CSEA Calls For:
More Realistic Rules On Exam Reviews, Appeals

ALBANY, Feb. 25—The CSEA为之
Civil Service Employees Association
has called for more realistic rules governing State Civil
Service examination reviews and appeals.

The recommendations are in a
letter from CSEA President
Joseph F. Felly to the State Civil
Service Commission.

"Continual Complaints"

Felly said the Association re-
ceives continual complaints about the present rules require-
ing examination reviews and ap-
peals. He said the chief com-
plaints are against the require-
ment that appeals be submit-
ted complete and the examina-
tion, no matter how trivial, that
the candidate is not per-
mitted to copy questions or
answers, to take notes from the
review room.

While agreeing that applicants
should not be allowed to keep
the complete examination, the
Association has made the fol-
lowing suggestions:

1. Applicants should be al-
lowed to make notes conces-
sion contents and the contents
of their answers, and send them
(Continued on Page 18)

State Has Responsibility To Pay Fair Wages, Feily
Avers At Budget Hearing

ALBANY, Feb. 25—The first and most important thing facing the State of New
York, according to CSEA President Joseph F. Feily, is the fact that it has a responsibility to the employees
of this State to pay fair and equitable wages. Joseph F. Feily, president of the Civil Service Employees
Association said last week before a legislative committee considering the 1963-64
New CSEA Membership Target—120,000

(Special to the Leader)

ALBANY, Feb. 25—A membership goal of 120,000 to be attained by September 30 of this year has been set by the
state-wide Membership Committee of the Civil Service Em-
ployees Association.

Committee members arrived at the figure last week at an orga-
nizing meeting in Albany, at which they also made extensive
recommendations concerning membership matters pertaining to the State and County Divisions of the Association.

New Chairman Report

The new two-chairmen of the committee, Albert D. Schucker of the Department of Motor
Vehicles, Albany, and Irving Plaumnann of Nassau County, reported an all-time high mem-
bership as of February 14 of 144,193 members in the State Division and 26,351 in the County Division.

These figures show an increase over the same date of last year of 7,400 members in the County Division and 6,272 members in the State Division.

One of the first points con-
sidered by the committee was setting up successful membership committees on the local level as a
prime responsibility for successful membership committee activities.

Henry Shemin, panel modera-
tor, in his opening remarks, said:

"Our figures show clearly that State employees have fallen behind the rest of the working force in terms of wage rates during the past 12 months. Therefore, after careful consideration and deliberation, the 111,910 membership of the Civil Service Employees Association has adopted a resolu-
tion calling for an eight percent salary adjustment for all State employees.

"Other important requests of this Association include amendment to the employees retirement system which would make it
wholly non-contributory and improve of other benefits such as a non-contributory State Health Insurance plan. Regarding the State salary system, my committee has asked the Bills for a summary to see what has occurred over the past few years. In 1960, salaries were made up of 70 percent of total compensation. In 1969, salaries for the State employees. The primary goals were not

Don't Repeat This!
Costikyan’s ‘Guest List’, Headed By Bailey, Called Urgent For Unity, Harmony In The Democratic Party

N O Democratic county leader in the State has faced such formidable problems in restoring harmony and unity to the party as has Edward J. Costikyan, chairman of the New York County Democratic Committee, and these columns have given "progress reports" on his efforts and on those other Democratic leaders from time to time during the past few months.

As has been noted here earlier, Costikyan took over the chair-
manship of the Committee when it was in a near shambles as a result of the Wagner-Dingell feud and the rise of the "refor-
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Keogh Wins State Pension

America's Largest Weekly for Public Employees

Vol. XXIV, No. 25 Tuesday, February 26, 1963 Price Ten Cents

CSEA Argues Rochester Case

(From Leader Correspondent)
ROCHESTER, Feb. 23—Supreme Court Justice George D. Newton of Genesee reserved decision here last week as to whether the City of Rochester used fair and reasonable procedures in recognizing an AFL-CIO union as bargaining agent for city employees.

Justice Newton asked the Civil Service Employees Association, which challenged the recognition of the union by City Manager Porter W. Homer, to file briefs by today (Feb. 23). He saved the suit for the union, the American Federation of State, County & Municipal Employees (AFSCME), until March 5 to reply to any briefs.

"The testing of those who testified were Homer, Corporation Counsel Arthur B. Curran, Jr., and Peter Korn, assistant to the City Manager, Joseph D. Lochner, CSEA executive director.

Party Headquarters Meeting

Homer, according to a city hall legal aide, Homer said that the subject of the recognition of the union by the administration was discussed at County Demo-
cratic headquarters before Homer took office in April 1962. Curran also acknowledged from the stand that the matter of union recogni-
tion was discussed at a Saturday morning briefer session for city councilmen and others at party headquarters.

Homer's Testimony

"He had been receiving pay-
ded deduction cards from the
(Continued on Page 16)

THE WINNER

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Don't Repeat This!

