\textbf{Civil Service Leader} \\
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\section*{Correction Corner}

\textbf{In Address To CSEA:}

\textbf{ROCKEFELLER HINTS '64 WILL BRING RETIREMENT REVISIONS FOR AIDES}

(Special to The Leader)

ALBANY, March 11—Abandoning a prepared recitation of past accomplishments for State employees during his years in office, Governor Nelson A. Rockefeller delivered an off-the-cuff address here at the 53rd annual dinner meeting of the Civil Service Employees Assn. that dealt largely with an explanation of why the budget cupboard was bare in 1963.

\textbf{Delegates Voice Determination To Resist 'Tight Budget' Talk As Excuse For Cutting Programs}

By PAUL KYER

ALBANY, March 11—Under a pall of concern and anxiety, the 53rd annual meeting of the Civil Service Employees Association convened here last week to seek means of combating "threats to the entire State civil service," posed, they said, by radical plans to cut in every corner of the State, rose in this budget battle," "Employees have rights, too!" and "Don't a half a million civil service votes count?" CSEA President Joseph F. Feily responded by saying: "We have a salary bill in the Legislature. We have retirement bills in the Legislature. We have a full employee program in the Legislature. And we intend to go right on fighting for the whole lot in the Legislature!"

\textbf{YOU TELL 'EM, JOE:}

Shot a delegate attending the 53rd annual meeting and dinner of the Civil Service Employees Assn. in Albany last week, after CSEA President Joseph F. Feily told his audience: "The CSEA has a program that is sound and just, and we intend to continue fighting for it in the Legislature." The remarks brought a shout of approval from the more than 600 other delegates in the audience and a smile to the face of Feily.

Delegates Go To Legislators To ask that "Let's not be the goal in this budget battle," "Employees have rights, too!" and "Don't a half a million civil service votes count?" CSEA President Joseph F. Feily responded by saying: "We have a salary bill in the Legislature. We have retirement bills in the Legislature. We have a full employee program in the Legislature. And we intend to go right on fighting for the whole lot in the Legislature!"

\section*{POPULAR GUEST:}

Comptroller Arthur Levitt, right, was greeted by Joseph F. Feily, president of the Civil Service Employees Association, at the Schine Ten Eyck Hotel last week. He addressed the CSEA delegates during their annual meeting and dinner. Levitt was introduced by Toastmaster Harry W. Abright, Jr., as "one of the most popular Comptrollers in the history of the State."

\section*{Correction Corner}

\textbf{Says CSEA Does Gain}

Another important announcement by Rockefeller in the retirement area came when he said: "At this time I would like to announce my support for your (CSEA) proposal to liberalize vesting by providing full vesting benefits to those in the 55-year plan." At present, vested retirement rights are calculated on the basis of the less favorable of the two State plans, the 60-year plan. The new proposal would give those in the 55-year plan the rights of the more favorable 60-year plan of that plan.

\textbf{TOASTMASTER:}

Harry W. Abright, Jr., associate counsel to the Civil Service Employees Assn., was toastmaster at the 53rd annual dinner meeting of the CSEA, held in Albany last week.
**WELCOME:** Upon his arrival at the 52nd annual dinner meeting of the Civil Service Employees Association, Governor Rockefeller, right, was welcomed by (from left) Vernon A. Tapper, CSEA third vice president; Leo Lrmlieux, CSEA Social Committee chairman, and Albert C. Killian, CSEA first vice president.

**CSA Reopens Drive To Reallocate State Nurses**

(Special to the Leader)

ALBANY, March 11—The president of the Civil Service Employees Association last week charged that the present salary grade for nursing positions in New York State service is intolerable.

The CSEA said it was spelled out in a request to the State Civil Service Commission to reconsider an Association appeal for reallocation of salary grades of all classes of professional states of New York State service.

The reallocation request, originally submitted in October, 1963, by CSEA's Special Nurses Committee—with the support of the Department of Mental Hygiene and Social Welfare—has been denied three times, twice by the Director of Classification and Compensation and once by the Commission.

In the latest request, Association President Joseph F. Pelly told the Commission that "it is most unfortunate that the State has decided to live with this situation rather than consider measures which are absolutely necessary to alleviate the nursing crisis."

