New Pay Plan In Works For Syracuse City Aides

SYRACUSE, Aug. 14—A new salary plan is in the works for Syracuse's 3,000 city employees, the Civil Service Leader learned yesterday.

Although details of the new plan—expected to be put into effect this year for 1962—were not available at Leader press time, it was indicated that it includes pay increases for all employees. Not as high as workers hope for, however.

Reliable sources and raises in the lower grades are as low as $25 annually. In the higher grades, raises as high as $1,000 annually were reported in the new plan.

CSEA asks $300

Onondaga Chapter, CSEA, has asked Mayor Anthony Resnicoff for $300 across-the-board increases for 1962. The chapter also has asked for a Blue Cross-Blue Shield health and accident plan, partially paid for by the city.

The new salary plan is expected to be similar to present 40-grade salary plan that the city put into effect in 1959. The 1959 plan included all employees up to second deputy department heads. First detectives and heads of departments come under an Executive Salary Plan.

Local CSEA officials said Mayor Resnicoff has indicated that he will inform them of his answer to both the salary increase demands and insurance requests Aug. 15.

Prefer Flat Raise

Employees' opposition to some increases would be granted this year, but were hoping for a across-the-board raise for all employees rather than a new plan. And they were hoping for a substantial part, or all of the $300 figure requested—especially this year when the city will elect a new mayor and any salary increase could affect the election.

Resolutions Committee

The Employees Association has tightened its rules for considering resolutions. In a statement issued by the chapter to be sufficiently informed and instructed prior to the decision.

Neff Assures CSEA

On Sick Leave For Erie County Home

Donald M. Neff, Erie County commissioner of public welfare, has assured the Civil Service Employees Association that sick leave rules at the Erie County Home and Infirmary will be administered properly.

Neff wrote to Joseph F. Poli, CSEA president, on the matter, after CSEA representatives and all but one member of the chapter to be sufficiently informed and instructed prior to the decision.

CSEA Continues Push For Improvements In Mental Hygiene Dept.

ALBANY, Aug. 14—This push for improvements in several areas of employment in the State Department of Mental Hygiene is being conducted at a steady pace by the Civil Service Employees Association.

Last week, the Leader reported that the Employees Association had requested a one-step upgrading for institutional clerical employees who work a 45-hour week while their counterparts in other state agencies are on a 371/2-hour schedule.

The Employees Association asked that the Mental Hygiene Department, on a number of important matters affecting institutional employees.

The main points covered were:
1. More promotional opportunities for other and institutional aides.
2. A 371/2-hour week for clerical employees.
3. Proper equipment for institutional cases.
4. Support for reallocation of institutional nurses.
5. Change in record keeping system.

Details Given

Joseph F. Poli, CSEA president, supported the call for action with a detailed letter to Dr. Bach, which reads:

The purpose of this letter is to appeal action by the Mental Hygiene Department on several matters which we believe are of the utmost importance.

(1) Definite steps should be taken to provide more promotional opportunities for institutional aides.

(2) The 371/2-hour week for clerical employees.

(3) Proper equipment for institutional nurses.

(4) Support for reallocation of institutional nurses.

(5) Change in record keeping system.

(Continued on Page 16)

Hope For A Syracuse Health Plan After County's Action

Giving Aides State Program

SYRACUSE, Aug. 14—Syracuse's city employees last week were hopeful that approval of county workers' bid for the State Health and Accident Insurance plan may spur city officials into approving their participation in the plan in the near future—perhaps next year.

Onondaga County's Board of Supervisors finally acted on Aug. 7 county employee's request for the State health plan—a request that has been spearheaded by the Onondaga Chapter, CSEA, since 1959. City employees are not covered by any insurance plan now. The have requested, through

the CSEA chapter, Blue Cross-Blue Shield coverage for 1962. This request—made before the county employee's victory—may be changed later this year.

The county employee's participation in the state plan will go into effect next Jan. 1. Under

the CSEA chapter, Blue Cross-Blue Shield coverage for 1962. This request—made before the county employee's victory—may be changed later this year.
Bridge Operator Assistants in City $3,500 Offered

The City of New York is offering $3,500 a year to start to assist bridge operators. The exam for these jobs will open for applying on Sept. 6. The maximum pay for the job is $4,500.

The official requirements have not been released as yet, but according to the announcements for the test held in June of 1959, candidates must have completed their 8th grade education and one year of experience of a mechanical or electrical nature. Some personal qualifications of education and experience were also acceptable.

Requirements for the last test also specified that the exam was open only to persons who had not had the 8th grade education and the birthday on the first date of filing.

Receptions were made for disqualified candidates for one year of experience of the mechanical or electrical nature. Some personal qualifications of education and experience were also acceptable.

BUDGET RELATIONS can be generated for compliance with federal and state regulations. By doing nothing more than "not being there" after 3 o'clock on a day when the telephone is really dead, the only cost is to make up a lot of bad public relations for the cause of the candidate. So the delay on the 7th of July 3 could be deduced from actual age according to section 24 of the Civil Service Law.

Assistant bridge operators assist in the care, operation and maintenance of a moveable bridge. They operate traffic lights and traffic gates and report any malfunctions that would hamper bridge operation.

Your Public Relations IQ

By LEO J. MARGOLIN

(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is a vice-president of the public relations firm of Marital, Ryan, & Co.)

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The examinations for their jobs are given under Civil Service examinations passed.

For further information and application forms, visit the office of the comptroller, municipal building, Room 601, Ext. 476 or 477; or Bob Schwend, office of the comptroller, municipal building, Room 526, Ext. 3600, Ext. 519.