(Continued from Page 1 to 2)

to the court, with the understanding that opposing factions on several issues and in the past few months, he has been working on his prior commitment to making a remarking that he is 

impossible to make a judgment on these issues on a case-by-case basis. A new court date is set for the next hearing. In the meantime, the opponent will continue to pursue the matter.
INCOMING PRESIDENT — Pat Trotska of Ronkonka, incoming president of the Connetquot unit of the Suffolk chapter General Louis J. Lefkowitz, was recently elected president of the chapter says. The association represents attorneys, referees and hearing officers in all branches of the State government.

New Classification Sought For Niagara Park Police

ALBANY, Feb. 25—State Comptroller Arthur Levitt has asked the Legislature to pass a bill extending to all members of the State Retirement System a minimum death benefit equal to one month's salary after one year of service. The benefit is currently available to survivors of Retirement System members aged 70 and over whose annual salaries exceed $2,000 per annum. Levitt said his plan would provide a uniform death benefit for the survivors of all members of the System, including employees of cities, towns and other units of government in event of a member's death after 90 days of employment.

A benefit of one-half salary to survivors of members whose annual salaries amounted to two thousand dollars or more per annum. In cases where the annual salaries of the employees exceed $2,000 but are less than $5,000, a benefit of ten dollars per annum is paid.

Levitt also requested the Legislature to pass a bill providing more liberal benefits for the surviving beneficiaries of employees whose annual salaries exceed $2,000 per annum, but are less than $5,000. He said the current system is less than $2,000 in cases where the annual salaries of the employees exceed $5,000.

The request is contained in legislation signed by the Governor and sent to the two Houses of the Legislature. It is the first time the Comptroller's office has proposed a death benefit plan for State employees since 1957. In that year, a benefit of one-half salary to survivors of members whose annual salaries amounted to two thousand dollars or more per annum.

The minimum death benefits currently available to survivors of Retirement System members is $2,000 per annum for a member aged 70 or over who has served at least five years.

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Where to Apply For Public Jobs

BY MARY ANN BAKES

1963-02-26

U.S. Service News Items

First Year Report On Employee-Management Program Revealed

The inadequacy has, however, been on the part of the Government since it has failed to make the necessary contributions many times in the past years.

"No Firing" Policy Adopted By Defense

Even though President Kennedy's "no-firing" budget request for a reduction of 10,000 civilian employees in the Defense Department, the Department announced that the reduction will be accomplished by attrition.

No Garnishment Of Federal Wages Is Cause of CSC Study

Although employers in private industry have pointed out the garnishment of employees' wages, the Federal Government does. Under the present laws, salaries of Government workers cannot be garnished.

Kennedy Offers High Praise to Efficient Agencies & Depts.

President Kennedy's recent budget message to Congress, he cited some examples of increased Federal agency efficiency. Among the abuses committed by the President were:

- Parent Office, which showed a productivity increase of 13 per cent from processing patent applications.
- Corps of Engineers, which also increased productivity, and reduced annual costs by $13 million.
- Internal Revenue, which showed an 82 per cent increase in its returns on the basis of last year's efficiency program.

The Treasury Department is incurring almost three times as many checks and bonds per employee as the figures of 10 years ago.

Defense Department's labor-employee ratio is equal to or better than the figures of 10 years ago.

The President offered high praise to employees of these and other departments who are helping to create a successful efficiency campaign.

Retirement Fund Is Facing Bankruptcy Due To Govt Default

Even the government can go bankrupt, or so warns President Kennedy. The President recently promised that unless action is taken in the very near future, the Social Security Retirement Fund will be filing bankruptcy by 1965.

Chairman Thomas of the House Appropriations Subcommittee promised the full support of the current administration when the group heard President Kennedy's appeal for a federal pension plan to improve the situation.

The problem has nothing to do with the 6.5% salary contributions of Federal employees and pensioners and will not be time-consuming, but will be an additional cost to the government.

The CSC is searching for a method of raising payment of Government employee_derivates.

Discrimination Ruling Produces Mailwomen

Since the Civil Service Commission banned discrimination because of sex, 125 female mail carriers have been employed by the Postal Department, in areas throughout the country. These female mail carriers are hired after passing the routine physical examination administered to all prospective postal employees. The women must handle the same 350 pounds as the men to keep the postal demand and work the same six-hour day.

CSC Installs New Data Processing Program

Among the new undertakings of the Civil Service Commission in the past year was the installation of the Federal Personnel Retirement System Program. This is the system which uses electronic data processing equipment and existing source documents to produce statistical data on a ten percent sample of the Federal work force.

It will serve as a basis for integrated personnel data throughout executive agencies and make possible the exchange of data in automated form.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 9174 Street, New York, N.Y.