CSE Negative Approach

Pelly said the Association had been informed by the Division of Classification and Compensation that there is no evidence or reason to believe that New York State is attracting its fair share of the available supply. Such a contention on the part of the Division of Classification and Compensation would not, however, be considered in this matter.

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SERIOUS SESSION FOR CSEA DELGATES

In the picture at upper right, Harry W. Albright, Jr., CSEA counsel, at microphone, gives details on a point made by CSEA Salary Committee Chairman Solomon Bendet, standing next to him. Looking on are Joseph F. Feily, CSEA president; Charles E. Lamb, CSEA vice president, and Ted Wood, CSEA treasurer. Remaining pictures show delegates as they listened to reports on CSEA business and learned the current status of the 1963 CSEA legislative program. General mood of the delegates was one of concern over the threat to State employee programs posed by claims of a tight fiscal year in the State. By the end of the meeting, the delegates firmly announced their intention not to be denied justifiable goals through unsubstantiated claims of needed cutbacks in the public service.
Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY — The applications for the Civil Service examination for the position of Personnel is located at 66 Diane St., New York 7, N. Y., on the second floor of the building across from the Leader office. Hours are 9 A.M. to 4 P.M.

FREE BOOKLET by C.S. Government

U.S. Service News Items

Bill Asks For Right Of Judicial Review In Dismissal Cases

Congressman Paul A. Fino (D-N. Y.), recently introduced a bill to amend the law so as to grant a discharged or suspended Civil Service employee the right to ask for a judicial review in his case. The bill asks for a right to appeal to a higher tribunals. It would represent a change in the present policy which has been proven unreasonable and unfair," said Fino.

"Act of Honor" May Be Borrowed From Local CSC Offices

"Act of Honor," a 28-minute color motion picture film titled "Act of Honor," the Federal Civil Service from 1883 to the present, has been produced by the Civil Service Commission and is available for showing. The prints may be borrowed from offices of the Civil Service Commission.

This new civil service film opens on the blackest moment in the history of Federal civilian employ- ment — the dismissal of thousands of employees for good causes. It is too costly with the result that,

CONGRESSMAN FINO

its dismissal or suspension in the district where he was em-

ployed. Under the present law, a dismissed or suspended federal employee must seek his remedy in the Court of Claims in Washington, D.C.

"The present law is unjust and unfair. It imposes a great hardship on the employees of the State Department of Correction held a meeting in Croton-on-the-Hudson, announced that a meeting of delegates representing

...some of your experiences would be a best seller. You do a wonder-

ful job at the risk of your lives. Because of your constant contact with criminals and crime suspects, you have greater.

No man should sign his name to a bill to amend the law so as to grant a discharged or suspended Civil Service employee the right to ask for a judicial review in his case. The bill asks for a right to appeal to a higher tribunal. It would represent a change in the present policy which has been proven unreasonable and unfair," said Fino.

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ful job at the risk of your lives. Because of your constant contact with criminals and crime suspects, you have greater.
Longevity Payments Approved For Ogdensburg City Aides; Council Delays Implementation

From Leader Correspondent)

OGDENSBURG, March 11—The Ogdensburg City Council has approved a $13,000 item in its new budget for longevity payments to city employees for "long and faithful service."
The program for longevity, projected by Mrs. Mary Manning, delegate of the Civil Service Employees Assn., and which was accepted by the council in accordance with the recommendation of an ad hoc committee, is to begin with the beginning of the 11th, 16th, 21st and 31st year of service.

Attorney Shea, in presenting the CSEA program for longevity, said the city council that among the benefits accruing to the employee under the plan are:

- To reward long and faithful service by recognizing quality of performance beyond that normally expected or required.
- To remove the "dead end" feature of employment and thereby encourage continuing incentive and improved morale.
- To partially compensate for a lack of promotional opportunities.
- Among the benefits accrued to the employer are the following:
  - To retain the skill of experienced employees thereby reducing operational costs.
  - To provide an effective means of reducing employee turnover.
  - To avoid unnecessary reclassification and recruitment costs.

