEA IN FAMILY VACATIONS AT LOW, LOW COST
WRITE FOR FREE BROCHURE TO
Distinguished Funeral Home, 276 State St.
Schenectady, N. Y.

A 20% SPECIAL DISCOUNT FOR ALL CIVIL SERVICE EMPLOYEES
PICK UP YOUR DISCOUNT CARD AT EITHER OF OUR RACKLYN STORES.

For Your Convenience We Are Open — Mon. & Fri. Evenings 9 P.M. — Tues., Wed., Thurs., & Sat. Evenings 9 P.M. & Sun. 5 P.M.
We Give 5 & 10 Stamps
In ALBANY 296 CENTRAL AVE.
In SCHENECTADY 1853 STATE ST.
NEW FANS

DUAL-PURPOSE AUTOMATIC Portable Air Cooler Model 1-2
- Use as a Cooler or as a Fan
- Counterbalanced Water Shutoff Control
- Automatic Thermostat
- Push-Button Controls
- Powerful 3-Speed Blower
- Finger-Adjustable Louvers
- Automatic Water-Level Indicator
- All-Plastic Water Distribution System
- 3-Side Wrap-Around Filter
- Front-Fill Water Chute

Spruce-blue and White

NEW TRIMLINE CUSTOM AUTOMATIC 20" FILTER FAN
- Filter
- Multispeed
- Thermometer
- Mounting Panel
- Reversible
- Signal Light
- 3 speeds

NEW TRIMLINE Horizontally Reversible 20" PORTABLE FAN
- Cools up to 5 rooms
- Powerful portable fan
- Efficient window fan
- 2 speeds each way

VALUE SAVINGS
HIGHEST QUALITY

ARGUS SKILLET

COMPLETE WITH CONTROL, CORDSET AND LID!
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ARGUS CARRIES A COMPLETE LINE OF GENERAL ELECTRIC PRODUCTS

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Always first with the best
OCEANOGRAPHY EXPLAINED

Dr. Harris B. Stewart, Jr., chief oceanographer for the U.S. Coast and Geodetic Survey, explains sea survey equipment to participants in the American Legion Boys Nation during their recent visit to the U.S. Civil Service Commission. Earlier in the program CSC Chairman John W. Macy, Jr., spoke of the urgency and importance of the work being done by civil employees for the citizens of the United States. He emphasized the challenge of careers in Government service and told the boys the Government offers opportunity to "realize your talent in the solution of the most demanding problems of your time."

Continuous Recruiting
For Recreation Specialists

Jobs paying from $4,935 to $8,925 a year are being offered to recreation specialists. The positions are located in this country and abroad.

For GS 5 positions applicants must have had a four year course in a college or university including, as supplemented by 24 semester hours in the following fields: arts and crafts, dramatics, music, radio and television, roving leadership, social activities, or sports.

Three years of experience in recreation, education, welfare on islands is also acceptable, as is a satisfactory equivalent of education and experience.

Applicants will be rated on the basis of their experience, training and personal traits. A qualifying written test will be held.

Applicants must be citizens, at least 19 1/2 for foreign appointments, and physically able to perform the duties of the position.

ROBINSON HOMES

Within minutes from the City, with little less of time you can now buy one of the lovely integrated Robinson Homes, located at 26th Ave., and Gilmore Street, near Astoria Blvd. in residential East Elmhurst.

It will pay you to drive out and see these brand new 1-family Colonial homes, located so near that you only have to pay one fare. With only $495 down and easy monthly payments you can be the proud owner of one of these fine homes. Call HH-9-9018 today and make an appointment to inspect.

Some people may ignore them, but Con Edison takes "No Smoking" signs seriously. For twenty-five years we’ve been a leader in the development and use of smoke-control equipment. And in the last ten years alone we’ve spent $60,000,000 on smoke control, including the very latest electronic, and mechanical equipment. Con Edison people want our City to be one of the cleanest in the world – just as you do.

Housing Director
Title Changed

The New York City Civil Service Commission recently amended the classification of the Classified Service, non-competitive class, by deleting from the heading Office of the Controller the title "Director of mortgage banking and housing," and including under the heading Housing and Re-development Board the title "Director of project services." Thus is a pay grade 32 title, paying $13,120 a year and up.
**JAMAICA PARK**

**$8,990**

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FRONTAGE 2 SIDES WILL TRAVEL AHEAD.