THREE SYMBOLS OF SECURITY

YOUR ASSOCIATION

C.S.E.A. works in your behalf to provide the protection you and your family deserve. It is your association, made up of people like you who seek mutual security. As a member of this association, you benefit from its programs.

YOUR AGENCY

Ter Bush & Powell, Inc., of Schenectady, New York, has been a pioneer in providing income protection plans for the leading employee, professional, and association trades of New York State. Its staff of trained personnel is always ready to serve you.

YOUR INSURANCE COMPANY

The Travelers of Hartford, Connecticut, was the first insurance company to offer accident insurance in America. More than 3,000,000 employees are covered by its Accident and Sickness programs. The Company pays over $2,000,000 in the average working day to or in behalf of its policyholders.

Let them all help you to a fuller, more secure way of life.
Fireman Eligible List

The New York City Department of Personnel has made public the eligible list for fireman containing 1,833 names. This list will not be used until the present list expires however, the present list has 590 names remaining with the full list expected to be exhausted by June. The first 156 names, representing those who received marks of 87 or over, are published below.

New York City Fire Service

1—30

31—60

61—90

91—120

121—150
John D. Georges, William I. Roper, Robert V. Dempsey, William J. Yard, Michael F. Gold-

151—180
minor, John N. Petersen, Guis-

181—210
ave Brenna, Alfred W. Finkle.

211—240
Robert L. Anelli, John D. Georges, William I. Roper, Robert V. Dempsey, William J. Yard, Michael F. Gold-
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TUESDAY, FEBRUARY 26, 1963

Judge Upholds Paying Keogh A State Pension

WHEN Albany Supreme Court Justice Louis G. Bruin of Brooklyn held that Arthur Levitt and Attorney General Louis J. Lefkowitz that convicted Justice J. Vincent Keogh must be paid a State pension he cited the opinion of a colleague, Justice Klein, in summing up his own opinion. It read, in part, "...retirement benefits are neither rewards for merit nor are they conditioned upon good behavior but...". Instead, compensation for public service addressed itself for which adequate compensation was not received."

The quoted opinion also cited against public opinion and press clamor attempting to stampede courts into action. If the basic merit of the State Retirement Law had been questioned on Social Security, the courts should write it out and send it to Congress.

We applaud Judge Bruin's wise decision.

Questions Answered On Social Security

Below are questions in Social Security problems sought by our readers. If you should write us, you will be sent to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N. Y.

"My wife just hired a cleaning lady to come in once a week. Do we have to pay social security tax on these small wages?"

If you have a domestic worker, pay her $15 or more in each wage in a calendar quarter, you must report her wages for social security purposes. The report, along with the taxes, must be filed with the Internal Revenue Service by the end of the month following the calendar quarter.

"My husband was seriously injured on the job. He has received Social Security benefits for 6 months. Will he need 8 quarters of coverage, or 24 years, in order to receive benefits?"

No decision can be made on any disability case until all of the facts have been gathered. If your husband should visit his nearest Social Security office and file a claim for disability benefits if not, you should go on his behalf.

"I have a job that requires me and receiving her monthly Social Security checks at my address. Next month she's going to visit her brother in Florida and may remain there permanently. What should I do about her Social Security?"

Your mother should visit her nearest Social Security office and file a claim for retirement benefits. She may address these letters to the Social Security office ahead of time and find out what you can do when you apply for your Social Security benefits.

"I'm a retired Civil Service worker. If I start to work now at age 65, how many Social Security credits do I need in order to get some Social Security benefits?"

The quoted part of the 1965 will need 11 quarters of coverage, or 24 years, in order to receive benefits. You should file 8 quarters, or 2 years.

"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 Vice President, Public Relations, of A. J. Armstrong Co., Inc.

A Necessity Fulfilled

FOR MORE THAN two years we have been discussing public relations as it applies to the individual civil servant. From time to time, we have written about public relations generally, both on an overall agency basis and as it applies to government broadly.

WE HAVE SAID little about training for professional public relations in government. Today we have good reason to write about this subject because an interesting opportunity to establish a training program has developed in The American Academy of Public Relations, and what seems to be a first rate correspondence course in public relations.

ONE REASON was our strong feeling that very special training on a graduate level, as well as working experience with some communications media, was a necessary requirement. We have mentioned in past articles the difficulties and the criticism. All this was done before the course was ever offered but I would like to offer some corrective positive proposals.

* * *

The Academy's course has been carefully tailored for, and is aimed at, men and women who have had some practical experience to make a public relations office or department want to hire them."

"ONE BIG PLUS" is the Academy's aptitude evaluation. They don't want to waste their time, or the time and the money of unqualified students. Also they have arranged for interviews of prospective students by their regional counselors to save a lot of grief for those obviously not fitted for the course.

"The Academy's faculty, as we know them, personify a topnotch group of working professionals. We have always felt strongly about the necessity of working with experienced professionals in any on-the-job training program."