The CSEA representatives opposed the delay in the implementation of its new program for longevity, projected by Mrs. Mary Manning, delegate of the Civil Service Employees Assn., and which was accepted by the council in accordance with the recommendation of an ad hoc committee, is to begin with the beginning of the 11th, 16th, 21st and 31st year of service.

The council is, however, holding up implementation of its new longevity pay program on the grounds that it prefers to await a decision against a two percent across-the-board pay raise suggestion from Mayor Tuwwfay, Marrli 12, 1963

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Budget Cuts Can Hurt Public, Too

One Man Patrol Carts Must Be Banned Again

Letters to the Editor

One of the more than 600 delegates attending the 53rd annual winter meeting of the Civil Service Employees Assn. in Albany last week warned his fellow representatives that "we must not let the excuse of tight budgets frighten us into abandoning sound and just employee goals."

Many of the delegates took time to visit legislators from their home towns. The message they presented was, in a sense, the same: the city they serve should and the city they serve should and the city they serve should not give me the proper equipment to properly carry out my voice agreement. The city has not given me the proper equipment to properly carry out my voice agreement. The city has not given me the proper equipment to properly carry out my voice agreement. The city has not given me the proper equipment to properly carry out my voice agreement. The city has not given me the proper equipment to properly carry out my voice agreement.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

The Internal Revenue Service

WITH THE FEDERAL income tax deadline of April 15 just about a month away, it is appropriate to paraphrase a Swiftian couplet: "The tax collector is in a happy one!" and discuss his public relations problems.

THESE PROBLEMS ARE as gargantuan as the mechanical job of collecting $66.1 billion from individual and corporate taxpayers. HOW DOES THE U.S. Internal Revenue Service keep the taxpayers reasonably happy, while making them pay their fair share? WITHOUT INTELLIGENT public relations, the tremendous task would be a procedural shambles and the resentments as numerous as the dollars collected.

INCOME TAX DEADBATS are a comparatively minor problem to the U.S. Internal Revenue Service, which last year celebrated its 100th anniversary.

THE MAJOR PROBLEM is making the honest, sincere, I-want-to-pay-my-fair-share taxpayer understand the highly complicated filing forms and the tax laws, administrative regulations and court decisions.

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More than 40,000
CIVIL SERVICE EMPLOYEES ENJOY

Planned Income Protection thru participation in the CSEA Accident and Health program.

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APARTMENTS -

FOR STATE EMPLOYEES


FOR STATE EMPLOYEES


FOR STATE EMPLOYEES

CSEA Revives Appeal for State Nurses

(Continued from Page 2) Compensation represents a negative approach to the problem and in no way suggests realistic steps aimed at solving the problem."

He said that leaders in the nursing profession have called for increased salaries and improvement of working conditions as a basic means to the solution of the problem of improving the supply of professional nurses and creating realistic competition which would prevent a distinction of nursing personnel adequate to meet the demand of each employer needing professional nursing personnel.

Three CSEA Objectives

Foley outlined three objectives which could be achieved by raising the economic status of the nursing profession:

1. Recruiting more newcomers into the field.
2. Holding trained and experienced personnel.
3. Inducing more inactive nurses to return to work.

The Association, he said, "contains that New York has both the means and administrative knowledge to bring about a successful solution to the nursing crisis."

He said there were 624 vacant nursing positions out of a total of 2,968 in the Department of Mental Hygiene at the end of December, 1968, "which means 20 per cent of all nursing positions within the Department of Mental Hygiene were vacant. In fact, "she continued, "a breakthrough of ward assignments has demonstrated in the past that there is literally a 100 per cent vacancy for staff nursing positions."

He said that this has resulted in an announcement of non-professional personnel to nursing duties, which requires intensive in-service training to qualify these personnel. In addition, he said, "no recognition has been given, in terms of salary, to the personnel required to perform nursing duties, which clearly demonstrates that the shortage of nurses in New York State has created internal ramifications upon the State's classification plan which cannot be ignored."

State Can't Ignore Problem

Foley said the Association "contains that the State cannot sit idly by and ignore the existence of such a problem without making a sincere and realistic effort to reach an equitable solution." We further contend that this problem has been in existence for a significant period of time and that no direct steps have been taken by the State to return to work.