Shoppers Service Guide

By Help Wanted

Help Wanted Male & Female

To help staff the counter in the Humana of the outpatient drug store. Hours are Monday through Saturday, 9 a.m. to 11 p.m. or 12 a.m. to 11 a.m. Salary is $2.50 per hour. Closing date is Aug. 23.

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UNIFORMS

For information about the United States Border Patrol, call 202-588-1234, Ext. 3234.

150 E. 15th St., N.Y. 3 Dept. LE

There are no magic formulas from workers in private industry were not fit for such duty, when the opportunity arises to them of the uncomplimentary remarks.

American Telephone & Telegraph Co.

For further information, contact either Gabe Tahan, office of the comptroller, municipal building, Room 526, Ext. 3375, or Robert Schwend, office of the comptroller, municipal building, Room 606, Ext. 3600, Ext. 519.

Add Maching Services

Add Machining Services, Inc.

FREE BOOKLET: "New York's Government on Social Security, Mail only. Leader, 79 Diane Street, New York 1, N. Y.

MEN WITH A FEW YEARS' EXPERIENCE, including all veterans and 30-year employees, are being sought by the United States Border Patrol. It is a challenge to work on the nation's frontiers in the service of the nation. It is a chance to be an American to make this country safe. It is a chance to work during the most exciting years of your life.

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American Telephone & Telegraph Co.
No "Thought It is not the usual practice Association to enter into a controversy over the manner and form which its public welfare program. We feel that the official agencies.

However, two statements were this week to the city manager Joseph Mc- against the ideological concepts of M. workers in local welfare departmen- with the idealogical concepts of M. feel that whatever staff problems Newburgh ^ which will surely tend to degrade rather than upgrade them, not only the high standards and professionalism of the public service. We feel that whatever

Mitchell to use this method unchallenged is to help him create in his community and maybe elsewhere "no think" public employee on the basis of working days. I have again discussed the handling of our sick leave plan at that institution.

I appreciate your writing me of Warren County to succeed Carl Reopening Due

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In fact with the cooperation of heads of departments.

A Suffolk Pay Plan Ready for Approval: Okay Seen On Grievance Machinery

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The Suffolk Chapter, Civil Serv- eny, following the report of the Department, praised county and other officials that the cooperation in considering em- ployment of the improved employee plan, greeted the pay raise with enthusiasm. The new Suffolk CSEA president, the county budget, would also continue to work with them until the end of the year.

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We do not guardar with an administration setting a policy for its own advantage, but we are concerned with the use of techniques which do violence to the integrity of the individual. To allow Mr. Mitchell to use this method unchallenged is to help him create in his community and maybe elsewhere "no think" public employee on the basis of working days. I have again discussed the handling of our sick leave plan at that institution.

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U.S. Service News Items

CAROL CHRISTMAN

20 Internal Revenue Employees Cited

Twenty employees of the Internal Revenue Service were presented with superior work performance and suggestion awards during the month of July. Award recipients, all employees in the Metropolitan New York area were:

Superior Work Performers: Orr King and Abraham Zener.


CSC Approves Health Plans for Next Year

The Civil Service Commission has approved the benefits and the premium rates of the 37 plans that will participate in the Federal Employees Health Benefits Program during the next contract period. The plans are participating in the program for the first time.

For about 94 percent of the participants involved in the program, there will be no increases in rates with some liberalization made in the benefit structures. For the next contract period, the Commission said, however, benefit and rate changes made by the plans which participated in the program during the current contract period will be continued as a result of changes in the present benefit structures and were based on the experience of each plan. The changes do not follow a uniform pattern. For example, there were both increases and decreases in deductibles.

Of the 24 plans continuing in the program, 23 made changes in benefits. In general, the changes improved the benefits to be offered. The Commission noted that many of the changes in benefits made by the plans are the result of an ACCIDENT AND SICKNESS POLICY

To help make sure that its inspectors obtain employee viewpoints during general inspections of personnel operations of Federal agencies and installations, the Civil Service Commission is now requiring agencies to give advance notification of CSC inspections to employees and to employees organizations with which their installations to business, and to institutions.

The previous Commission inspectors had available to meet with employees and employee organizations representatives who wished to volunteer views on personnel operations, but there was no assurance of employee participation or any indication that employee representatives, in some cases, to make a more affirmative approach to sound employees' retirement system would be hard to justify.

The proposed legislation was called overly liberal by F. J. Lawler, a member of the Civil Service Commission. He said it would lead to demands from other employees groups for higher retirement pay.

The vote ride was led by several senators and many player leaders, who said that the proposal would restablish the labor-management relations through its inspection program.
Tuflay, W. Morris, is, 1961

controller after an extensive survey of plans submitted by eleven Insurance plans belonging to the State and Federal Governments. He pointed out

U.S. Locomotive Open at $8,955

Commission. The starting salary for the positions is

ed now by the U.S. Interstate

least six years experience with

now: $8,955 a year.

application forms are available at

death is Sept. 5.

physically able to perform the

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CIVIL SERVICE REQUIREMENTS.

Visuol Training

and luc'dai  Hernity beiietl  benefits In addition to  pensions.

PREPFRATION WAKES fl  DIFFERENCE

position for which they feel that they are qualified, unlike further investigations, which are done on the basis of the written examination. If the applicant passes this examination, he will receive a personal rating, which is divided between the HIP for doctors care

EXPERT PREPARATION WAKES fl  DIFFERENCE

will delerniine your place on the RHrhhie l.iht. Our course includes spccal/det  preparation for noTH WKITWKN AM> PIIYS-|C.

EXAMS FOR WHICH OUR CLASSES ARE NOW MEETINg

MANHATTAN: TUES. & THURS. 1:15, 5:30 or 7:30 P.M.