IT IS OUR policy not to make an unqualified recommendation of something which involves a substantial financial outlay. What we are doing is passing on information which we feel will help our readers get the most for their money, and we have detailed information, we may suggest that you write directly to The American Academy of Public Relations, 9566 Leonme Avenue, Dallas 16, Texas.

"Your Public Relations IQ"
Things To Remember About H.I.P.!

H.I.P. GIVES YOU B-R-O-A-D-E-R COVERAGE

"The most complete contract offered for sale in New York State is provided by the Health Insurance Plan of Greater New York.

...prepaid service benefits are the best and easiest way for most people to meet medical care costs. In reviewing scope of benefits, the standard employed was that the more complete the benefits, the better they are for the public."

This is a quote from a recent report by the Columbia University School of Public Health and Administrative Medicine on a four-year study of New York State prepayment plans.

The findings of the report were submitted to Governor Rockefeller by the State Commissioners of Health and Insurance.
Applications are being accepted on a continuous basis for positions in 17 different titles offered by the New York City Personnel Department. The examinations, held on an open-competitive basis, are for jobs in various positions and locations. For most of the exams, applications are available at the Applications Section, New York City Department of Personnel, 96 Duane St., New York, 7.

Junior architectural $7,100 to $7,190 a year.
Assistant architect, $7,100 to $8,900 a year.
Assistant civil engineer, $7,100 to $8,900 a year.
Junior mechanical engineer, $7,100 to $8,900 a year.
Assistant plan examiner (building), $7,450 to $8,250 a year.
Assistant mechanical engineer, $7,100 to $8,900 a year.

Junior electrical examiner, $5,350 to $7,190 a year.
Junior mechanical examiner, $5,350 to $7,190 a year.

Junior civil engineer, $5,750 to $7,190 a year.
Junior electrical examiner, $5,350 to $7,190 a year.

Junior mechanical examiner, $5,350 to $7,190 a year.

Junior electrical examiner, $5,350 to $7,190 a year.
Junior mechanical examiner, $5,350 to $7,190 a year.

Public health nurse, $5,150 to $6,590 a year.
Recreation leader, $5,150 to $6,590 a year.


CIVIL SERVICE LEADER

Tuesday, February 26, 1963

We Follow the Sun for FRESHNESS

EVER WONDER: "Where does lettuce grow when winter winds blow?" That's one of the miracles of modern living—the joy of fresh, crisp, juicy vegetables all year long.

IT'S NOT AN EASY TASK—following the sun to bring you the best crops at reasonable, tempting prices. As native fruits and vegetables run out, our buyers reach farther and farther to locate crops just ripening under the sun. THEY BUY WISELY—then insure delivery at the very peak of freshness. Have they done their job well? Your pleasure in shopping our fine produce tells us that they have.

3 Convenient Locations

WESTGATE SHOPPING CENTER • DELMAR • RENSSELAER
Henry Potter Retires From Watertown Post After 18 Years

(From Leader Correspondent)

WATERTOWN, Feb. 25 — Henry H. Potter, for 18 years his present capacity Aug. 16, 1944.

Potter will be 70 on March 10. He is a member of the state retirement system. He is a native of Cape Vincent, N.Y. coming here in 1915. He is a member of the city's plumbing and sanitary inspector (NYC-TA) was taken by 97 candidates and there were no protests on the examination, by 97 candidates and there were no protests on the examination, by 97 candidates and there were no protests on the examination, by 97 candidates and there were no protests on the examination.

Henry Potter Retires

A municipal civil service commission's examination will be held March 23 to establish an eligible list for appointment of a new plumbing and sanitary inspector to succeed Mr. Potter. Qualified candidates living in Jefferson, St. Lawrence, Lewis and Oswego counties will be eligible to enter the competition, according to Attorney General Norman F. Ward, civil service commission secretary.

Road Car Inspector

The examination for road car inspector (NYC-TA) was taken by 97 candidates and there were no protests on the examination, which was given December 1, 1963. The examination number was 9403 and was promotional in nature.

To Buy, Rent or Sell a Home — Page 11

1. It's on sale!

2. 616 THIRD AVENUE AT 40TH STREET

NEW YORK CITY

CALL MU 3-3616

AMERICAN HOME CENTER, Inc.
Civil Service Solves Recruiting Difficulties Through Emphasis On Security and Other Benefits

By JOE DEASTY, JR.

The results of competitive examinations on civil service positions have been showing, in recent years, a gradual decrease in the number of persons interested in civil service careers.

Despite the unemployment problems faced by many "employable" people, government agencies are finding it increasingly hard to fill positions with qualified personnel.

To cite an example, the 1932 examination for fireman resulted in an eligible list of over 30,000. Many more tried for this examination and failed. Filling for the last examination resulted in less than 10,000 persons filing for the exam and the establishment of an eligible list of only 4,143 young men. In addition, to attain this number, the New York City Department of Personnel "scaled" the results of the test, allowing 1,343 additional applicants to have drawn an almost overwhelming interest in the police examination.