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**$62 MONTHLY 20 YR. MORTGAGE**

New tandem, 8 bedroom house, full basement, oil heat, tremendous garages.

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Helen Drummond, Fighter For Merit System, Retires

(Continued from Page 11)

In her activities

US Missile Unit Needs Equipment Specialists

Missile specialists are needed now at $9,995 a year to fill jobs throughout the country. The openings are with the U.S. Army Ordnance Missile Command, and to some extent with other services and air missile systems. A missile specialist acts as a technical advisor on equipment, operation, repair and supply of U.S. Army Ordnance missile material in all the various developing and supporting activities to surface missile systems. Applicants must have had experience in the field of electronics and be able to perform the duties of the position. Applicants will be ranked on the basis of experience and training. Further information and application forms available at the U.S. Civil Service Commission's regional offices at 209 E. 42d St., New York 17, N. Y. The announcement is No. 3-95-17 Civil. There is no closing date.

New Title of Junior Court Clerk Approved

The City Civil Service Commission approved a recommendation to establish a new title of Junior Court Clerk in the grade of 6, which will be designated as the Special title, to classify certain positions in the Municipal Court which are presently classified as junior clerk.

Auto Mechanic Test Approved by Civil Service Commission

The City Civil Service Commission this week acted on a recommendation to offer a pre-employment auto mechanic test to the employees of the Department of Public Works, Police, Fire, Sanitation, Hospital, Water Supply, Gas and Electricity, and New York City Housing. No date has been set.

TEST & LIST PROGRESS

(Continued from Page 10)

Senior clerk 77 approved 3 approved 2

75000 55000

Seventy-five thousand dollars a year, a considerable increase. At the time of writing, 58000 a year to fill jobs with the Air Force is not ranking.

For Federal Work

Applicants who meet the ex-

For further information and ap-

Teletypists Sought For Federal Work

Teletypists are needed by the Department of Commerce, the Bureau of the Census, the National Park Service, the National Bureau of Standards, the U.S. Army Corps of Engineers, the Bureau of Navigation of the War Department, and the Department of the Interior. The Department of Commerce needs 55 teletypists in the Washington, D.C., Virginia, and Maryland areas, and will carry on the operation of teleprinter equipment as required. All positions are with the Bureau of the Census. The Department of the Interior needs teletypists in the following cities: Chicago, Ill., and Washington, D.C., and the Department of Commerce. The Department of the Interior desires teleprinter operators in the following cities: New York, N.Y.

The teleprinter operators are required to have a working knowledge of the necessary Morse code and an experience of at least six months in teleprinter work. The Department of Commerce desires teleprinter operators to have a working knowledge of the necessary Morse code and an experience of at least one year in teleprinter work.

The Department of the Interior desires teleprinter operators to have a working knowledge of the necessary Morse code and an experience of at least one year in teleprinter work.

Illegal Notice

FRANK HART, ESTATE—THE

(Continued from Page 1)

If you want to know what's happening

If you want to know what's happening

If you want to know what's happening

CIVIL SERVICE LEADER

Tuesday, August 8, 1961
BREAKTHROUGH!

General Electric Solves Your Space Problem!

18.8 cu. ft. Refrigerator-Freezer

fits in the space of yesterday's 10...
yet provides 8.8 cu. ft. more storage space!

NEW THIN-WALL INSULATION...G.E.'s new foamed plastic insulation is twice as efficient as ordinary insulators, requires only half the thickness. This new-plus capacity gained in interior height, width and depth—plus other General Electric improvements in last decade—results in 80% more storage space in same size cabinet!

NO DEFROSTING EVER!

Never in the Refrigerator! Never in the Freezer!
No frost to defrost. In BOTH refrigerator and freezer—because FROST GUARD ® makes it impossible. Labels are always readable, ice trays needn't be prised loose. FROST GUARD ends messy defrosting forever!

MORE COOL...in 13 cu. ft. refrigerator section maintains ideal temperatures.赢得了 every inch up to 7 days and more, vegetables stay crisp, while canned fruits keep fresh.

...plus these most wanted features:
- G.E. Cold-Edge Depth Freezer
- Vegetable Pan With Cover
- No Frost in either or both sections
- NO DOWN PAYMENT!