PAINTER - AUTO MECHANIC - TRACKMAN

Not 5  days  if  not  saHlied.  Send  check  or  money  order.

PATROLMAN

FILE APPLICATION BY AUGUST 23rd

to start in early September. ENROLL NOW!

PAINTER - AUTO MECHANIC - TRACKMAN

Course preparing for these exams are new forming to start in early September. ENROLL NOW!

PHYSICAL CLASSES

Those who passed their Written Exam for Patrolmen, Fireman, Traffic Controllers or Surface Line Operators should realize that these places on eligible Lists are dependent on their Physical Ratings. The examiners do not give them a pass. We can only tell you your rating. Our Gym classes are held 3 days weekly, day or evening in Blackjack and Demarest at convenient hours. Moderate Fees.

HIGH SCHOOL EQUIVALENCY DIPLOMA

Passed as the written exam for Patrolman, Fireman, Traffic Controllers or Surface Line Operators should realize that these places on eligible Lists are dependent on their Physical Ratings. For information, call your local Office. Following is a list of our Gym classes.

POSITIVE ACTION

HOLDING an ORLANDO, FLORIDA, JUINER, 1961. THE KIT N.C. 1000

One of the nine insurance plans submitted by the State and Federal Governments.

The Comptroller noted that studies were also made of comparable plans belonging to the State and Federal Governments. He pointed out that while New York City was a pioneer in giving its employees the health insurance plan, the State and Federal governments have gone ahead not only in making health insurance possible for active employees but also for retired employees. The cost to the city for active employees was placed at about $200,000 based on 50 percent participation with a $10 day hospital coverage contract. To cover eligible retired employees would cost an additional $1,000. Presently, no coverage is available to pensioners.

As present, the city pays $55,000 for only 50 percent of its active employee participants. This is divided between the HIP for doctors care and Blue Cross for hospitalization. Mr. Gerosa warned: 'This cost is subject to rise because HIP has already asked for a substantial increase in premiums for employees in practice, humane and long overdue." Mr. Gerosa concluded.

Action by the Board of Estimate is expected within the next few sessions on the proposal for both active and retired workers. The plans as broken down and charted by the Leader show:

U.S. Locomotive Inspector Jobs

Open at $8,955

Locomotive inspectors are needed now by the U.S. Interstate Commerce Commission. The starting salary for the positions is $4,950 a year.

Applicants must have had at least six years experience with railroads, in engine service or in the mechanical department. Education may be substituted for experience. A written test is required of all applicants.

Applicants must be citizens of the U.S., at least 24 and physically able to perform the duties of the position.

Further information and application forms are available at the second region of the U.S. Civil Service Commission, 620 E. 42nd St., New York 17, N.Y. The announcement is No. 3068B. The filing deadline is Oct. 1.

COUNTERPARTS MEET — U.S. Civil Service Commission chairman John W. MacF., left, shares with his Girls Nation counterpart, Sally Richardson of Bowling Green, Ky., a booklet describing the role of civil service in our history and in modern government. Miss Richardson visited the Commissioners in his office as part of a Girls' Nation delegation to the New York Naval Shipyard.

Navy Yard Reopens

Three Helper Titles

The Board of U.S. Civil Service Examinations at the Brooklyn Navy Yard has announced the re-opening of three helper positions there. The positions are helper electrician, helper machinist, and helper pipeliner.

The jobs pay $18.96 a day to start, with increases to $23.73 and $30.56 eventually.

Full information on these jobs is contained in announcement No. 2-1-3 1959, which is available from the Executive Secretary of the Board of U.S. Civil Service Exam-

Visual Training of Candidate for Patrolman

CREAM, AURORA  CO., Wsp. 3703

Weststone Inn

On & 3, Cohoes, N. Y.

Tel. Palenville, Orange 8-5722

Theini Lake Inn

On 3, South Lake, South Lake 1252

Northfork Inn

On 3, Byram, Orange 2-7321

Hillside Inn

On 3, Rt. 20, Johnstown 13-223

Pennsylvania

BLAKE'S BEECHWOOD

High in the Poconos

BEECHWOODS

4 MILES NORTHERLY CRANS, 7 MILES W. MANCHESTER, 6 MILES S. KEMERYVILLE, 6 MILES N. BUCKSPORT, 1 MILES S. TROY, N.Y.

Whitehorse Inn

On 3, 23, Cohoes, N. Y.

TEL. COHOES, ORANGE 8-3372

THE BEENSIONS OF THE HIGH POCONOS

VACATION RESORTS
Civil Service Dignity

T he president of the State Civil Service Employees Association contributes something useful to all when he sounds a reminder to civil servants high and low about their behavior," is the way Joseph F. Feily puts it in an admonition to those employed by the public to strive for and maintain high standards of efficiency and morality.

We think Mr. Feily touches the heart of the matter when he says, "In a world where we are struggling for the preservation of our form of society, we must view with alarm any form of public corruption."

We are told that an expert in the field, Anyone with a question on Social Security may write to edit published letters as seems necessary. Letters must be signed and will not necessarily constitute the views of this newspaper or of any organization.

Social Security Questions Answered

Below are questions on Social Security made to our readers and answered by a legal expert in the field. Anyone with a question on Social Security may write to edit published letters as seems necessary. Letters must be signed and will not necessarily constitute the views of this newspaper or of any organization.

TUESDAY, AUGUST 15, 1961

Health Plan Choice

T he Leader this week reports exclusively on recommenda- tions to give New York City employees a wider choice in health insurance programs. This is a vital issue and one that employees should take seriously and study in depth. Organizations, in particular, should review their health plans and see if they meet the needs of their membership. Individuals should investigate the relationship between need and ability to pay.