We request the State Civil Service Commission to reappraise the entire situation with respect to the shortage of professional nursing and to reconsider the request submitted by this Association for the upward reclassification of all classes of professional nurse to a higher salary grade. We feel that this request is reasonable and offers an adequate solution to the professional nursing problem faced by New York State in terms of the recruitment and maintenance of highly qualified professional nursing personnel."

Health Insurance Plan of Greater New York

Dear Sirs:

I would like to thank you and the members of your staff for a wonderful job performed on my daughter, Kathleen Costello, age 1.

Over the weekend my daughter fell while romping around the house, injuring her left shoulder. I called my family physician who was off duty for the weekend. His covering doctor, Dr. K., came to my home to examine my daughter. After a thorough examination he ordered her to have X-rays taken of her left shoulder for a possible fracture.

I immediately took the child to the Medical Center for X-rays. Mr. Edward Hall, the X-ray technician who took the pictures, reported that my daughter had a fracture in her left shoulder. But upon observation he noticed another picture in the throat of my daughter. After taking another picture he was positive that the child had an obstruction in her throat. Mr. Hall then notified Dr. J.— of the Medical Group of his findings. Dr. T.— ordered the child to be taken to Long Island College Hospital. A thorough examination by Dr. T.— of the baby proved that Mr. Hall's findings were correct.

The baby was taken to the operating room. After two and one half hours of tedious and arduous work the operation was finished. Dr. T.— assisted by Dr. M.— informed us that the object was removed and the baby was going to be all right. The object in the baby's throat turned out to be a piece of metal which had lodged vertically in her esophagus and the skin was growing around and over it. The object had apparently been in the child's throat for months. Eventually if it were not removed the child would have become seriously ill, if not fatally, from the obstruction.

I would like to thank you very much for the wonderful job performed by Mr. Hall, the X-ray technician, for his keen observation while taking the X-rays and also the wonderof job performed by Dr. K.— and especially Dr. T.— and T.— in the performance of their duties. All of this happened on a Sunday afternoon, dogging these men of two well-earned hours of relaxation at home with their families. These people are a credit to the medical profession. Mrs. and members of my family would like to thank them for a brilliant job done from the bottom of our hearts. This will be remembered for many reasons and a season of Thanksgiving. It is certainly nice to know that men of such caliber are on duty at all times to serve the public in a time of need.

TIMOTHY P. COSTELLO
Rosedale, L. I.

(New York City Firemen)
Olean Non-Teaching Group Discuss Plans For 1963-64 Benefits

OLEAN, March 4—The non-teaching group of the Olean schools met with the Board of Directors of the Cattaraugus County chapter, Civil Service Employees Association prior to the regular meeting at the Olean House, to discuss the program pertaining to salary and fringe benefits to be presented to the Board of Education for consideration in the 1963-64 Budget. It also decided to request permission for payroll deduction of group life Insurance.

At the meeting it was denied the election of officers for the coming two-year period are John Panado, chairman of Olean, Neil Sturdy of Olean, Louis Sartori of Salamanca, and Clifford West of West Valley.

The installation of officers and board of directors will be held on Monday, April 29, at the annual meeting of the chapter. This will be a dinner meeting with detail to be announced at a later date.

SELD A HOME—PAGE 11 TO BUY, RENT OR SELL

McCormack Dies

ALBANY, March 11—Francis E. McCormack of Menands, a career state employee and supervisor, food inspector for the State Department of Agriculture and Markets, died recently.

Mr. McCormack entered state service in 1928 as a laborer and moved up the ranks to take charge of some 53 inspectors in the department's Division of Commodity Inspection.

FURNITURE

FURNITURE: We have a large stock of furniture ready for move- ment to new owners, no charge for delivery or stove service. We sell at tremendous savings. (Better for the benefit of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha Wing and remaindermen created in and by the last will and testament of Bertha Wing as beneficiaries of Manufacturers Hanover Trust Co., New York, on the 15th day of March, 1963, at ten o'clock in the forenoon of that day, why the account of proceeds of the estate of S. Bryce Wing, a deceased trustee of said trust, in the name of Manufacturers Hanover Trust Co., New York, on the 15th day of March, 1963, at ten o'clock in the forenoon of that day, why the account of proceeds of the estate of S. Bryce Wing, a deceased trustee of said trust, is not valid and order the same settled and allowed.

