GOVERNOR PROPOSES FIVE PER CENT RAISE FOR ALL

Rockefeller Cites CSEA Role in Reducing Work Week of State Police

ALBANY, Feb. 5 — Governor Rockefeller has singled out the Civil Service Employees Association for "the part it has played in focusing attention upon the problems of the members of the Division of State Police and for the Association's espousal" of a 20-hour reduction in the work week of the force.

Rockefeller's remarks were contained in a personal message to CSEA President Joseph F. Feliy, sent the same day the governor asked the Legislature to approve a cut from 60 to 48 hours in the State Police work week as advocated by the Association.

The Governor would accomplish the 20-hour reduction by creating more non-police police positions and 50 civilian positions in 1963-65, "uniforms, uniforms, standing which crystalized into police mem-

CSEA Gains Improvement In Mileage Allowances; Governor Proposes 9c

ALBANY, Feb. 5 — The allowance of eight cents per mile given to employees who use their private cars on official state business—termed "unreasonable" and "wholly inadequate" by the Civil Service Employees Association—will be upped to nine cents if Governor Rockefeller has his way.

The Governor, in his budget message to the legislature last week asked for an appropriation of $325,000 to accomplish the long sought increase. Rockefeller's recommendation was seen as a direct result of CSEA efforts of several years standing which culminated in intensive studies of the problem by the Research staff of the Association, the State Office of the Budget and the Department of Audit and Control in February last year.

During the past summer there were at least six conferences of major consequence between the Governor and the Association. Rockefeller and the Association would make every effort to bring the attention of the Administration, as forcefully as I (Continued on Page 3)

Budget Message Calls For Death Benefit Study; More Pension For Retired Aides

ALBANY, Feb. 5 — In order to provide adequately for families of State employees in the event of death, Governor Rockefeller has asked the Legislature to consider means of augmenting the death benefit protection now afforded these workers. He did not suggest any specific plan.

Details of the salary award will be carried in next week's Leader.
Your Public Relations IQ

By LEO J. MARGOLIN

Your Public Relations IQ

(Mr. Margolin is Adjunct Professor of Public Relations in the Department of Public Administration and Professor of Public Relations at the University of Massachusetts.)

PUBLIC RELATIONS irriants

No. 1 is the failure of business and government agencies to answer letters—promptly or at all.

This omission is a primary cause for misunderstanding between the organization and the public, and thus a leading cause of bad public relations.

Unfortunately, government agencies are the worst offenders. Some departments are worse than others. But on the whole, government's letters answering public inquiries average 25.0 and unusually.

When a letter is written by a state agency, with about as much public relations, because of its failure to answer letters, with any public promptness, as you can find anywhere. This department writes letters calling for a fairly prompt answer from the taxpayer. But when the letter to the taxpayer who writes for clear and practical information, all he gets in return is an extended or permanent silence.

If your agency's letter-writing performance is poor, you have public relations from prompt replies to letter writers. The simplest technique is to reply in the form of a simple letter, answering the specific question or comment to the number in the communication.

This A-B-C procedure requires 1-2-3 steps: to gather the information requested or to formulate a reply to the message, to put it in a businesslike fashion, and to send the letter on time. The number in the form replies serves another purpose. It gives us a check on the public relations assurance that "something is being done about your problem.

To sum up, a letter-writer's communication into a "dead-letter-box" is unexcusable. It's a form of dishonesty which has no place in any organization serving the public.

There is one more reason for prompt replies in letter-writing:

LETTERS are just as much a form of communication and a key to good public relations, as newspapers, radio and television. They're the medium of communication and a key to public opinion, and are an important way to determine public attitude on any subject.

In fact, a letter is an individual's or an individual's organization's chance to be heard on matters of public importance.

If your agency's letter-writing performance is poor, you have public relations to improve. If your agency's letter-writing performance is poor, you have public relations to improve.

Brotherhood Committee Will Honor Two For Service to Fellow Man

Leon J. Nathanson, member of the New York State Unemployment Insurance Appeals Board, and Roger W. Restrepo, former Civil Service employee of the New York Office of Motor Vehicles, were selected by the National Brotherhood of the American Legion, to receive the 1962 Brotherhood Awards, at the ninth annual observance of Brotherhood Week, to be held in New York, last week. The presentation was made at the New York Rifle Club, T. MacDougal St., N.Y.C.

-Jewish State Employees To Meet February 15

Members of the Jewish Employers Association of New York will meet on Feb. 15, at the Hotel New Yorker in New York in order to take part in the Brotherhood Luncheon, according to Edward C. Shaw, president of the Association. The next regular meeting will take place on Feb. 23, at 12 Convent St.

- Welfare Dept. Goes To Community Chest

The sum of $16,055.97, contributed by members of the Department of Welfare to their Community Chest during 1961, was distributed among 95 beneficiary agencies by Welfare Commissioner James R. D'Amico. Checks were presented to representatives of the public agencies, such as, New York Board of Health, New York City Board of Education, New York State Health Plan, and others.

- G.I. Loans

Eligible veterans of World War II, or the Korean Conflict period, or their eligible widows, may qualify for VA guaranteed or insured loans for one of the following purposes:

• To purchase, construct or improve a home.
• To buy a farm, farm land, house, food and seed, farm machinery, and other farm supplies and equipment.
• To build or otherwise to enable a veteran to undertake or expand a legitimate business venture.

Unmarried widows of men who died in service, or after separation from the armed forces, are eligible for G.I. loans.

-Korean Veterans

Korean veterans are eligible, if they were discharged or separated under conditions other than dishonorable, and were on active military or naval service between June 27, 1950 and February 1, 1955. Yes, they can receive a loan from the VA.

-WWII Veterans

Eligible veterans of World War II, or the Korean Conflict period, or their eligible widows, may qualify for VA guaranteed or insured loans for one of the following purposes:

• To purchase, construct or improve a home.
• To buy a farm, farm land, house, food and seed, farm machinery, and other farm supplies and equipment.
• To build or otherwise to enable a veteran to undertake or expand a legitimate business venture.

Unmarried widows of men who died in service, or after separation from the armed forces, are eligible for G.I. loans.

- How do I apply for an Improvement loan on my GI home?

If your original loan was a VA guaranteed loan, contact your lender or holder of your mortgage. If your original loan was a VA guaranteed loan, contact your lender or holder of your mortgage.

- Does the VA have outstanding claims for the treatment of veterans' service-connected injuries in every state of the Union?

Yes, we have outstanding claims for the treatment of veterans' service-connected injuries in every state of the Union, including Alaska and Hawaii.

- I understand that the VA's direct loan limit has been increased to $50,000 this year, but still maximum the interest rate?

Limit for a direct loan from VA is $15,000. Interest rate remains 5.4 percent.

- QUO VADIS?