It is important to speak up on these proposals now and not wait until they have been taken form.

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In Brooklyn, there are many jobs for painters. Men experienced plus subsistence and quarters. Work pays up to $22.75 a day, depending on experience. Men are wanted to paint, varnish, and enamel work. Pay $3 an hour and up, depending on experience.

Jobs for painters are available at the Brooklyn Industrial Office, 160 Joralemon Street. Also needed are paint sprayers, men to spray lacquer and enamels. Pay up to $22.75 a day, depending on experience. Apply at the Brooklyn Industrial Office, 160 Joralemon Street.

In Manhattan, auto body repairmen with at least three years recent experience are needed. Paid work in striping, painting, and varnishing and touch-up on passenger cars. Must be able to brace, weld, and work with a press. Full set of tools. $2 to $3 an hour, depending on experience.

Also needed are light mechanic to perform general repairs on all makes of heavy trucks. Must have own tools. At least seven years' experience required. First machinist experience not acceptable. Apply at the Manhattan Industrial Office, 278 West 33rd Street.

In Manhattan, there are job opportunities for sewing machine operators, experienced in working on high-speed Taylor's, $2.75 per hour. Operators for the New York tailroom, straight, party, and bridal garments can earn $75 to $100 a week and up on piecework. Experienced sewing machine operators are also wanted for jobs in Queens and the Bronx to work on ladies' dresses, $3 and up. Complete garment and section work on street and party dresses $75 a week and up on piecework. Apply at the Manhattan Apparel Office, 238 West 33rd Street.

There is a demand for agricultural workers with recent experience. Most of these workers are needed for work in the fields. Others are wanted in an unrelated canning factory. Job pays $9 a week. Apply at the Manhattan Industrial Office, 247 West 33rd Street.

In New York City, there is a demand for street, and party dressers, $29 and up. Openings for machine operators, experienced in working on tailored, straight, party and bridal garments. $3 and up. Apply to the Industrial Office, 238 West 33rd Street.

In the construction industry, there are openings for construction equipment mechanics to work on high-speed Taylor's, $2.75 per hour. Operators for the New York tailroom, straight, party, and bridal garments can earn $75 to $100 a week and up on piecework. Experienced sewing machine operators are also wanted for jobs in Queens and the Bronx to work on ladies' dresses, $3 and up. Complete garment and section work on street and party dresses $75 a week and up on piecework. Apply at the Manhattan Apparel Office, 238 West 33rd Street.

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In New York City, there is a demand for street, and party dressers, $29 and up. Openings for machine operators, experienced in working on tailored, straight, party and bridal garments. $3 and up. Apply to the Industrial Office, 238 West 33rd Street.

In the construction industry, there are openings for construction equipment mechanics to work on high-speed Taylor's, $2.75 per hour. Operators for the New York tailroom, straight, party, and bridal garments can earn $75 to $100 a week and up on piecework. Experienced sewing machine operators are also wanted for jobs in Queens and the Bronx to work on ladies' dresses, $3 and up. Complete garment and section work on street and party dresses $75 a week and up on piecework. Apply at the Manhattan Apparel Office, 238 West 33rd Street.
14 State Tests Open Now, With 16 More on Aug. 25.

Fourteen New York State civil service examinations are open for the filing of applications at the present time, and 16 more will open on Aug. 25. The exams are for positions in many departments of the State government, paying a wide range of salaries.

Among the group opening on Aug. 25 the most outstanding titles are hearing reporter, a position that pays from $5,620 to $6,850 a year; senior draftsman, which pays from $4,760 to $5,840; and toll collector, paying $4,020 to $4,980. There is an article elsewhere in this issue of The Leader giving complete requirements and other details on this last title.

The following titles, listed by number and salary range, will be open from Aug. 25 to Oct. 16, unless otherwise noted:

- Hearing examiner, No. 6141, $5,620 to $6,350 a year.
- Toll toll collector, No. 6144, $4,020 to $4,980 a year.

- Associate commissioner for community health services, No. 6133, $7,000 to $8,000 a year.
- Senior draftsmen, No. 6132, $5,200 to $6,300 a year.
- Senior public health nutritionist, No. 6139, $6,000 to $7,200 a year.
- Principal, school of nursing, No. 6158, $7,300 to $8,500 a year.

Open to Oct. 16.

The following exams will be open for the filing of applications until Sept. 18.

- Assistant architect, No. 6161, $7,300 to $8,500 a year.
- Senior youth parole worker, No. 6162, $6,200 to $7,800.
- Accounting trainee, No. 6163, $3,200.
- Professional library examination, young public libraries, No. 6165, salary varies with location.

For all of the above exams one year’s residence in the State of New York and U.S. citizenship are required. Applications and complete information will not be available until after Aug. 25.

Already Open

Fourteen additional examinations opened Aug. 4. These positions will remain open for filing until September 2 unless otherwise noted. The test date will be October 7.

- Assistant director of nursing, No. 6137, $5,540 to $7,220 a year.
- Director of nursing, No. 6132, $7,360 to $8,500 a year.
- Associate librarian (manuscript and history), No. 6139, $7,000 to $10,000 a year.
- Director of nursing, No. 6131, $7,360 to $8,350 a year.
- Assistant heating and ventilating engineer, No. 6122, $7,360 to $8,500 a year.
- Associate commissioner for community health services, No. 6133, $7,000 to $8,000 a year.
- Senior draftsmen, No. 6132, $5,200 to $6,300 a year.
- Senior public health nutritionist, No. 6139, $6,000 to $7,200 a year.
- Hearing examiner, No. 6141, $5,620 to $6,350 a year.
- Library display illustrator, No. 6136, $4,900 to $5,900 a year.
- Principal, school of nursing, No. 6158, $7,300 to $8,500 a year.
- Assistant director of nursing, No. 6137, $5,540 to $7,220 a year.
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*D sizes $4.95.