You and each of you are hereby cited before the Surrogate's Court of the said County, upon the petition of Manufacturers Hanover Trust Co., New York, in behalf of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha Wing. By the Grace of God, Free and Inheritor of Manufacturers Hanover Trust Co., New York, in behalf of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha Wing. By the Grace of God, Free and Inheritor of Manufacturers Hanover Trust Co., New York, in behalf of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha Wing.

The installation of officers and board of directors will be held on Monday, April 29, at the annual meeting of the chapter. This will be a dinner meeting with detail to be announced at a later date.
A cocktail hour preceded the dinner and dancing was held later. Mrs. A. A. Taylor was chairperson of the committee of arrangements, which includes Beverley T. Dur- sy, Kenyon R. Red, Ray E. Barry, Dorothy R. St. Clair, Mary A. C. K. Enloe, and Henritta Hansons.

Named Referee

Benjamin Shearing of Manhattan has been appointed a referee of the New York State Workmen's Compensation Board by Deputy, E. S. Bank, chairman of the WCIB.

LEGAL NOTICE

HERBERT STANLEY KUEMEN, verified on the eleventh day of February, 1903, prays that an order be entered herein directing that the respondent pay the sum of $300.00, as adjudged in favor of the petitioner, Benjamin Shearing, in the action between the parties above named, and, if the sum so adjudged is not forthwith paid, that this Court enter a judgment in favor of the said Benjamin Shearing in the sum of $300.00.

NOW, on motion of PERKINS & STERL, attorneys for the petitioner herein, IT IS ORDERED, that the said HERBERT STANLEY KUEMEN be and is hereby cited to show cause why a judgment should not be entered in favor of the petitioner, Benjamin Shearing, in the above-mentioned action, and, if the said cause be not shown, that a judgment be entered in favor of the petitioner, Benjamin Shearing, in the sum of $300.00.

MOTION TO DISMISS

HERBERT STANLEY KUEMEN, verified on the eleventh day of February, 1903, prays that an order be entered herein directing that the respondent pay the sum of $300.00, as adjudged in favor of the petitioner, Benjamin Shearing, in the action between the parties above named, and, if the sum so adjudged is not forthwith paid, that this Court enter a judgment in favor of the said Benjamin Shearing in the sum of $300.00.

NOW, on motion of PERKINS & STERL, attorneys for the petitioner herein, IT IS ORDERED, that the said HERBERT STANLEY KUEMEN be and is hereby cited to show cause why a judgment should not be entered in favor of the petitioner, Benjamin Shearing, in the above-mentioned action, and, if the said cause be not shown, that a judgment be entered in favor of the petitioner, Benjamin Shearing, in the sum of $300.00.
Special offer for Frigidaire SMART SHOPPER SALE!

ONE WEEK ONLY!

Even for a March sale—this one's something special! It isn't every day you can buy a refrigerator finished in Porcelain—the finish that never wears out—at a price this low. Shop around. You'll find many comparable refrigerators with an ordinary paint finish priced dollars higher! So be a Smart Shopper. Insist on a Frigidaire Porcelain Refrigerator! Shop today—save today—on values you may never see again!

THRIFTY NEW FRIGIDAIRE 2-DOOR! PORCELAIN, OF COURSE!

- Giant 100-lb. separate freezer with its own door.
- Family-size refrigerator section defrosts itself automatically!
- Glide-out Porcelain-finished Hydrators keep produce dewy fresh.
- Space galore for even tall bottles on deep-shelf storage door!

PORCELAIN—AND FROST-PROOF, TOO!

- 100% Frost-Proof. No frost, no defrosting ever—in refrigerator or freezer!
- Huge zero zone freezer holds 100 lbs. frozen food.
- Twin fruit and vegetable Hydrators hold nearly ¼ bushel.
- Store even ½ gallon milk cartons on deep-shelf door.

Frigidaire Convenience In a "Compact!"