To be certain of satisfaction, insist on your
G.E. SERVICE POLICY WARRANTY
Be sure to ask the dealer for your copy of General Electric's written policy. This guarantee means millions of dollars spent by General Electric insuring the customers. It is valid whether you bought it or not.
The Civil Service—An Outsider's View

Some weeks ago, a Local Government Workshop was held in Albany to encourage discussion and debate on local government problems. It was sponsored by the State Office of Local Government and among the participants was Emmett N. O’Brien, of the Albany Bureau of the Gannett News Service.

The remarks Mr. O’Brien presented in his talk—Improving the Concept of Government Service—give a provocative and illuminating view of how some of those who are outside the Civil Service conceive public employment.

The leader views Mr. O’Brien's speech as informative and constructively critical and the full text of his remarks follows:

Before discussing how to improve the public concept of government service, it is necessary to determine if there is a genuine, universal public concept. There is not.

There are many concepts. This is very confusing to the public servant who, at election time, or during any period of governmental stress, is hailed as both the "dedicated career man." At other times, especially when those of boorish tastes, or behind the pain, he is called a "wallower in the public trough." Whose job is a "soft snap," and who is there "only because of political pull."

Of course, the average civil servant lies somewhere between these two poles. On the extreme ends, you will find men and women who fit both categories. They are a small percentage.

To establish a concept, it is only fair to accept Thomas Aquinas' position that man is born with an innate virtue, a virtue that requires discipline to bring to full flower. That virtue, the civil servant, the most priceless possession anyone can, and all should enjoy. The dignity of man.

The Dangers

What does civil service do to man's dignity? It was instituted, after two poles. On the extreme ends, you will find men and women who fit both categories. They are a small percentage.

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City Housing Guard Exam Opening Sept 6: Jobs Pay to $4,200

On Sept. 6 the City's big exam for housing guard will open for the filing of applications. Three jobs are open in New York City Housing Authority, and at present there are about 60 vacancies, with more expected before the June housing guard starts at $3,200 a year, with a minimum salary of $4,200 a year. These positions are exempt from the New York City residence requirement.

A housing guard is responsible for the protection of Housing Authority property and performs emergency services of minimum maintenance and serve legal papers when necessary.

A 70 per cent mark will be required for passing the written test.

Do not apply for the exam until after Sept. 6. After that date, applications will be given out, and accepted, at the Applications Section of the City Department of Personnel, 96 Duane St., New York 7, N. Y., across from the Leader offices.

B of Ed Institution Training Instructors; Pays to $4,850

Curriculum teachers are needed in the New York City school system, and applications for the examination will be available beginning October 4. The positions pay from $1,200 to $1,800 a year.

Requirements. These Jobs are graduation from a trade, technical or vocational school having had one year of recent experience in the field of curriculum or as an instructor of it. Graduation from an academic senior high school and three years of experience is also acceptable.

Candidates looking up to one year of the required education or experience may be admitted to the examination, but they must meet the minimum requirement at the time of appointment.

These jobs involve responsibility for the operation and maintenance of a curriculum shop and curriculum instruction and training.

The written test which will consist

Recreation Jobs Now Open Paying to $5,990 a Year

College graduates, both male and female, are wanted by the New York City Department of Recreation. The average salary for recreation jobs is $5,990 a year and a maximum salary of $7,990. Applications will be made to the Department of Parks and to the Department of Hospitals. Appointments to the Department of Hospitals are exempt from the New York City residence requirements.

Requirements. Candidates for this test must be college graduates. The candidate's college studies should have included 18 credits in recreation, physical education, or group work. Six months of paid leadership experience in supervised recreational programs may be substituted for the specific credit requirements. The written test will be of the multiple choice type and may include questions covering such areas as general knowledge, reading comprehension and arithmetic reasoning. Questions on dealing with public relations and current background information may also be included.

Candidates will be required to pass a qualifying medical and physical test before appointment. Application forms must be returned and received at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

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Mental Hygiene Memo

By William Rossiter

CSEA Mental Hygiene Representative

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

Some Unfinished Business

One of the fundamental principles that helps to govern success in an employee organization is the ability to practice intellectual compromise.

Some gains can be made after considerable study and effort—others, although most worthy, suffer defeat. It is when no workable compromise can be seen on the horizons that our members become perplexed and doubtful.