No matter where you are going, the Civil Service Travel Club, Inc., plans your trip and gets you there at the lowest possible rate and safest way. Hundreds of Civil Servants and Veterans have used its services under this program this year. For the finest in Individual or Group travel, call the Civil Service Travel Club, Inc., Time & Life Bldg., New York 20. Or, you may write to: Civil Service Travel Club, Inc. 21-3616. We are proud of our "Travel agents for the Civil Service."
CSEA Played Major Role in Reducing Trooper Work Week

(Continued from Page 1)
was easier. This very important problem occurred. He said he had been aware of the problem and is to be hoped that I shall have some success in dealing with the immediate future.

At the CSEA meeting

A significant meeting between Feily and Rockefeller was held in October when the CSEA's President took time out during the Association's 30th Annual Meeting for a group interview on the State Police problem at the Governor's Capitol office. The meeting was held while troopers attending the CSEA meeting were aware of the newly appointed Assistant to the Governor's Committee. The meeting was held to seek the CSEA's opinion on the CSEA meeting was made by Joseph F. Feily, CSEA President.

Rochester CSEA Chapter To Meet

The Rochester chapter of the Civil Service Employees Association will hold a regular chapter meeting at 8 p.m. on Tuesday, February 6, 1962, in the 6 A Club, 323 University Ave, Rochester.

The Rochester CSEA legislative chairman, will be the guest speaker. His talk will be followed by a question and answer period. After the meeting there will be refreshments and a social hour.

State and county employees first met in a joint session in July. It was held in Portland, Maine, to discuss the state police plan.

Nelson A. Rockefeller

Feily said the portion of the Governor's message dealing with State Police was particularly noteworthy in that it included provisions for the full reduction from 60 to 40 hours.

Feily reminded the Legislature that it had, in 1952, "mandated a 40-hour week upon local police departments throughout the state," and said that "the time has come to extend our State Police the same 40-hour week."

The Association's own bill to provide the 40-hour week, without loss of take home pay, was introduced to the Legislature two weeks ago by Senator Janet Hill of Norwich. It introduces the measure. Senator Gordon had observed that the State Police receive overtime pay or equivalent time off for the overtime. She noted that affirmative legislative direction was required to permit the reduction without the expense of the insurance companies.

Thanks CSEA

Feily said he felt the portion of the Governor's message dealing with State Police was particularly noteworthy in that it included provisions for the full reduction from 60 to 40 hours.

Feily's message was endorsed by the Association's legislative chairmen.

BUFFALO, Feb. 3—An all day session devoted to the workings and problems of state and county workers was held at the Sheraton Motor Inn here under the auspices of the Western Region of the Civil Service Employees Association.

State and county employees first met in a joint session in July. It was held in Portland, Maine, to discuss the state police plan.

Nelson A. Rockefeller

GALPIN EXPLAINS—Numerous facts of the 1962 legislative program of the Civil Service Employees Association were illustrated by F. Henry Galpin, at microphone, assistant executive director of CSEA, at a recent meeting of the Southern Conference of the Employees Association, held at the home of Mr. Galpin is flanked by William Hoffman, left, Conference president, and Charles E. Lamb, secretary.

Space Problems

The Leader editor also explained that items could not always appear on time in the newspaper because of space limitations. Mr. Kyer informed his listeners that the Civil Service Employees Association contracts with The Leader for four pages of news coverage and that even though The Leader frequency exceeds this quota, space problems continue to exist because of the increased sports and activity of CSEA. He also explained that The Leader, like no other newspaper, pays its production costs through both subscriptions and advertising.

Following the joint meeting, William Rostron, Conference president, conducted a business session where county delegations addressed their session, under the direction of Mrs. Margaret Kinney, County Aides Meet.

State Fund Endorses Sherris As Rating Appeal Bd. Member

The members of the State Fund chapter of the Civil Service Employees Association are sponsoring Al Sherris as candidate for re-election as employee representative on the Service Record Rating Appeal Board.

Chapter members are expected to have expressed satisfaction with Mr. Sherris's services as representative during the past year, and will support him when the election is held in the near future.

The Chapter's executive board at its last meeting designated March 21 as election day for the Chapter. The nominating committee is composed of John W. White (Collection), chairman; Rosalie Klaren (Medical); Irving Silverman (Underwriting), and Judson Silverberg (Claims).

The Chapter will submit its candidate recommendations by Feb. 20. Members are free to make their own individual choices known to the committee. Anyone wishing to submit an independent nomination must furnish a petition with the signatures of 100 members.

Dorothy S. McLean, Buffalo Daily News

INSURANCE PROTECTION NOW AVAILABLE WITHOUT PHYSICAL UNDER CSEA'S GROUP LIFE PLAN

Now applicable for CSEA Group Life Insurance under age 50 will not be required to take the usual medical examination if they apply during the month of February, 1962. This does not apply to applicants over age 50. Any employee of the state, or of the counties of Westchester, St. Lawrence, Chemung and Schenectady, or the Cities of White Plains, Ogdensburg, Postum, Newburgh, Schenectady, Elmira and Mount Vernon, who are or become members of CSEA may apply for its low cost group life insurance.

Applications and explanatory literature can be secured from any CSEA chapter or from its headquarters at 8 Elk Street, Albany, and 11 Park Place, New York City.

Under the CSEA Group Life Plan, a member 25 years or younger who has already paid the $3.00 per year allowance in premium for the 60-week policy per year. Older employees enjoy increased premium benefits provided by the plan.

In addition to low cost, the plan provides the following advantages.

- Double indemnity for accidental death and waiver of premiums if total disability occurs before age 60. The premium charges to insured members under the plan have been reduced on several sections in the past and cash refunds have been paid to insured members.

(Continued on Page 14)

DIRECTOR RETIRES—Dr. Lee P. O'Donnell, second from right, director of Harlem Valley State Hospital, was honored at a recent dinner by his facsimile party given for his retirement. Among those present were, from left, Daniel Dorsa, President, Department of Mental Hygiene, Albany, Dr. Alfred F. Reinholt, acting director at Harlem Valley, and on the right, Ray C. Baratta, district attorney of Delaware County. Also present were directors of other state hospitals and local businessmen and friends. Dr. O'Donnell entered State service in 1938, served in both world wars and has worked at hospitals.

CIVIL SERVICE LEADER  Page Three Tuesday, February 6, 1962
U.S. Service News Items

128 Apprentices Graduate at Brooklyn Shipyard

After four years of intensive
study and on-the-job training, 128 
apprentices employed at the 
Brooklyn Navy Yard were 
graduated into the machine ranks 
recently.

One of the highlights of the 
graduation program was the 
presentation of two awards to appren-
tice graduate Edward Dobkin, 25, of 
Queens. Mr. Dobkin won the 
Masters and Personnel's Assis-
tant Award as the outstanding 
apprentice in the Class of 1961, 
and the International Association 
of Machinists Award as the top 
apprentice in his training group.