- Zero zone freezer with insulated inner door holds 71-lbs.
- Self-defrosting refrigerator section!
- Full-width fruit and vegetable Hydrator—new-fresh storage.
- Deep-shelf door has space for slim, fat, short and tall containers.
- Frigidaire dependability, too.

Lowest Priced FRIGIDAIRE Freezer you can buy!

- 336 lbs. capacity for low-cost freezer living!
- Proved zero zone freezing! And Frigidaire dependability, too!
- 4 full-width shelves.
- 4 extra-deep door shelves!
- Rust-resistant Porcelain Enamel interior finish!

AMERICAN HOME CENTER, INC.
616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY
CALL MU. 3-3516
No Sacrifice of Aides Is 53rd Meeting Theme

(Continued from Page 1)

Representatives of Senate Majority Leader Walter J. Mohoney and Assembly Speaker Joseph F. Carlin; Sen. Eliza T. Barrett, chairman of the Senate Finance Committee, and Assemblyman Fred Forber, chairman of the Assembly Ways & Means Committee. Other delegates visited individual legislators in both houses.

Reporting back to the convention after the "Hill" meetings, delegations headed by Charles E. Lambo, of Sing Sing Prison; Peter Pearson, of Central Islip State Hospital; Irving Flaumenbaum, of Nassau chapter, Albert C. Killian, CSEA first vice president; and Vito Ferlo, of Oswego State Hospital among others, declared they were given full time to voice their protests against various rumored cuts—and in several cases, received assurances of full support against cuts aimed at state employees.

Final Mood

Trooper delegates at the convention sought—and got—full support for a 40-hour, five-day week for State Police. In addition, the delegates gave Trooper John H. Donohoe a unanimous vote of gratitude for his role in the recent test case brought by the CSEA in his name to upset a contested State Police sergeant's exam. CSEA won the case.

Final mood of the delegates was one of determination to resist the pressure of "tight year" talk.

Numerous committee reports were presented to the delegates making his debut as chairman of the CSEA Salary Committee, Solomon Bender reported that it seemed unlikely that the Governor and the Legislature would make proposals for new salary scales and health insurance contributions. He reported that negotiations were continuing, however, for a non-contributory retirement system. Bender said the CSEA would continue to push all parts of its salary bill but declared "one cannot dodge the fact that this is being done in the face of a tight fiscal year."

CSEA Constitution Change

One major change was proposed in the CSEA constitution. I would authorize the CSEA Board of Directors to permit the creation of new conference areas beyond the present limitations of five if it were deemed desirable. Bender led the opposition to the amendment, alleging that the delegates were abandoning their perogatives as representatives and that such an amendment could lead to break-away units within the organization. Two regional conference presidents disagreed, however, and, on a roll-call vote, the amendment was overwhelmingly adopted.

The delegates wound up their

MOOD PICTURES:

These candid photos, taken by The Leader, express the various moods of delegates as they sat in on the business session of the 53rd annual meeting and dinner of the Civil Service Employees Assn., held last week in the Schine Ten Eyck Hotel, Albany.

3rd winter session with a dinner dance in the hotel last Thursday night. Elected officials appearing as guests included Gov. Nelson A. Rockefeller, Lieut. Gov. Malcolm Wilson and Comptroller Arthur Bresch. Numerous legislators, members of the Governor's cabinet, department and agency heads also were in attendance.
Sofrim Society's Sets Installation

The Sofrim Society, composed of Jewish employees in the Office of Civil Service Employment, and the Department of Finance, will hold its seventh annual installation at the New Yorker Hotel, 48th Street and Broadway, Manhattan, on Thursday, March 14 at 7:30 p.m. Officers to be installed are: president, Jack Olman; vice-presidents, Aaron Crystal and Samuel Crystal, treasurer, Sally Baker; financial secretary, Hamilla Hack; recording secretary, Sara Friedland; corresponding secretary, Naino Brodsky, and cantor-at-arms, Israel J. Beder.

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LEARN NEW MACHINES, LEONING
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START ANY TIME
TRIP TO TAFPLAN
$50 each for December $50
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TLM 11-9117

ATTENTION: James Adams, right, chairman of the CSEA Charter Committee, is seen as he was surprised by a gift from his committee. Making the presentation—an overnight bag—is fellow committee member, William Resiler. The committee bought the gift as tokens of appreciation of "Jim's outstanding services over the years to the Charter Committee."