The police patrolman examination, in the past years, would have drawn an almost overwhelming crowd to the applications section of the Department of Personnel. The police examination was one of the most popular in civil service. Recently the Department of Personnel is going all-out just to fill vacancies in the department.

Paid advertising, public service announcements, personal visits to schools, armed forces discharge centers, as well as an extensive out-of-town recruitment program, are being used to stimulate interest in civil service employment.

What are the reasons for these low lists, and what can be done about the various civil service commissions?

Salaries Biggest Factor

Most observers point to one reason which can be applied to practically every title in civil service— namely, the failure of the various governmental agencies to keep up with outside employers in the payment of salaries. Most people today look at their salary in terms of hard, cold, cash, and other deductions. However, they fail to realize the benefits of civil service employment which far outweigh those offered by private employers, namely: sick leave, vacation leave, the health insurance plan, and, most important, job security.

Job security is offered by very few corporations, the notable exceptions being those in the public service fields, such as public utilities. Hardly ever are government employees laid off because of a loss of business. When such losses cause a "lightening up" of employment within government agencies, surplus manpower is generally moved from one department or agency to another, and rarely is a job lost although being may be temporarily suspended.

Automation's Effect

One of the biggest problems facing the labor market today is automation. More efficient ways of performing various operations are being found and are being put into practice. This means job losses for employees in private enterprise. However, through automation, civil service employees are usually not being burdened but are being billed for their services, and often higher paying duties.

To turn the tide in the battle for quality of personnel, government agencies have started to re-evaluate their thinking on salary matters and are continually conducting studies on outside wage scales. Training programs are being inaugurated to stimulate promotional opportunities among employees. Societies are being formed from the ranks of personnel specialists from federal, state, city and local civil service departments to discuss and act upon their mutual problems.

The City of New York was facing an ever-increasing crisis when applications for patrolmen dropped to a dangerous level. The number of successful candidates was not high enough to cope with the number of policemen who were being separated because of death, retirement, and other causes. The City Department of Personnel rapidly faced up to the crisis. A many-pronged attack was launched, including the advertising, out of town recruitment and other programs previously cited, and gradually the tide of battle was turned.

Police Commissioner Michael Murphy and his predecessor, Stephen Kennedy, refused to drop recently the intensive recruiting campaign, which is continuing. This is necessary to increase the department's present strength and to establish an eligible list which will forever fill the vacancy in the future.

One big problem remains, however. Once trained, government employees are leaving the service to answer the attractive beckoning promises of private industry. However, the other promises are being made — ones which government agencies are unable to make under law.

Reasons for Success

Three factors must be cited especially, for the success of this recruiting campaign. Civil service examinations have started to re-evaluate a weekly system of examinations.
INTRODUCED

4 OFFICES READY TO SERVE YOU! CALL FOR APPOINTMENT

NO CASH DOWN TO ALL FULLY DETACHED $14,000

HUGE 5 ROOM, 3 bath, full basement, 10 by 100. All built last year. 6 rooms upper level, 6 rooms lower level. $1,990. All included.

CASH DOWN

NO CASH DOWN

JAMAICA

19-12 HILLSIDE AVE.

BETTER REALTY

ALL 4 OFFICES OPEN 7 DAYS A WEEK

FROM 9:30 A.M. TO 6:30 P.M.

HILLSIDE AVE VIC

Brooklyn

7 OFFICES ON LONG ISLAND AND

READY TO SERVE YOU OPEN 9 To 6

NO CASH Down

$800 To All Others

SO. OZONE PARK

DETACHED, 2-family, home, in

like new condition. Complete

with garage, private driveway

and large price to negotiate.

Butterfly & Green

$70,000

139-50 HILLSIDE AVE.

BROOKLYN

LIKE NEW PARKWAY GARDENS

DETACHED, 6 rooms, modern kitchen, situated on a "hilltop" block. Full basement, huge""

$59,900

19-72 TOSHLEY RD.

BROOKLYN

HOLLIS

$130,000

30-24 BUTTERFLY AVE.

JAMAICA

SPACIOUS 5% room house in

a neat condition. 3 rooms, private drive, full basement, new gas heat, or

$75,000

PIKE CT.

JAMAICA

WELL GIRLS DOWNS

$55,000

23-11 WOODHAVEN RD.

JAMAICA

2 GOOD BUYS

CAMBRIA HEIGHTS

SOLID BRICK Bungalow, 5 rooms, 3 beds, full basement, includes attic, 1/2 baths, finished basement

$21,500

231 S. 15TH ST.

JAMAICA

HOLLIS

2-FAMILY, stoves and chiple, 2 room apt. 1 room in basement, all heat, wall to wall carpet, beautiful neighborhood.

$23,000

140-13 HILLSIDE AVE.