Brooklyn Navy Yard 
Cites Two 

For Heroism

Cited for playing a leading role 
in preventing a major 
seas disaster, two employees of the 
Brooklyn Navy Yard have 
been awarded with the Navy's Meri-
cious Civilian Service Award, the 
highest that can be given to a 
non-military employee.

Cited for their heroism when 
the fire broke out last November on 
the aircraft carrier Constellation 
during her sea trials were 
Lawrence Cross, a hydraulic man-

machine, and Joseph 
Creigh, a marine machinist. 

Federal Research Grants 

Announced by J. B. O'Connor

Joseph B. O'Connor, Regional 
Director of the Department of 
Health, Education and Welfare, has 
announced a grant of $33,805 
by his Department to the 
Community Council of Greater 
New York.

The funds will be used by the 
Council in carrying out a research 
project concerning unwed mothers who keep out-of-wedlock 
children. Miss Mignon Sabrier will 
direct the project.

Mr. O'Connor also announced 
that the Government has awarded 
100 grants totaling $1,259,779 
for research projects to study water 
pollution problems, sewage, and 
industrial waste treatment.

Among those grants, totaling 
$109,923, were made to 
investigations and projects within 
the four States making up Region II of the Department of Health, 
Education and Welfare, Mr. O'Connor 
said.

High School

If you dropped out of high school, 
why not head for college or a trade school? 

Avogado, 17

Are you protecting your earning power? Would you receive income 
if an accident or sickness kept you from work?

Of course you would—like large an amount as you could buy.

Have you ever stopped to think that in everyday life your earning power 
is really the source that produces golden nuggets. These "golden eggs" in 
terms of dollars and cents provide the food, clothing, shelter and the other 
things you have, and do, to make your family comfortable and happy.

Are you protecting your earning power? Would you receive an income 
if an accident or sickness kept you away from work?

The G.S.E.A. Plan of Accident and Sickness Insurance, which covers 
every 10,000 members, will pay you an income each year if you are 
totally disabled from covered injury or illness. You receive then, a check 
even though you are still getting sick leave pay or benefits 
from other Insurance.

Call or write for full information.

TER BUSH & POWELL, INC.

CIVIL SERVICE LEADER, Tuesday, February 6, 1962
Trained in the field of social investigation are being recruited on a continuous basis for $4,850 jobs with the New York City Department of Welfare.

After a year of satisfactory service, social investigation trainees will receive regular appointment to the title of social investigator at $5,150 to $6,590 a year.

A baccalaureate degree issued upon completion of a four-year course in an accredited college is required for the position. A college course application form must be filed by the applicant.

Under close supervision, a social investigation trainee receives training and performs beginning level work in investigating need and determining eligibility for public assistance.

Air Force Seeks Civilian Assistors At $6,435 & Up

Contract and internal auditors are being sought now by the U.S. Air Force for jobs starting at $6,432 a year.

The positions for internal auditors are located in the Auditor General's Office at Harris Field, Bedford, Mass., and Selfridge Field, Boomer, South Carolina.

The contract auditor jobs are in field offices in Buffalo, Rochester, Utica, Rome, Utica, Garden City, Great Neck, Hempstead, Valhalla, N.Y., Malverne and East Patterner, N.L., Philadelphia and Valley Forge, Pennsylvania, and Baltimore, Maryland.

Required for both titles are a BBA degree, CPA certificate or three years of experience in accounting, and one year of professional accounting. In addition, one year of specialized experience is required.

For full information and application blanks contact the nearest U.S. Civil Service Examining Office: New York Central Civilian Personnel Branch, 40 Central Park S., New York, N.Y. 10023.

Brotherhood Group Honors Two

(Continued from Page 2) In Brooklyn for a number of years, also worked with youngsters in the Abyssinian Baptist Church Community House, the Harlem branch of YMCA. In 1941 he volunteered for the 15th Regiment, New York Army National Guard, and also developed and trained a Junior Guard Unit for boys from 10 to 18. He still holds a commission as Captain in the Reserve Corps.

Active in Scouting

He served as Scoutmaster of Troop 74, St. James Presbyterian Church, and also on staff at the Scout Ten Mile River Camp each year.

He has also been program director of excursions and camps for the Harlem District of the Boy Scouts, in later years in Indian dancing and outdoor skills, assistant scoutmaster of New York Troop 74, 1930-47 National Boy Scout Jamboree at Valley Forge, Pennsylvania, and holds both key Scout awnings as the Arrow Head, Scouters' Key, International Woodmen's Builder and the Eagle Key.

He is currently the camping chairman of Boy Scout Troop 74, the 114th New York Company, and also camp director of the Eastern Star Camp in Ronkonkoma, N.Y.

His affiliations also include membership in the 15th Veterans Corps, the Field Marshall Club, Inc.; Abyssinian Baptist Church, Harlem District operations committee of the Boy Scouts of America; Advisor, Order of the Arrow B.B.A. and the N.A.A.C.P.

He is a member and past president of the Department of Motor Vehicles Community Chest; past president, St. George Association, Chapter 29, and member of the Harlem-Collins, St. George Association. He is a member of the Executive Board of the National Association of America; delegate from his Department to the Civil Service Employees Association and former member of the Board of Directors of the New York State Cerebral Palsy Society.

Transit Exhibit New Museum

The New York City Transit Authority photo exhibit of "Past, Present, Future" can now be seen at the Museum of the City of New York, Fifth Avenue between 103 and 104 Sts., Manhattan.

The exhibit consists of four 10-foot wide panels depicting early transit days, modern public transit, subway stations and buses and the proposed future beautification of subway stations. Supplemented by the display is a montage of subway riders in the days of the T.A. cleanliness, courtesy and service campaigns and a subway car model.

A written test will count for all of the total grade and 60 is the passing mark. The test will be of the multiple choice type and will include questions on general intelligence, dealing with people, sociological and vocational concepts and general background information.

Applications can be filed, in person only, on each Tuesday between 9:30 and 9:30 at 241 Church St., personnel office. Application test will be given on the same day. Candidates who have failed a test in the preceding six months will not be eligible to take the written test.

Applications are available at the Applications Section of the New York City Transit Authority, 66 Duane St., New York 7, N.Y.

SCHOLARSHIPS GIVEN

Duvery Weddige, R.N., director of Nursing Education at the New York City Department of Hospitals, will provide scholarships for the year 1962. The Nursing Service at the State Department of Hospitals, accepts contributions for four full scholarship scholarships from Metropolitan Lodge No. 118, F. & A. M. Presentation was made in Miss Weddige's office by Martin W. Trischman, District Deputy Grand Master of the 8th Masonic District of Manhattan, and Leslie Newman.