Longline with split mock-midriff for the smoothest back to hipline. Sizes 32A to 44C. Black $6.95. White $5.95.

*D sizes $1.00 more.
Proposed City Health Plan

**Begin Charts on page 5**

<table>
<thead>
<tr>
<th>Provision</th>
<th>HIP and N.Y.C. Blue Cross</th>
<th>Metropolitan-Equitable</th>
<th>Blue Cross—Blue Shield &amp; Health Service, Inc.</th>
<th>GHI and N.Y.C. Blue Cross</th>
</tr>
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<tbody>
<tr>
<td><strong>1. DOCTOR CALLS AT HOME &amp; OFFICE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Basic Benefits</td>
<td>Provides full service, except $2 paid by patient between 10 P.M. and 7 A.M.</td>
<td>Insurance pays 80% of covered charges. Comprehensive plan includes both Basic and Major Medical Benefits.</td>
<td>None</td>
<td>Insurance pays $6 for home visit and $4 for office visit.</td>
</tr>
<tr>
<td>(b) Specialist Consultation</td>
<td>Same as above</td>
<td>None</td>
<td>Ins. pays 75% of Covered charges.</td>
<td></td>
</tr>
<tr>
<td>(c) Major Medical</td>
<td>Same as above</td>
<td>Same as above</td>
<td>None</td>
<td></td>
</tr>
<tr>
<td><strong>2. DOCTOR CALLS IN HOSPITAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Basic Benefits</td>
<td>Provides full service</td>
<td>Insurance pays 80% of covered charges. Comprehensive plan includes both Basic and Major Medical Benefits.</td>
<td>Ins. pays scheduled allowances up to 365 days.</td>
<td>Ins. pays scheduled allowances up to 365 days.</td>
</tr>
<tr>
<td>(b) Specialist Consultation</td>
<td>Same as above</td>
<td>None</td>
<td>Ins. pays $20</td>
<td>None</td>
</tr>
<tr>
<td>(c) Major Medical</td>
<td>Same as above</td>
<td>Same as above</td>
<td>Ins. pays 75% of covered charges.</td>
<td></td>
</tr>
<tr>
<td><strong>3. SERVICE FEATURE FOR BASIC PROFESSIONAL BENEFITS</strong></td>
<td>An HIP Doctor will make no charge for his services, however, no benefits are paid for care by other doctors except in emergency.</td>
<td>A Blue Shield Doctor will make no charge for his services if the employee has family income under specified amount; otherwise scheduled allowances are paid. Full service does not apply to preg-nancy or consultation care.</td>
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<tr>
<td><strong>4. SURGERY</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>(a) Basic Benefit</td>
<td>Provides full service</td>
<td>Ins. pays 80% of covered charges. Comprehensive plan includes both Basic and Major Medical Benefits.</td>
<td>A $100 schedule of allowances.</td>
<td>A schedule of allowances.</td>
</tr>
<tr>
<td>(b) Major Medical</td>
<td>Same as above</td>
<td>Same as above</td>
<td>Ins. pays 75% of covered charges.</td>
<td>None</td>
</tr>
</tbody>
</table>
| **5. CARE BY NON-PLAN DOCTOR IN PLAN AREA** | If patient is hospitalized, ins. pays scheduled allowances up to $150 for accident care by non-HIP Doctor. No benefits for illness treated by non-HIP Doctor. | Ins. pays 80% in all areas even when not hospitalized. | Ins. pays scheduled allowances in any area, if hospitalized. Major Medical pays 75% even when not hospitalized. | Ins. pays scheduled allowances in all areas even when not hospital-
ated. |
| **6. CARE OUTSIDE OF PLAN AREA** | Illnesses and accidents are covered by plan benefits. | Illnesses and accidents are covered by plan benefits. | Illnesses and accidents are covered by plan benefits. | Illnesses and accidents are covered by plan benefits. |
| **7. PREGNANCY** | | | | |
| (a) Basic Benefit For Normal Delivery | Ins. pays $80 hospital; full service for delivery, including pre-natal & post-natal care. | Ins. pays $20 for combined hospital & doctor bills. | Ins. pays $80-hospital & $75-doctor. | Ins. pays 180-hospital & $125-doctor. |
| (b) Other Basic Benefits | 88-day-hospital prior to termination of pregnancy, then regular benefits less number of days at $8; services in full by doctor. | Insurance pays $80 Caesarean or $610 Miscellaneous for combined ex-
| (c) Complications | Nursery care for pre-mature child in some cases. | $175 Caesarean or $75 Miscarriage for consultation care. | 88-day-hospital prior to termination of pregnancy, then regular benefits less number of days at $8; $800 Caesarean or $75 Miscellaneous for doctor. | Nursery care for pre-mature child in some cases. |
| **8. PROFESSIONAL ANESTHESIA** | None | Comprehensive insurance plan pays 80% of covered charges in or out of a hospital regardless of choice of doctor. | Scheduled benefit—Major Medical pays 75% of covered charges regardless of choice of doctor. | Scheduled benefit. |
| **9. PROFESSIONAL X-RAYS** | | | | |
| (a) Diagnostic | Provides full service. | Same as above | Insurance pays 75% of covered charges. | Same as above |
| (b) Therapy | Same as above | Same as above | Ins. pays scheduled allowances & 75% Major Medical. | Same as above |
| **10. HOSPITAL CHARGES** | | | | |
| (a) Semi-Private Room & Board | Pays semi-private room charge in Blue Cross Hospital; pays $15 per day in other hospitals. | Pays $25 per day first 30 days confined & $25 per day for re-
| (b) Private Room & Board | Same as above | minder of each calendar year in any hospital. | Paid 8-P room charge in Blue Cross Hospital; pays $15 per day in other hospitals. | Same as above |
| (c) In-Patient Charges Other Than R & B | Pays full specified services in Blue Cross Hospital; pays 80% of specific-
| (d) Out-Patient Charges Other Than R & B | Pays $7.25 for surgery or accident. | None | Pays full specified services in Blue Cross Hospital; pays 80% of spec-
| (e) Duration of Basic Benefits | 21 days as listed & 180 days at 10% of listed benefits. Stays within 30 days of each other are considered one confinement. | None | If patient is hospitalized, ins. pays scheduled allowances up to 365 days. | 21 days as listed & 180 days at 10% of listed benefits. Stays within 30 days of each other are con-
| | | | sidered one confinement. | |