JAMAICA

HOLLIS

$2,000

ST. ALBANS MODERN RANCH

W. HEMPESTAD

$10,990

HUGE 3 bedroom home on 60x100 landscaped plot, upper

and lower level, modern bath, over

garage, full basement and extra included. $977 every month pays all.

NO CASH DOWN

ST. ALBANS

MO 3-3800

RENT OR BUY

2-FAMILY — First floor, 4 rooms and bath, new steam.

$1,400 a month, modern kit, full basement, all heat, 60x100. Ideal location, convenient to everything. Take

over mortgage. Move right in.

LONG ISLAND HOMES

19-12 HILLSIDE AVE.

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2 ROOM ATT. WOW

HEMPSTEAD

IV 9-5800

LIST REALTY CORP.

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Clerk Title To Open
For Filing March 6;
Salary To $4,580

The New York City Department of Personnel is expected to open the filing period for clerk, grade 6, on March 6. This position offers a salary range of from $3,500 to $4,580 per year.

The opening test, tentatively scheduled for May, will evaluate the candidate's clerical aptitude and ability to follow directions, and may include questions on vocabulary, arithmetic, grammar, spelling, and other pertinent subjects. Those who attain the title of clerk are accorded promotional opportunities to the title of senior clerk, when eligible.

Requirements
Applicants must have had at least one year of satisfactory clerical experience in a business office or must have graduated from a high school, or must possess a high school equivalent diploma issued or recognized by the University of the State of New York, or must possess an equivalent G.E.D. certificate issued by the Armed Forces.

Among the duties delegated to those in the title of clerk are performing clerical work of ordinary difficulty and responsibility under direct supervision and performing other such work as tasks.

A clerk creates, processes, and delivers mail or other materials and packages and unpacks all kinds of material and transports material between locations within a department or agency; operates postage meter machines; keeps requisite records.

Clerks also maintain files and retain statistics, etc. In some cases, a clerk acts as a recollecting agent for the public, directing the public to the person or location most able to furnish the service requested. On occasion, those in this title may operate one or more simple office machines and may typewriting.

After March 6, applications for this examination may be obtained at the application section of the Department of Personnel, 96 Duane St., first floor. These applications are issued and received Monday through Friday from 8 a.m. and Saturday, until noon. No applications will be given out until the opening date March 6.

Speech Therapists Needed; $8,045 & Up

Speech pathologists, audiologists, and otolaryngologists, speech pathologists, at $8,045 to $11,905 a year are wanted for duty at Veteran Administration installations throughout the United States and Puerto Rico.

Information and applications may be obtained from your local post office or from the U.S. Civil Service Commission's Information and Examining Office, 800 E. St., N.W., Washington 25, D. C.

U.S. Offering Research And Programming Jobs Paying $6,435 and Up

Research and programming specialists are needed by the U.S. Office of Education in Washington, D.C.

Appropriate education and experience in computer programming is required. Applicants must be able and willing to follow directions and to accept challenging assignments.

Applications must be submitted for consideration. Those interested should send their resumes to the Director, Office of Computer Programming, U.S. Office of Education, 1000 First Street, N.W., Washington, D.C.

$6,435 or more is available for qualified applicants.

Grocery Store Clerks

Wanted: Two experienced grocery store clerks.

Ability to handle personal sales, stock control, and to keep store neat and tidy.

Applicants must have a minimum of one year's experience in a similar capacity.

Starting salary: $7,000 per year.

Applications may be obtained from the Personnel Director, 123 Main St., New York, N.Y.

Federal Employment

The Office of Personnel Management is currently accepting applications for Federal positions.

Applicants must have a minimum of one year's experience in a similar capacity.

Starting salary: $7,000 per year.

Applications may be obtained from the Personnel Director, 123 Main St., New York, N.Y.

Local Employment

The New York City Department of Personnel is currently accepting applications for local positions.

Applicants must have a minimum of one year's experience in a similar capacity.

Starting salary: $7,000 per year.

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(Continued from Page 1)

increase from five per cent at the lower grades to more than 13 per cent at the highest grades. It should be noted, however, that the first step was put into effect almost two years after the first call for increased wages, so that the employees would have had two years to get used to the new wage scales.

"The second and, generally, the most complete phase of this public employee movement took place during the following year—the State's fiscal year 1959-60. But, phase two had a start during phase one. The first phase, during the fiscal year, of which it can only be said that the State decided it could not spend the expense of State employment—money the State's own resources had recommended as needed in the salaries of three State employees, as does private industry for its employees. A wholesale revision will be required in the near future that will cost the State an enormous sum of money; a sum that will be doubly more difficult to obtain and more difficult for the public to accept and understand.

Public Support Seen
"You may feel that the public today is not as receptive as it was in the near future that will cost the State an enormous sum of money; a sum that will be doubly more difficult to obtain and more difficult for the public to accept and understand.