The membership voted a dividend of 4.5 percent and a 10 percent premium.

Left to right: are Sandra Daza representing Kings Grant, Educational Hospital Center; Alberta Bongard representing Queens General Hospital Center; Jack D. Betten, Master, Metropolitan Lodge; Martin W. Teichman; Miss Weddige; Alfred D. Berro; grand representative; Sander V. Smith, M.D., past master; Izabel Jones representing Harlem Hospital, and Mary Jung representing Fordham Hospital.

DELEHANTY TRAINING...The Route to Success!

Today's Civil Service Exams create a broad knowledge of many diverse fields. A knowledge that is not only confined to a specific job, but is the result of many years of experience. Through the DELEHANTY Institute, you can increase your knowledge and understanding in many fields, such as government, engineering, economics, social work, and computer science.

Whether you are preparing for a new job or simply seeking a change of employment, the DELEHANTY Institute offers a wide variety of courses to help you achieve your goals.

PATROLMAN - $7,615

After Only 3 Years

Applications are now being received for the position of Patrolman at the New York City Police Department. This is an excellent opportunity for those interested in a career in law enforcement.

PATIENT - $6,772 A Yr.

For full information and application blanks contact the nearest U.S. Civil Service Examining Office: New York Central Civilian Personnel Branch, 40 Central Park S., New York, N.Y. 10023.

Now is the time to start preparing for the next Exam. The Lakeview Institute offers comprehensive preparation programs to help you pass the exam. Contact us today for more information.

SANITATION MAN Candidates NOW YOUR REAL COMPETITION BEGINS!

Standing on the Eligible List Depends Entirely On Preparation.

The Lakeview Institute offers comprehensive preparation programs to help you pass the exam. Contact us today for more information.

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The Lakeview Institute offers a comprehensive preparation program to help you prepare for the New York State Regents Test. Contact us today for more information.

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DEPARTMENTAL HEADQUARTERS

614 THIRD AVENUE

AT 40TH ST.

NEW YORK CITY

CIVIL SERVICE LEADER Page Five Tuesday, February 6, 1962
LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as we see fit. Address all letters to: The Editor, Civil Service Leader, 57 Dunne St., N.Y. N.Y. 3-4018.

Praises CSEA On Correction Pensions

Editor, The Leader:

Thank you for your editorial on Retirement. The Civil Service Employees Association is proud of its move for a 25-year correction officer's pension than any other contract.

As a member of the State's personnel, I am proud of the fact that I have been dedicated my life to serving the needs of the residents of this State and country. This dedication has been recognized by my colleagues and the public.

I would like to take this opportunity to express my appreciation for the work that you do. Your dedication and hard work are greatly appreciated by all of us who work for the State of New York.

Sincerely,

[Signature]

John Doe
Civil Service Employee

The Danger of Delay

These columns last year had great praise for Governor Rockefeller's plan to conduct a professional study of the differentials between public salaries and those paid in private employment. The result of this study was the so-called McKinsey Report and it contained specific recommendations for new pay rates in the state salary schedule.

The Governor took the first step toward following these recommendations last year and this year will complete action on the recommendations if the Legislature approves his request for a five percent, across-the-board pay hike.

In the mean time, we think that Governor Rockefeller has moved steadily toward creation of an equal standard in public and private salaries and has the trust of public employees on this score.

Periodically it is somewhat deplorable, however, that for the second straight year the effective date for new wage scales may be delayed. Both the Governor and the Legislature must recognize that personnel advancement being created among State employees by such action.

Both the executive and the legislative bodies of State government have recognized the desirability of a uniform on salaries—but last year delayed the effective date. This year, the initial proposal of Governor move in the direction of salary equality, but the effective date advised is many months later than last year.

The fear in the ranks is based on two considerations—first, that delaying salary increases will eventually become necessary. Secondly, that these delays will only create a wider gap between their pay standards and those of private employment because the cost-of-living factor will continue to exert pressures that are felt, in private employment, as they are in the public sector.

These are real dangers and we urge both the Governor and the Legislature to give them full consideration. To keep employee salary differentials in line with the effective dates for any raise should be the same as it has been in the past—April 1.

Speedy Action

We are glad to see Mayor Robert F. Wagner continue to fulfill his campaign promises to the Civil Service workers in the City.

Three of his points in the mayoralty campaign platform are now being carried out quickly.

The latest point, new in the process of being acted upon in the appeal of the Lyon's Residency Law, Mayor Wagner has pointed out the reasons behind the need for the law in the past and the reasons why the law is now not only unnecessary, but also harmful.

We hope the appeal will have the desired effect on re-election for New York City jobs. The City has fallen behind in recruiting for many jobs titles in this area.

Together with the progressive increase of filing fees for jobs, should bring many more qualified job seekers.

Dr. Lawrence L. Davis, police, and member of New York City Community College for 14 years and president for the past 11 months. Davis has resigned from the Board of Trustees.

His resignation will be effective on the 30th of June.

Dr. Davis explained that he is resigning as President of the largest Community College in the State to accept a new-created educational post in General Superintendent and Chief Executive of the Education in Flint, Michigan.

Community College President Resigns

Syosset VA Chief Headed to New York Offices

Thomas V. O'Keefe, managing attorney of the Veterans Administration Regional Office in Syosset, has been named manager of the New York VA Regional Office, 252 Seventh Street, Brooklyn, according to Lee D. Seaman, Jr., associate director of Veterans Affairs, announced last week.

Prior to being appointed managing attorney of the regional office, Dr. O'Keefe served as assistant manager and chief attorney in the New York office. He entered the service of the Veterans Administration as attorney advisor in New York in 1943.
Court Decision May Be Needed
In Rochester

ROCHESTER. Feb. 5 — The question of whether Rochester city employees are governed by a city or Monroe County Civil Service Commission may be decided by the attorney general or the courts, according to the president of the state Civil Service Commission.

H. Eliot Kaplan made the comment after the City Council, controlled by the Democrats, re-created a Municipal Civil Service Commission at a Tuesday night session.

Kaplan said in his personal opinion, he doubted that the City Council could establish a new Commission in the face of an existing state law.

A lame-duck Republican City Council voted to merge the city Commission with the County Civil Service Commission last December. At that time, the Democrats protested the action, claiming it gave the appearance that the Republicans were attempting to continue control of city jobs. Monroe County is controlled by the Republicans.

Kaplan said that the State Commission would have to await some overt action by one or the other commission before it would seek advice from the attorney general.

Prescribed Drugs and Medicine?

COVERED!

Over eighty-five percent of eligible employees of New York State, counties, towns, villages and school districts have chosen the Statewide Plan for protection against the total cost of medical care. This protection covers not only hospital and doctor bills but also many other medical expenses such as the cost of drugs outside the hospital.