(Continued on Page 11)
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$800 CASH SOLID BRICK

HOLLEN—4 bedroom brick, finished basement apart-

ment for additional revenue.

ASKING $1,500

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Trackmen, about 150 of them, are needed by the City of New York, and an exam to fill the vacancies will open for the filling of applications on Sept. 3. This year the pay is from $1.80 to $3.00 an hour.

There are no education or experience restrictions. All applicants must be United States citizens, not over 45 years old on the first date of filing applications. Exceptions are made for veterans. As these jobs are with the Transit Authority, New York City residence is not required.

Trackmen are eligible for promotion to powered maintainer and assistant foreman. Trackmen install, maintain and repair track and roadway in our Air Agency.

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to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Proof of age accepted. Call December 1-9021. For list of some current titles see Page 10.

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to your job
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State Eligible Lists

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3. Smith, M. J.
4. Cooper, M. K.
5. Jenkins, M. R.
6. Murray, G. R.
7. Davis, J. A.
8. Jackson, L. J.
9. Smith, J. M.
10. Williams, J. R.
11. Davis, R. J.
12. Johnson, J. S.
13. Smith, J. T.
14. Williams, R. W.
15. Brown, J. L.
16. Brown, J. M.
17. Brown, J. T.
18. Brown, L. G.
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RANGES — WASHING MACHINES — ALL ELECTRICAL APPLIANCES — REFRIGERATORS — TELEVISION — RADIOS — DRYERS
33 Aides Share $1,055 In Idea Awards; Others Cited

ALBANY, Aug. 7—Thirty-one State employees shared $1,055 in Idea Awards in July for submitting time and money saving ideas through the Employee Suggestion Program, according to H. Elliot Kaplan, President of the Civil Service Commission. Six others received $250 each.

Howard W. Notzke, 19 Sherwood Drive, Head Clerk in the Department of Labor, won $250 for submitting an idea that resulted in a $200 savings.

$75 Award A $75 award went to Joseph E. Burkart, 15 Wood Terrace, Albany, Principal Clerk in the Department of Labor, who submitted an idea that resulted in a $200 savings.

Two Department of Mental Hygiene employees received $75 awards: Edward Lockier, 19 Hiller Avenue, Nanuet, Machinist in the Rockland State Hospital, and Porter V. Smith, RFD4, Lake Pocatello Road, Middletown, Head Auditor at Middletown State Hospital.

Also receiving $50 grants were Louis W. Berkower, 25 Stuyvesant Avenue, New York, Principal Motor Vehicle License Examiner, Department of Motor Vehicles; and Charles C. Rosnowsky, 102 North Allen Street, Albany, Senior Tax Examiner, Department of Taxation and Finance.

5 Tax Aides Win Among 16 aides, five received cash awards for ideas that saved the State money in the following fields: Baltimore, general ($30); medical ($75); maintenance ($75); maintenance ($75); and maintenance ($75).

The other three, from the New

NYC Awards

In the New York City area other award recipients are: Norman J. Krasner, 860 Amsterdam Ave., Unemployment Insurance Claims Examiner, Division of Employment; Francis P. Dwyer, 1633 East 53rd Street, Brooklyn, Senior Typing Machine Operator, Department of Social Welfare; and Walter E. C. Dowd, 748 Rider Boulevard, Brooklyn, Senior Police Officer in the Division of Parole.

Also, Margaret S. Heiden, 8 Longview Road, Larchmont, Department of Mental Hygiene's Middletown State Hospital; and Karel H. deLaet, 33 East 62nd Street, New York, Middletown, Boys Supervisor at Ozone Park, Department of Social Welfare.

Get Certificates Those receiving Certificates of Merit include an 11-time winner, G. Albert, 176 Schenectady Lane, Schenectady, Association may be listed on the Certificate of Merit.

Others: Henry G. Taylor, 401 13th Street, Watervliet, Principal Clerk, Department of Audit and Control; John M. Mechanic, 2749 Lackart Boulevard, Albany, Assistant Health Publications Editor; and Pauline W. Evans, 110 Moeller U.S. Post Office and Police, New York City Commission on Public Welfare.

Seek Administrator

BINGHAMTON, Aug. 14—An open competition has been advertised for the $20,000-a-year post of administrator of Binghamton General Hospital.