Said nomed
ALBANY, Feb. 15—Assemblyman Anthony Bavaro, Jr., Queens Republican, has named himself to the public service. The assemblyman said he was named by the State's retirement system.

Bavaro is now attending the State University at Albany and has been part-time in the Legislature.

Social Welfare Delegates—Delegates and guests at the recent meeting of the State Board of Social Welfare in Nassau County included: T. O. Briscoe, CSEA field representative; Richard Davis and James DeConcino, Highland Training School for Girls; John Miles, Troy branch of the Civic Service Society; and Richard Lowenstein, Edenwald Foundation.

New Target On Membership
(Continued from Page 1)

members of the system would have more net income at a cost subordinately less to the State than through other demands. Perhaps, most importantly, we wish to point out that the first monies secured by the members of the retirement system would be required two years from now, in the fiscal year 1965. When viewed in the long run, much of what has been said about the savings from the operation of a non-contributory retirement system can similarly be said for making the State and its employees a corporate partner in the operation of the State's retirement system.

For Services Rendered
"All of these services, and many, many more, are rendered by the State's public employees. As you, sir, who establish these wages, their fringe benefits and their standards of living, an analysis of the change in the general wage level shows that it has moved up nearly four per cent in the last two years; nearly eight per cent from the precategorization of a U.S. Bureau of Labor statistics index. It is the same index that was used by the Federal Government for a similar purpose, we conclude that the general wage level shows little increase in the near future that will cost the State an enormous sum of money; a sum that will be doubly more difficult to obtain and more difficult for the public to accept and understand.
Miss Susan Breaton Retires From Public Works After 39 Years

Miss Susan Breaton, of the New York State Department of Public Works, recently retired after more than thirty-nine years of State service. Miss Breaton lives at Stonehenge in Albany. She was graduated from the high school in Green Island, where she formerly lived, and attended the Albany Business College. Miss Breaton began her career in the department December 1, 1923 as secretary to the commissioner of Canals and Waterways.

During her career, she served successively to five commissioners and three deputy chief engineers. Miss Breaton Helmed July 1, 1957 for the departure of the department presented Miss Breaton with a purse and a scroll signed by the superintendant and her many friends in the department.

Editor to Serve

ALBANY, Feb. 23 — Allen T. Sister of Troy has been appointed to the Albany State Park Commission for a term ending Jan. 31, 1968. Members serve with completion.

Sister editor of the Troy Record Newspapers, is an additional member of the commission, which was enlarged from seven to eight by the 1962 Legislature.
Central Cont. Meet, County Workshop, Syracuse Chapter Dinner Make For Big Meeting

(Frorn Leader Correspondent)

Syracuse, Feb. 25—the Central New York conference, CSEA, has approved re-
solutions opposing the current civil service examination.

At the conference's 16th annual winter meeting, the delegates were briefed on how to prepare their legislative program by John C. Rice, newly appointed assistant CSEA counsel. They debated and discussed other pertinent matters such as retirement, sick leave, medical plans and others. More than 300 officers and delegates of state and county chapters in 22 counties of central, northern and southern New York attended the meeting in the Hotel Syracuse's Country House.

Rice Speaks, Dinner

A highlight was the Syracuse Chapter's 26th annual dinner dance, at which Rice was the principal speaker. When the meeting, Mrs. Mary McKee was dinner chairman.

An informal meeting of delegates started off the joint meeting with the Central County chapter on Feb. 24. During the discussion of various problems, the group attended a social get-together. Saturday morning, the two groups attended a third meeting with the Central County chapter before submitting a bill through the proper legislators. Rice said, "the Union has the right to advise appellants as to why their answers, which are under appeal, are not correct. Concerning the latter point, Rice said, "We do not feel that appeals generally should be dismissed, with the board consisting of several words only."

Purdy further urged the members to study the resolutions and amend the rules to give adequate representation to both officers and the staff. The State Health Insurance Plan is expected to go to the CSEA committee responsible for examination by the State, and no other legislation is planned.

What Resolution Would Do

The resolution reads: "that all examinations for state jobs be given by the Civil Service Department, and that an examination be given by the unit state agency. Under this proposal, all tests would be given under the same conditions, the resolution states.

The second resolution urges that a uniform rating system be established for all state departments, agencies and institutions, in the place of the present work performance rating method. This would eliminate the "human factor" in the present system, the delegates said.

Frank Simon,Talks

At an open session at 3:30 p.m., Frank E. Simon, New York State Employees Retirement representative, discussed retirement.

After discussing legislative programs at the dinner, Rice commented: "The Civil Service Employees Association is founded upon basic, fundamental, democratic principles. It seeks to maintain the gains, fight for its policies and resolutions are the result of this work."

"The significance of the membership of 100,000 is that the desires which the Association sponsors are proposed and adopted by the members themselves, and not by state, but past and present and great growth are a tribute to this," he said.