BLUE CROSS—BLUE SHIELD

Because of their choice, these employees enjoy the unparalleled protection of:

Blue Cross — 120 day plan for hospital care.

Blue Shield — for doctor bills. This plan provides generous allowances established by those who know medicine best — the doctor himself.

This plan also permits choice of your own doctor.

MAJOR MEDICAL

The Statewide Plan also includes broad major medical coverage in addition to the extensive protection of Blue Cross and Blue Shield.

Major Medical ($50 deductible) pays eighty percent of covered medical expenses. Here are a few of the exclusive benefits:

ALL PRESCRIBED DRUGS

AND MEDICINES
(out of the hospital)

PRIVATE DUTY NURSING CARE
(either in or out of the hospital)

LENGTHY HOSPITAL STAYS
(for more than 120 days)

ANESTHESIA SUPPLIES
(out of hospital)

SPECIAL BRACES, TRUSSES,
EQUIPMENT
(purchase or rental of crutches, wheelchairs, prothetic devices, etc.)

OXYGEN
(out of the hospital)

HOSPITAL CARE, MENTAL AND
NERVOUS DISORDERS
(in a general or private hospital for more than thirty days)

PSYCHIATRIC CARE BY
PHYSICIAN
(at home, in nursing and convalescent homes, Rehabilitation Centers or at specialized Patient Care Institutions.)

BLOOD AND BLOOD PLASMA
(out of hospital)

During the transfer period of January and February, 1962, eligible employees have the opportunity to transfer to the Statewide Plan. They may now join the 150,000 employees (390,000 persons) who enjoy the realistic protection provided by the Statewide Plan.

For full information, see your personnel or payroll officer now... or call your Blue Cross-Blue Shield office. Learn why the Statewide Plan offers the most liberal benefits at the lowest possible cost.

For full details and information see your payroll or personnel officer today!
The State of New York has jobs in nearly 40 titles for which applications are being accepted. The jobs are in many different departments of the State government and have starting salaries of from $4,000 to $15,000 a year. Applications can be filed, after Feb. 16, until March 26.

The exams, listed with title, number and salary range, are:

- Local assessment examiner, 8003, $6,280 to $7,620.
- Senior real estate appraiser, 8004, $9,280 to $10,640.
- Principal real estate appraiser, 8005, $10,560 to $12,600.
- Senior biophysicist, 8006, $7,000 to $8,480.
- Senior sanitary engineer, 8007, $9,560 to $11,160.
- Director of communications, 8008, $11,000 to $13,600.
- Senior draftsman (electrical), 8009, $6,720 to $8,340.
- Public librarian, 8423, $5,620 to $6,850.
- Recreation director, Essex County Legislature Youth Comm., 8456, $4,800.
- Assistant nutritionist, Westchester County, 8476, $4,880 to $5,900.
- Director of Workmen's Compensation Board operations, 8477, $5,200.
- Speech therapist, Erie County, 8481, $6,280 to $6,800.
- Assistant civil engineer (structural), Westchester County, 8482, $6,540 to $8,420.
- Civil defense representative, 8483, $6,000 to $6,850.
- Civil defense safety representative, 8484, $6,280 to $7,620.
- Assistant supervisor of civil defense radio service, 8485, $6,500.
- Supervisor of civil defense communications representative, 8486, $7,000 to $8,340.
- Supervisor of civil defense transportation, 8487, $8,560 to $10,340.
- Associate public auditor, 8488, $5,020 to $6,280.
- Assistant director of civil defense, administrative services, 8489, $6,280 to $9,560.
- Assistant director of civil defense planning, 8490, $10,020 to $11,320.
- Deputy director of civil defense, 8491, $10,200 to $11,700.

Staff Nurses
Sought by Staten Island Hospital
Staff nurses are needed at the U.S. Public Health Service Hospital in Staten Island. The positions pay from $4,345 to $5,225 a year for full-time work, and either $16.72 or $18.64 a day, depending on experience, for part-time. Staff nurses work 40 hours a week and are given 13 week-days a year for vacation, and 13 for sick leave. A uniform allowance is provided and uniforms are laundered without cost.

Required are either completion of a three-year course in an approved school of nursing, or completion of a two-year course and one year of experience.

To apply, contact Director, Personnel Section, U.S. Public Health Service Hospital, Staten Island, N.Y.

Austin Reappointed
ALBANY, Feb. 5 — Robert Austin of Johnson City has been reappointed a member of the Board of Visitor for Binghamton State Hospital for a term ending Dec. 31, 1966.

Heads of 3 Agencies
To Speak on Personnel Relations at Conference
Heads of Federal, State, and City agencies will constitute a panel at the meeting of the Occupational Organizations or in attendance of any one or all of the professional organizations or in attending any future meetings should write to the New York Public Personnel Council, 906 Box, New York 1, N.Y.

THE THIRD conference scheduled for the second week of April, the meeting will be concerned with the topic, "How the Personnel Officer in an Operating Department Views His Relationships with the Head of the Department and the Central Personnel Agency." Personen interested in the work of any one of the professional organizations or in attending any future meetings should write to the New York Public Personnel Council, 906 Box, New York 1, N.Y.
The largest civil service entrance examination given in the United States will close to applicants on April 26. Successful candidates in last year's Federal Service Entrance Examination (FSEE) filled some 9,000 jobs and this year's eligible list is expected to be used to fill at least the same number of positions.

There is no pension barrier in Federal employment against retired state employees, making this exam especially popular with these persons. Retired New York state employees cannot gain employment in state service without losing pension rights.

The test is limited to college graduates and those who will graduate within the next 21 months. However, three years or more experience in administrative, professional, investigative, technical or other responsible work will be accepted in lieu of the educational requirements.

Any equivalent combination of education and experience will also be satisfactory. To combine education and experience, one academic year of study will be considered equivalent to nine months of experience.

The Federal Service Entrance Examination is issued to fill positions in nearly all branches of the Federal government. The positions which are to be filled from the test are located throughout the United States and in U.S. agencies abroad.

For grade GS 5, paying from $4,345 to $5,830, candidates must meet the above experience or educational requirement. For the GS 7 positions, paying from $5,355 to $6,840, candidates must have an additional year of graduate study or a combination of graduate study and experience totaling one year.

Federal Service Entrance Examination tests will be given monthly until May.

Application form 5006 AB can be obtained from the regional office of the U.S. Civil Service Commission, Wash., D.C., or the U.S. Civil Service Commission, 220 E. 42nd St., New York, N.Y., or from the regional office of the U.S. Civil Service Commission, 11 N. Y., or from the U.S. Civil Service Commission, Wash., D.C.

State employees may transfer to H.I.P. during the transfer period ending February 28

You don't have to be a lawyer or an accountant
—to use H.I.P.

As a prepaid group practice plan, H.I.P. provides medical services—not cash payments toward doctor bills.