Mr. H. de Ooka, a candidate for the Municipal Civil Service Commission, until Aug. 31.
### Proposed City Health Plan

**Begin Charts on page 5**

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<td>None</td>
<td>Comprehensive plan includes both Basic &amp; Major Medical Benefits.</td>
<td>Pays 80% of covered charges in excess of Basic benefits. Private room limited to 8-F.</td>
<td>None</td>
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<td>Same as above</td>
<td></td>
</tr>
<tr>
<td><strong>13. OTHER SERVICES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) Allergy Treatment</td>
<td>Covered</td>
<td>Covered</td>
<td>Covered</td>
<td>Covered</td>
</tr>
<tr>
<td>(c) Cosmetic Surgery</td>
<td>Covered</td>
<td>Covered</td>
<td>Covered</td>
<td>Covered</td>
</tr>
<tr>
<td>(e) Dental Care</td>
<td>Excluded</td>
<td>Excluded except for accidental bodily injury.</td>
<td>Excluded except for accidental bodily injury.</td>
<td>Excluded except for accidental bodily injury.</td>
</tr>
<tr>
<td>(f) Diuretics, Out-of-Hospital</td>
<td>Excluded</td>
<td>Covered after first $40 per year. Pays 80%.</td>
<td>Covered. Pays 75% Major Medical.</td>
<td>Excluded</td>
</tr>
<tr>
<td><strong>14. WAITING PERIODS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Tonsils</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>(b) Pre-existing Conditions</td>
<td>None</td>
<td>None if requested. Not mentioned if coverage effective for person confined.</td>
<td>6 months</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td>None, not mentioned if coverage effective for person confined.</td>
<td>None if requested. Not mentioned if coverage effective for person confined.</td>
<td>16 months</td>
<td>None</td>
</tr>
<tr>
<td>(c) Pregnancy</td>
<td>16 months for Blue Cross; none for MIP</td>
<td>None for pregnancy commencing while insured.</td>
<td>18 months</td>
<td>16 months</td>
</tr>
<tr>
<td><strong>15. NURSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Visiting Nurse</td>
<td>Covered. Pays 80% of covered charges.</td>
<td>Covered. Major medical pays 75%.</td>
<td>Covered. Major medical pays 75%.</td>
<td>Covered. Major medical pays 75% of covered charges.</td>
</tr>
<tr>
<td>(b) Private Nurse (R.N.)</td>
<td>Excluded</td>
<td>Excluded</td>
<td>Excluded</td>
<td>Excluded</td>
</tr>
<tr>
<td><strong>16. PROFESSIONAL CARE FOR MENTAL AND NERVOUS CASES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>17. PHYSIOTHERAPY OUTSIDE HOSPITAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Provides full services.</td>
<td>Insurance pays 80% of covered charges.</td>
<td>Major Medical pays 75% of covered charges.</td>
<td>Major Medical pays 75% of covered charges.</td>
</tr>
<tr>
<td><strong>18. GENERAL EXCLUSIONS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>19. TERMINATION OF INDIVIDUAL'S GROUP INSURANCE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) Non-Payment of Contribution</td>
<td>(a) Non-Payment of Contribution</td>
<td>(a) Non-Payment of Contribution</td>
<td>(a) Non-Payment of Contribution</td>
</tr>
<tr>
<td></td>
<td>(b) Termination of Employment</td>
<td>(b) Termination of Employment</td>
<td>(b) Termination of Employment</td>
<td>(b) Termination of Employment</td>
</tr>
<tr>
<td></td>
<td>(c) Child reaching age 10 or marrying prior thereto</td>
<td>(c) Child reaching age 10 or marrying prior thereto</td>
<td>(c) Child reaching age 10 or marrying prior thereto</td>
<td>(c) Child reaching age 10 or marrying prior thereto</td>
</tr>
<tr>
<td></td>
<td>(d) Retirement</td>
<td>(d) Retirement</td>
<td>(d) Retirement</td>
<td>(d) Retirement</td>
</tr>
<tr>
<td><strong>20. CONVERSION TO NON-GROUP CONTRACT</strong></td>
<td>Yes, benefits &amp; cost to be determined.</td>
<td>Yes, benefits &amp; cost to be determined.</td>
<td>Yes, benefits &amp; cost to be determined.</td>
<td>Yes, benefits &amp; cost to be determined.</td>
</tr>
<tr>
<td><strong>21. DEDUCTIBLE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Amount per person, by salary of Employee</td>
<td>None</td>
<td>$50 under $7,500; $75 under $12,500: $100-$12,600 &amp; up. Maximum of 3 deductibles per family per benefit period.</td>
<td>$50: maximum of $50 in deductible charges per family per benefit period.</td>
<td>None</td>
</tr>
<tr>
<td>(b) Does not apply to</td>
<td>Hospital room &amp; board benefits; basic benefits for pregnancy.</td>
<td>Benefits paid by Blue Cross Blue Shield Plans.</td>
<td>Benefits paid by Blue Cross Blue Shield Plans.</td>
<td>None</td>
</tr>
<tr>
<td>(c) Accumulation Period</td>
<td>Calendar year</td>
<td>12 consecutive months; however it is again applied after any 60-day period of no charges.</td>
<td>12 consecutive months; however it is again applied after any 60-day period of no charges.</td>
<td>None</td>
</tr>
<tr>
<td>(d) For Caes of All Causes</td>
<td>None</td>
<td>All causes combined.</td>
<td>All causes combined.</td>
<td>None</td>
</tr>
<tr>
<td><strong>22. MAXIMUM BENEFITS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount of Basic Benefits</td>
<td>$250,000; but in any 60-day period of $1,000 each year</td>
<td>Amount of Basic Benefits &amp; $1,000 per year up to $15,000 lifetime</td>
<td>Amount of Basic Benefits &amp; $1,000 per year up to $15,000 lifetime</td>
<td>Amount of Basic Benefits &amp; $1,000 per year up to $15,000 lifetime</td>
</tr>
</tbody>
</table>
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 any organization).