Workshop Heats Terry

In the workshop, Workshop Business sessions forum, Assemblmryman John H. Terry of Onondaga county was the speaker. He said examination from a legislator's point of view. Vernen A. Tapper, CSEA third vice president and secretary, said the importance of legislation to civil servants. William A. Frost of the State Health Insurance Plan and executive representative of Onondaga chapter, introduced the speaker. Some 43 delegates and members of nine county chapters attended.

Providing at the meeting was B. Samuel Borelli, Ulster, president of County Workshop, Robert Cato, executive chapter representative of Onondaga chapter, introduced the speakers. Some 43 delegates and members of nine county chapters attended.

At the conference session, Tom O'Malley, Syracuse chapter president, announced that the name of the late Clarence W. F. Stott, first president of the Conference, will be placed on the John M. Harris Memorial plaque at the head of the CSEA's headquarters in Albany.

Original Conference Idea

Mr. Stott, who died Oct. 13, 1961, originally conceived the plan of CSEA regional conferences grouping, and helped set up the regional conference. He was CSEA third vice president in 1948-41, and a founder and past president of the Binghamton chapter, which submitted his name for the plaque. Stott also helped organize many chapters in the state and aided in the getting through the 25-year retrial plan and other important CSEA legislative.

Hosts for the meeting were local chapters, headed by: State University at Syracuse chapter, Albert Bregard; Hancock Field Air Technicians, Otto Colet; the New York & Southern Armories, John C. Rice; Oswego chapter, Miss Margaret Hochstetler; Garuda

Guests at the dinner included Joseph F. Pelly, CSEA state president; State Senator Lawrence M. Williamson and Assemblymen Robert Robert Hahn and Warren of Onondaga county; Miss Mary Goodenough, CSEA vice chairman and head of county chapter; Mrs. Donald Shelton, Regional conference vice president; Mrs. Adele DeGraff, Regional conference treasurer; Dr. Theodore Wenzl, CSEA social chairman; Patrick O. Horgan, CSEA supervisor, and the Rev. A. P. Goodwin, pastor of St. Mary's Church, Oswego, who introduced the speaker. Ed- rees winners and guests attended.

OSWEGO COUNTY—State officers were on hand for the annual dinner dance of the State University College at Oswego chapter, CSEA, at the Oswego Elks Lodge. Specials featured the Rev. Robert J. Kennon, pastor of St. Mary's Church, Oswego, who offered the benediction; Vernon Tapper of Syracuse, CSEA, third vice-president; College at Oswego president Foster S. Brown; Dr. Charles A. Bower, head of chemistry, toastmaster; Ed- ward Boardman, president of the College at Os- wego chapter; David Hopkins, president of the Binghamton chapter; Ben Roberts, CSEA field representative, and the Rev. A.P. Goodwin, pastor of West Baptist Church, Oswego, who offered the benediction.

Uniforms were granted by Robert A. Oster, assistant superintendent at the Oswego County High School, and Vincent Leach, administrative office of the Long Island State Park Commission.

CIVIL SERVICE LEADER

Tuesday, February 26, 1963

Homer On Stand in Rochester

(Continued from Page 1)

AFSCME since June 22.

"He did not ask the CSEA to submit proof to any at Auburn," he wrote to the union.

"By his recognition of the union he intended to grant ex- emptions to the union, which would be construed as a violation of the Civil Service Law."

Meanwhile, the Bethpage State Park Authority has issued winter uniform uniforms for all employees. There are about 500 full- time employees whose members union in to about 3,000 in the summer. The CSEA request for

GROUNDBREAKING — While other officials took up ground for the new $24,601,000 teaching and research hospital of the State University of New York's Downstate Medical Center in Brooklyn. The new hospital-dental training center is scheduled for completion in July, 1965.

Jobs Beach Parkway Aides Await Decision on Upgrading Appeal

(From Leader Correspondent)

Wantagh, Feb. 25—Toll collecters and parkway foremen employed by the Jones Beach State Parkway Authority are awaiting action on appeals for upgrading which have been under consideration by state officials for several months.

The toll collecor are seeking a raise in grade from Grade 8 to 9. The Jones Beach State Park Authority has previously approved an upgrading to Grade 9. The appeal is new awaiting action by the J. E. Kelly, editor of classification and compensation in the Civil Service Department.

The parkway foremen are seeking an upgrading from Grade 8 to Grade 11. At the present time, according to William Hurley, president of the Long Island-Inter-County State Park chapter, Civil Service Employees Association, the foremen are only one grade higher than the men they supervise. The result is that newly-employed foremen may be earning less money than men working for them, who have been in grade for some years.

Nelson A. Rockerfield

GOVERNOR

GOVERNOR

NELSON A. ROCKEFELLER

GORDON COX

FRANCIS A. ROBERTS

JAMES M. GILKINS

CIVIL SERVICE LEADER

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