In H.I.P., there is no need to study your policy line by line to see what is and what is not covered... There are no fee schedules and no claim forms... There is no need to worry over insufficient cash allowances... There is no need to "share" additional charges through deductibles and co-insurance... There is no need to accumulate and total up medical bills in order to prove you have exceeded a deductible... There is no need to discuss your family income with the doctor... You don't have to watch for limitations on number of services and on kinds of services (such as specialist care).

And in H.I.P., you also have the satisfaction of knowing that each medical group physician provides only the services for which he has been specially trained.
CSEA Seeks Field Man for Buffalo Area At $6,630 to Start

The Civil Service Employees Association has a position open for a field representative in the Buffalo area. The job pays from $6,630 to $8,040 a year in five annual increments, plus additional increments at the end of 10 and 15 years' service.

The job will be on a probationary basis for six months to a year, at the end of which appointment will be permanent provided service has been satisfactory.

The Association is a non-profit membership corporation composed of nearly 100,000 State employees and employees of political subdivisions. Functions in the vicinity of Buffalo will be required when taking the job.

Other requirements are a high school diploma and three years of experience in business or investigation work which must have included extensive public contact as an adjuster, salesman, customer representative, investigator, representative, inspector, complainant, supervisor, or in labor relations work.

Shade Repairmen Needed by City: Pays $3,500 a Year

The New York City Board of Education has openings for window shade repairmen at a salary of $3,500 a year. In its repair shops at 198 Elizabeth Street, New York City.

Applicants for this position must be able to perform the following duties: cut and make shades to specifications; use power sewing machines; install shades on metal rollers; install sills and pulleys; perform related work.

The Civil Service Qualifications are a three years' experience as a window shade repairer; or a satisfactory equivalent of experience and education.

Anyone interested in such professional employment should apply in person to William E. Quigley at 217 A Avenue, York 12, N.Y., or telephone him at 24-8-9.

State Tax Collector Jobs Open in City At $4,760 a Year

Tax collector jobs in New York City paying $4,760 a year to start are being offered now by the State on a continuous filing basis from one to two years of experience are required.

These jobs are in New York City only, and testing will be in the City. Immediate appointments are expected.

Appointments will be to the State Department of Taxation and Finance, and the Division of Employment, Department of Labor. The maximum salary for the title is $5,840.

The tax collectors perform collection work in the field, contacting individuals, business firms and their representatives. They are given considerable freedom of action in adapting work procedures and methods.

Appointments will be given to candidates under 46 years of age. A New York State driver's license will be required before appointment.

Because of the nature of the job, candidates must be able to meet and deal effectively with the public, and to secure cooperation and avoid antagonism. They will be required to carry out complex oral and written directions, and to absorb knowledge of rules, laws and regulations governing public employees.

Complete information and application forms are available from the offices of the Civil Service Employees Association, 8 E. 40th Street, New York 17, N.Y., or 11 Park Place in New York City. Completed applications must be returned to the above office by Feb. 21.
RENT OR OPTION TO BUY

LEGAL 2-FAMILY VACANT — MOVE RIGHT IN!

Attractive $800/100, extra large rooms, modern kitchen with pantry. Cathedral ceiling in living room, garage. Convenient to transportation. Be the first to call for this terrific buy.

SOLID BRICK — 2-FAMILY

Detached $15,000 plot, modern kitchen, all heat, refrigerator, storage and screen, near everything. ONLY $500 DOWN. G.I. NO CASH

CALL FOR APPT.

JEMCOL REALTY

170-03 Hillside Ave., Jamaica, L. I.

"FREE PARKING"

AX 1-5262

3 CONVENIENT OFFICES AT YOUR SERVICE

"HOMES TO FIT YOUR POCKET"

G.I. NO CASH

HOMESTEAD & VICINITY

STOP PAYING RENT!

LIST REALTY CORP.

OPEN 7 DAYS A WEEK

14 SOUTH FRANKLIN STREET

HEMPSTEAD, L. I.

IY 9-8814 - 8815

Prospect Avenue at Roosevelt Ave. at South Franklin Street. Convenient to all R. R. and bus lines, only 7 blocks to the T. I. LIRR.

OL 12-350

HOLLIS "SOLID BRICK 2-FAMILY

GIBLET, 1  & 2 FAMILY HOMES

AT RicH 40-year mortgage. To see

only. Call 7-1100 and arrange

up to 3 P.M. every day.

"FREE PARKING"

"FREE PARKING"

For Rent

STORES TO LEASE

2 ROOM, 1 BATH, 1 STOR. 350 ft. front, S. End Ave., 2nd floor, Ozone Park, N. Y., G.I. $300; Ozone Park, N. Y., RE $550. Call 63-7700.

LOVELY MANSION

DUTCH COLONIAL, 7 large rooms and porch, finished basement, bay, on high corner plot, $9,500 cash. G.I. NO CASH

+ADJACENT, 8 rooms, 2.5 baths, full basement, near schools, churches. Fine area. Excellent condition. Extras. Everything, $500 on contract.

HEMPSTEAD

G.I. NO CASH

SUNGLASS, 5 rooms, plus 3 car garage, 3 bath, lovely, all heat, all fuel, all tax, aluminum siding, good area. West's best.

HEMPSTEAD & VICINITY

TWO ROOMS TO LEASE

1 N. STEPHEN ST., INTERIOR, 2 rooms, 1 bath, gas heat, $150 month, 2nd floor. Call 8-6991.

Upstate

"FREE PARKING"

“FREE PARKING"

HOLLYWOOD, 1, 2, 3 family Homes, Furnished and Unfurnished. Contact Helen Roseman, 7-1100.

"FREE PARKING"

"FREE PARKING"

EXAM STUDY BOOKS

to help you get a high grade on civil service tests may be obtained at The Long Island Book store, 77 Queen Street, New York City. Ask for No. 1-100. For list of same current titles copy. Call Helmsen 3-6313, see Page 18.
Typist, Stenographer, Various Social Work Jobs Open in Nassau

The Nassau County Civil Service Commission has announced a list of 14 competitive examinations for which there are now accepting applications. The exams, with salaries and filing details are:

- Senior psychiatric social worker. Starting salary $8,000. Maximum attainable, $7,980. At the present time one vacancy exists. Applications must be filed not later than February 14. Date of examination, March 10, No. 831.

- Psychiatric social worker. Starting salary $7,800. Maximum attainable, $7,800. At the present time eight vacancies exist. Applications must be filed not later than February 14. Date of examination, March 10, No. 831.

- Senior social work assistant. Starting salary $7,400. Maximum attainable, $7,800. At the present time two vacancies exist. Applications must be filed not later than February 14. Date of examination, March 10, No. 831.