Such is the case of the institutional clerical employees. For many years these office workers have been working a 40-hour week while their counterparts in other state departments (in the same grade with the same salary) have enjoyed a 37½-hour work week.

Much action has been taken and many words written to correct this injustice but without success.

The Civil Service Employees Association, by another avenue, is attempting to assist the clerical employees. Contacts with the Division of Budget and Civil Service Department are now being made. We are recommending that the clerical workers be either placed on a 37½-hour week or be reallocated one grade.

Many state officials are very wary of instituting the 37½-hour work week for fear that it may snowball in all other institutional departments. Because of this belief, and we don't argue, possibly a one grade increase would be palatable. Certainly a soothing oil is beneficial when one is drenched with an evil fuel.

We feel that if like pay for like work is not in the cards do not necessarily constitute the views of this newspaper or of any compromise.

Many years these office workers have been working a 40-hour week while their counterparts in other state departments (in the same grade with the same salary) have enjoyed a 37½-hour work week. While their counterparts in other state departments (in the same grade with the same salary) have enjoyed a 37½-hour work week.

The Division of Budget and Civil Service Department are now being assisted by the Clerk, CSEA Mental Hygiene Representative, by another avenue, is attempting to assist the clerical employees. Contacts with the Division of Budget and Civil Service Department are now being made.

Inform your chapter representatives of your decision re the matter and we will forward your recommendations.

Mileage Section Moves Albany, Aug. 7.—The State Trust Mileage Tax Section in the Malta Tax Department has moved to a new location at 45 Staurt St.

Francis J. Welch of one County Unit, CSEA, Dies

Francis J. Welch, former president of the Cayuga County chapter of the Civil Service Employees Association, died recently at his home in Canandaigua, N.Y. He was a senior case worker in the Cayuga County Welfare Department, where he had worked for the past 30 years.

Mr. Welch had been a member of the County chapter since it was formed in 1949, and was its president for two years. He also served on the executive committee for two years, and held various other offices in the chapter.

He was a native of Ploko, N.Y., attended school there, and was a graduate of the Rochester Business Institute. He was an active member in many groups, including the Knights of Columbus, the Holy Name Society and the Elks Club.

He is survived by his wife, Mrs. Helen Primorcy Welch; two sisters and several nieces and nephews.

MHEA, Hoch Confer On Development, Problems In Mental Hygiene Dept.

ALBANY, Aug. 7—Representatives of the Mental Hygiene Employees Association met in Albany last month with Commissioner Paul H. Hoch for their regular summer conference.

Majors topics on the agenda were ward staffing and training and promotion opportunities for institution personnel. Considerable time was devoted to staff requirements to maintain, care and treatment consistent with modern psychiatric institution philosophy.

Dr. Hoch pointed out that the department is continuing its efforts to improve the staffing pattern on hospital ward service. He also informed the group that changes recognizing the acute medical-surgical needs of the patients. The schools were brought to the staff in pebruary of this year.

Promotion Opportunities for employees group again called attention to the need for a promotion series for attendants. Dr. Hoch indicated that both training opportunities and promotion breaks have been under study. Discussions have centered around the addition of training and intermediate level positions and was making every effort to arrive at an equitable solution.

Interest also focused on a lump sum payment for sick leave credits on retirement, separation or death. While indicating that this is a statewide issue, it was pointed out that the department has recommended that consideration be given accumulated sick leave credits.

Outside View

Instructed.—The small, peaceful town of peace and the small county judges. So, be practical when you plan. You still are dealing with people and government. You in government are well advised to take your responsibilities seriously. The civil servant must supply him with a little more flexibility.

This review has been harsh. It is so intended. It is designed to provoke some action in the minds of the people coming into the field. The management, or the public affairs administrator, has arrived. He is impatient with delays. For him to achieve his full potential, civil service must supply him with a little more flexibility.

The Rockland State Hospital chapter of the Civil Service Employees Association was recently at a buffet supper at the Hotel Nyack. Shown above are Thomas A. Braun, installing officer and CSEA field representative; Nicholas Pusateri, president; Helen Schulte, second vice president; and several others who received Vocational Excellence. Karin Newsome, secretary; and Kenneth Gokey, treasurer. Elected in the chapter's executive committee were: Francis J. Welch, president; Lillian Collins, Mary Barrier, Francis Leakey, John Brie, and Lewis Vasshul.