Poor Tribute

CRITICISM, condemnation and failure are experiences of everyday life.

SACRIFICE and mistakes, we all make.

WE READ MANY times in newspapers when industry fetes their retiring employees as a dinner and the proverbial watch being presented. Mental Health employees cannot look forward to this upon retirement as no funds are available for this worthy cause. Let not the issue—The State has not set aside money to honor their retiring employees. There is nothing in the attendance rules that would permit Directors of our Institutions to suitably honor their retiring employees.

WE HONOR our employees after they have twenty five years of service, giving them a dinner and a twenty five year pin. We agree with this—but we also feel that recognition by the State, to retiring employees, is very important. We cannot be progressive in one field and be a horse and buggy rider in another.

That CSEA chapters, co-workers, friends and special groups give parties and gifts to retiring employees but not our State administration.

WHAT A SHAME after employees give so many years of devotion and dedication to duty for them to end up with a round zero as far as the Empire State is concerned.

THE PRESS, historically, is one of the greatest forces in helping to bring about change. We feel that this is true in terms of recognition to our retiring employees.

WE FEEL THAT the State has failed in carrying out this responsibility to its employees when they retire.

IN OUR OPINION, the Attendance Rules should be amended. Sufficient monies should be appropriated that would allow Directors in the Department of Mental Hygiene to honor their employees at a dinner. This could be done on an annual or semi-annual basis. We don't like abuses of funds nor are we looking for a gravy train.

The Board of Directors, cited the attendance rules that would permit Directors of our Institutions to suitably honor their retiring employees.

We hope that this is true in terms of recognition to our retiring employees.

MERIT AWARDS have recently been given to the following Mental Hygiene employees: Mrs. Dorris V. Smith, Middlesex State Hospital; Edward Lorch, Lackland State Hospital; Arthur L. Rossat, Buffalo State Hospital; Mrs. Margaret Hodson, Middletown State Hospital; Thomas Umba, Middletown State Hospital.

OUR CONGRATULATIONS!

Hope Seen For Syracuse City Health Program

(Continued from Page 1)

This month, we expect that we will, in the very near future, institutions and governmental office employees in appealing to the Board of Civil Service Commissioners for reinstatement of the footprints of film notables.

(Continued from Page 2)

the representatives of your department, especially those plans carry out these objectives. But so far as we know, there has been no specific plans made on this matter generally.

To State's Interest

Relating to this matter is the question of relief from the same employment level. As you know, ward employees play an important role in assuming the duties of higher positions. They are paid to do relief work necessary by sickness, pass days, vacations, and so forth. The present staffing arrangements are not fair to employees in this regard. We would appreciate the opportunity of working with the Mental Hygiene Department to convince the Budget Director and the Governor that sufficient monies should be appropriated that would allow Directors of our Institutions to suitably honor their retiring employees.

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OUR CONGRATULATIONS!

Hope Seen For Syracuse City Health Program

(Continued from Page 1)

the plan, the county will pay about one-half the monthly cost of individual contracts and about 30 per cent of a family contract. Both city and county employees are members of the OSEA.

CSEA Won Plan

The Board of Supervisors' approval will make about 1,500 county employees eligible for the plan. About one-third of these are expected to take individual contracts, and another one-third the family contract. The other one-third will be undetermined. The trio plan may be chosen for participation, principally because they are now a similar plan through the OSEA. There are other similar plans which require that same be locked in at the time.

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Rogers, who is also a member of the CSEA's State Insurance Fund Committee, said the Association was one of the leaders for the state insurance plan as long ago as 1936 when the state adopted the plan for state workers.

Granted Locally

In 1954 the CSEA asked that the Legislature pass a plan permissible for all political subdivisions, Rogers said. The CSEA request was made to the Legislature again in 1957.

The Legislature finally granted the request in 1958. Rogers said and another request was made to the other employee groups jumped on the bandwagon.

And, he said, CSEA chapters throughout the state campaigned throughout the state for the plan during the 1954-57 period, petitioning local legislators to obtain their support and using all other institutional offices to appeal for the Association's request.

Locally, Mr. Rogers said, the CSEA chapters throughout the state have written to local legislators for approval of the Association's request.

Vernon P. Martinoff, police pat- rollmen, $4586; Mrs. Mary Horning, clerical typist, $3089.

Towanda Studies 5-Point Program

NORTH TOWANDA, Aug. 14—The North Towanda Counci- llor is in demand by employers for approval of the 5-Point Program.

The Towanda Council has approved these appointments from current civil service employees.

Vincent P. Martinoff, police patrol- man, $4586; Mrs. Mary Horning, clerical typist, $3089.

Pass your copy of The Leader on to a Non-member.

END 40-Hour Week

We urge consultation with departmental officials to remove the unfair discrimination against institutional office employees in appealing to the Board of Civil Service Commissioners.

We believe that the heads of the four departments involved, namely Mental Hygiene, Correction, Social Welfare, and Health, make a strong recommendation to the Budget Director to set up a plan whereby the institutional office personal time off week work hours are reduced to about one-half the weekly work time they perform each week.

We ask that your department confer with the Budget Department to work out the problem of additional personnel, to give the 40-hour week personnel a better salary grade if the shorter work week is maintained.

Patrolmen Needs

Information brought to our attention is that institutional patrolmen should be furnished equipment to fully protect their personnel and other employees performing the same work and that they are in the interest of the state departmental service.

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Our plan is permissible for all political subdivisions, Rogers said. The CSEA request was made to the Legislature again in 1957.

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