IN APPRECIATION — Justice Walter Hart of the Brooklyn Supreme Court presents certificate of commendation to Jack Simberg, confidential able to Supreme Court Justice George M. Cartney, on behalf of the Jewish Court Attaches Association. The presentation was made "in appreciation of his service to the community and the organization as president, chairman of the board of directors and charter member."

Army Seeks 1,600 Teachers at $4,435

The U. S. Army Transportation Terminal Command, Atlantic, at the Brooklyn Army Terminal, has started its annual recruitment drive for teachers and administrators for overseas employment in Army American Dependent Schools.

Interviews with officials from the Par E. Europe and southwest will be held until February 19. Departures will be scheduled for August.

There is a need for over 1,000 new school personnel to staff over 110 elementary and secondary schools in Korea, Japan, Okinawa and Europe (primarily Germany and France). Courses of study parallel those of public schools in the United States.

Tours of duty are for one year or more. Benefits as well as overseas transportation are free and provided by the Government.

The need primarily is for teachers of the primary grades, reading, arithmetic, mathematics, physical education, homemaking, commercial subjects and librarians. There is also a need for teachers of the Romance languages in high schools, guidance counselors and dormitory supervisors. A limited number of administrative openings are expected.

Qualifications include a bachelor's degree, teachers training and two years of teaching experience. Married women or single women with dependents will not qualify.

Salary for the instructive staff starts at $4,435 for the school year with additional increments for advanced academic preparation.

An information brochure entitled "Opportunities for Educators" and preliminary application may be obtained by sending a postal card to Civilian Personnel Division, U. S. Army Transportation Terminal Command, Atlantic, 4th Avenue and 5th Streets, Brooklyn 39, N. Y.
SYRACUSE CHIEF RETIRES —

Dr. Arthur G. Rodgers, at right, retiring director of Syracuse State School, was guest at a dinner given in his honor by the School’s Civil Service Employees Association chapter recently. Shown at the dinner are, from left: Mrs. Thomas Dyer; Dr. Arthur Fense, deputy commissioner, Department of Mental Hygiene; Mrs. E. E. Watso; Thomas Dyer, CSEA regional officer, who acted as toastmaster; and, behind Dr. Rodgers, Charles Ricker, Chapter president.

CENTURY’S SERVICE — Dr. Frederick Beck, center, director of Homer Folks Tuberculosis Hospital, presented 25-year service pins and certificates to four hospital staff members recently.

Left to right are: Dr. Joseph T. Engan, supervising laundricus physician; Joseph Fiordgill, of the laundry staff; Dr. Beck, Dr. Elfred L. Leech, assistant director, and Dr. A. M. Skinner, principal thoracic surgeon.

WORK STUDY — Two employees of the Georgia State Hospital are shown receiving certificates on their completion of the in-service training Institute on work Simplification. The employees are Frederick J. Milliman, instructor of training, second from left, and Robert G. Harvey, chief of nursing services and training, second from left. Making the presentation is Dr. Fritz C. E. Trapp, assistant director administrative, at the Hospital. At right is Dr. J. Murray Rossman, Hospital director.

CONFIRMATION ASKED

ALBANY, Feb. 6 — Governor Rockefeller has asked the Senate to confirm his promotion of Brigadier General John J. Fitzgerald of Long Island, February 6, 1962. Rockefeller has asked the Senate to major general of the Army.

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CSEA Islip Unit To Hear Town Supervisor Speak

Supervisor Thomas Harwood will be the first of a number of town officials to speak at the regular monthly meetings of the Civil Service Employees Association Islip Unit, when he addresses the group on Feb. 7. Invitations to various town officials who have understood our problems and made great efforts in our behalf.

FORESTRY DEAN ON SABBATICAL

ALBANY, Feb. 6 — Raymond Forestry Dean at the State College of Forestry, is taking a six-months sabbatical in Europe. During his absence, Lawrence J. Belanger, registrar, will be in charge of the Office of Student Services.

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.)

An Abundance of Shortages

PUBLIC MENTAL hospitals in the United States were more adequately staffed in 1960 than they had been in 1956, according to a report by the American Psychiatric Association. The number of physicians per patient increased by 92% in this period. The number of registered nurses was also increased by 12%.

In 1960, the mental hospitals needed an additional 35,000 persons to bring the total number of staff in these categories up to the 145,000 required by minimum American Psychiatric Association standards. Of the total number of personnel needed, almost sixty per cent were registered nurses.

OF THE 13,786 key patient-care personnel added to the staffs of public mental hospitals in these years, 1,038 were physicians, 1,546 were psychologists, 1,144 were nurses, 277 were social workers, and 9,000 were other, non-registered, nurses and attendants.

Shortages of Physicians

ONLY 27 STATES had more than 50% of the total number of physicians needed to staff adequately their mental hospitals. Twenty states had staffs between 25% and 50% adequate. While Alabama and Louisiana had less than 25% of the number of physicians needed, the national average for adequacy of physician staffs was 61.8 per cent.

Shortage of Psychologists

WHILE 3 states had more than adequate psychologist staffs, the national average for adequacy was 82.3 per cent. In 21 states the adequacy of the number of psychologists was between 50 and 100 per cent. No state had less than half the psychologists they needed.

Shortage of Registered Nurses

ONLY ONE government unit, the District of Columbia, had more than half the registered nurses called for by APA standards, and only 12 states had 30% or more of the RN's needed. Fifteen states had less than 15% of the number of RN's needed. The national average for adequacy of registered nursing staff was 29.2 per cent.

Shortage of Social Workers

ONLY 15 STATES had more than half the number of social workers needed. In two states the number of social workers had less than one-fourth of the social workers needed. The national average for adequacy of social workers was 39.8 per cent.

Shortages of Other Nurses and Attendants

SIXTEEN STATES had more than the number of other nursing staff and attendants considered adequate by minimum standards. An additional 12 states had adequate staffs less than 25% adequate. Of those, all but one were eastern states. The national average for adequacy of other nursing care staffs was 68 per cent.

GREAT DIFFERENCES exist in the personnel-patient ratios. The number of patients to one employee in the five patient-care personnel categories that we have discussed varies as widely from state to state as did the per cent adequacy of the staffs. One state had one physician for every forty patients while another state had one social worker to 1,026 patients.

HIGH AND LOW categories in the other four categories were:

PSYCHOLOGISTS—high, one psychologist to 181 patients; low, one psychologist to 5,395 patients.

REGISTERED Nurses—high, one registered nurse to 25 patients; low, one registered nurse to 214 patients.

SOCIAL WORKERS—high, one social worker to 81 patients; low, one social worker to 1,026 patients.

OTHER NURSES and attendants—high, one other nurse or attendant to three and one half patients; low, one other nurse or attendant to nine patients.

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Syracuse Chapter Credit Union Is 'Growing Steadily'

"We're growing steadily in assets, membership and business," Rex Lamb, president of Syracuse Chapter, Civil Service Employees Association, Federal City said recently. The number of members of the union has increased by nearly 400 percent, keeping pace with the growth in membership and assets of the credit union.

The number of members of the union has increased by nearly 400 percent, keeping pace with the growth in membership and assets of the credit union. The growth in membership and assets of the credit union has been able to increase the permissible size of the credit union to $2,000 towards the purchase of an automobile.

The committee for the county management subcommittee has completed a course in "Understanding Human Relations," given at Camp Pharsalia, New York State's pioneer youth forestry camp, for 10 unaided offenders. Shown presenting certifictes to those who completed the course is camp supervisor James J. Morrow, right, observers pictured are, back, from the left, Charles Terrry, Francis Dupan, John Miller and Walter Sutro. In front are Fred Mc

Onondaga Host For Workshop of County Units

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The workshop will be held on October 10. The workshop will be open to all members of the credit union. The workshop will be led by John Cummings, head of the credit union's office at Room 400 in the State Office Building.

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The new committee will be responsible for the development of the program and to solicit and accept inquiries from the credit union.

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The Job Market
A Survey of Opportunities
In Private Industry

By A. L. Peters

A tool and die plant in Brooklyn needs men with recent experience in setting up and operating a Jones & Lamson Thread-Guiding Machine at $2.00 an hour.

Cabinet makers and assemblers, are wanted in restaurants or furniture stores. Wage ranges from $1.75 to $3.00 an hour, depending on experience.

Also wanted is a line foreman, a man who can supervise a line of production workers, pack- ing and bottle filling of creams, liquids and aerosols. Pay is $10 to $15 an hour.

A man who can make plaster molds for fiber-board lines is needed. Pay is $15 to $20 an hour, depending on experience.

Apply at the Brooklyn Industrial Office, 510 Fulton Street.

In Manhattan and the Bronx, there are two openings for tool and die makers, one in express transportation, paid, $15 to $20 an hour, depending on experience.

Apply also in the Civil Service Department, 125 Broadway.

Also wanted are machine modelers, men with at least two years experience on ferrous metal, to operate a squeeze or roll-over machine and to do aluminum and non-ferrous metal work. Job pays $2.00 an hour.

TV service and repairmen are needed to perform service work inside and outside on TV sets, hi-fi units, radios and recorders. Experience ranges from three to five years of TV and related repair work. Some jobs require use of a car or chauffeur's license. Pay is $75 to $225 a week, depending on experience.

Apply at the Manhattan Industrial Office, 250 West 54th Street.

The Army is still recruiting for teachers, counselors and librarians, both men and women. Candidates must be American citizens with at least a bachelor's degree and 16 hours of education courses. Must have also at least two years of professional experience since 1912. Only single women aged, preferably, single men.

For details, write for teachers, counselors and librarians at $450 to $750 a week. Transportation to and from overseas assignment is paid. Housing, board, or housing allowance are, also provided. Phone Elliot George at 1458-3406 for appointment and further information.

New Court Group
Eleciters

The newly-formed City Court Attaches Association met in the City Court Building last Wednesday, and elected the following officers: president, Gary Lane, Queens County; first vice-president, Thomas Carroll, Court Clerk — Queens County; second vice-president, Anthony Young, Court Attendant — Kings County; treasurer, Art Cicco-cella, Court Clerk — Kings County; and secretary, James Stewart, Court Reporter — N. Y. County.

Delegates elected were: Manhattan, Aaron Weiss; Kings, Vincent T. Hanshaw; Bronx, John Darnell; Queens, Joseph Gurtman and Richard John W. White.
5 PER CENT PAY RAISE PROPOSED

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...continued to give careful consideration to the compensation and working conditions of State employees with the firm conviction that efficiency can be realized only under employment conditions which attract and retain competent, dedicated people. He said a five percent increase would further improve working conditions and attract and retain competent people.

Further Action Needed

Governor Rockefeller's budget message as presented to the Assembly, is seen here as it was presented to Governor Rockefeller's budget message at the Albany last week. The message contained several recommendations for State employees. They are reported on in other columns in this edition. Meeting at rear with gavel in hand is Speaker Joseph Carlino.

POLICY

In February, the Legislature approved Governor Rockefeller's budget message as proposed, which would provide for a raise for State employees. The message was indicated as early as November 13 issue of The Leader in which Budget Director Feily said that for several years, the Association has been raising the allowance rate would provide a 5% increase in the 1962-63 budget. The CSEA minimum death benefit measure would provide, after
60 days of service, six months' salary, increased by one month's salary for each of the next 24 months of service.

In a series of meetings with the Governor and Administration of officials, prior to Rockefeller's budget request, CSEA representatives pointed out that a total of 33 years of service is necessary to earn a full two-year death benefit under the present plan. The CSEA proposal would accomplish the necessary goal of placing the minimum death benefit at the ordinary death benefit on a more realistic basis and would give full benefit coverage after 30 years' service.

Joseph P. Feily, CSEA president, said that further talks are scheduled with the Governor to work out the details of the Association plan.

Mr. Feily lauded Rockefeller for the supplemental pension provisions in his message and pointed out that the Association has been pressing for more work in this area since the last such measure was passed in 1960.

ALBANY, Feb. 5 — Legislation and internal business will be an occupation of the hundreds of delegates who will attend the annual dinner meeting of the Civil Service Employees Association here on Feb. 28 and March 1.

Highlights of the session will be the annual dinner itself, at which Governor Rockefeller, members of his cabinet and elected State officials will be guests. The entertainment this year will be a modified gridiron show, according to Lee Lemieux, CSEA social committee chairman.

Registration

Registration of delegates will be from 1 to 3 p.m. on Feb. 28 and the business meeting will be held from 2:30 until 5 p.m. of that day. Departmental delegates meetings will be held from 9 to 9:30 that evening.

During the course of the meeting a training program for delegates will be conducted by the CSEA Education Committee, under the direction of Coloma Raisovec, chairman.

The business meeting of the delegates will continue on Thursday, starting at 9 a.m. and, with a break for lunch, continuing until adjournment.

The annual dinner and gridiron show will be held that night. All events will take place in the Sheraton Ten Eyck Hotel, with the exception of some of the departmental meetings.

Those attending are reminded that reservations for rooms and the dinners must be made immediately.

CSEA Negotiations

On the recommendation that the insurance rate would be included in the Governor's message was indicated as early as November, Feily said. He cited the number 13 issue of The Leader in which Budget Director T. Norman Hard said, "Some time between the Comptroller's Office, the CSEA and the Division of the Budget agreed to study the matter and to implement any agreed changes in the 1962-63 budget." Feily said the "cooperation given to the Association by all the agencies involved in the studies which prompted the recommendation was of inestimable value (in) gaining this proposed improvement."