Last Call Nears For Bookings On March 29 Cruise To Caribbean

Last call is here for the Caribbean cruise that will launch the 1963 travel program for members of the Civil Service Employees Union. A 14-day cruise aboard the popular American Export Line ship SS Atlantic will depart from New York on March 29, the height of the winter season. The port to be visited will be at the height of the winter season. The port to be visited will be

Special Bonus

The cruise will be launched with a "Welcome Aboard" party and once underway there will be all forms of entertainment and relaxation available. Featured are a Meyer Davis orchestra and a novel "novitty combo" for dancing, a masquerade ball, bingo, games, free dance lessons, midnight buffets, in-between-meal snacks, outdoor luncheons, professional Broadway entertainment and the use of one of the largest outdoor swimming pools afloat. All these activities are free and as a special bonus to CSEA members free shore excursions will be provided in San Juan, Trinidad, and Kingston.

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CSEA Launches Big Drive To Reallocation Attendants In Mental Hygiene Dept.

(Special to the Leader)

ALBANY, March 11—The Civil Service Employees Association has submitted a strong appeal for a two-grade salary reallocation of the State's 23,000 Department of Mental Hygiene attendants.

The appeal, filed 16 days ago with the Division of Classification and Compensation through the Department of Mental Hygiene, was accompanied by a nine-page supporting statement which outlined in detail the background of the attendants' salary case and reasons why the treatment of the location should be approved without delay.

'The reallocation for attendants was in 1958 when the title was raised to grade 3 from grade 4, along with 176 other state titles. Prior to that, in 1955, the Division of Classification and Compensation had disapproved a request for reallocation to Grade 8.

Cost No Excuse

In its latest appeal, the Association strongly emphasized that the requested reallocation "should not be denied on the basis that the vast number of positions involved or affected would pose difficult fiscal implications for the State."

The Association maintains that in improving the care and treatment of mental patients, the State has found it necessary to add new duties and responsibilities to the position of attendant but has failed to recognize that the changing nature of this position makes its former concept obsolete and its present annual salary inadequate.

Responsibilities Outlined

Attesting to the duties and responsibilities which have changed the entire concept of the position in New York State, the Association outlined the following points:

1. The increased use of tranquilizing drugs as a major form of treatment in the treatment of various diagnostic groups of mental patients.

2. The "open ward" program which was instituted in September 1958 when the State Division of Classification and Compensation had disapproved a three-grade reallocation of the State's 23,000 Department of Mental Hygiene attendants. The program was instituted in September 1958 when the State Division of Classification and Compensation had disapproved a three-grade reallocation of the State's 23,000 Department of Mental Hygiene attendants.

3. The attendant has come to share in the duties and responsibilities of the nurse staff.

4. The general population and the populations in mental institutions are steadily increasing in size because of the strides of modern medicine and medical research, which means that provision must be made for the care and treatment of more geriatric patients in mental institutions.

5. Patients with violent mental disorders such as schizophrenia constitute a large portion of the long-term patients in our mental institutions. In addition to the patients diagnosed as schizophrenic, those patients with lesions of alcoholic détoxication, epilepsy, etc., require constant supervision and are placed on a program of controlled medication.

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7. An increased number of old and infirm patients due to social security or pension benefits and are allowed to have more money on their persons. Many of these patients make frequent attempts to leave the hospital grounds to purchase alcoholic beverages.

8. In an effort to provide the best in the way of care and treatment for many of our mental hospitals are engaged in research of various kinds.

9. At the seven State Schools for Mental Defectives, there is an increasing number of patients requiring complete case care as differentiated from those patients belonging in the educational group. With the increase in admissions of this type of patient, a larger group of patients are unable to participate in scholastic programs.

10. Currently there is a progressive in-service training program for personnel in the Department of Mental Hygiene. This program was instituted in September 1958 and requires the attendant not only to participate but to assume additional responsibilities as a result of his training in the various areas concerned with the treatment and management of mental patients.

11. Among the new in-service training courses which can be deducted from the reallocation of salary are those attended by the attendants and nurses in an effort to reach the most unobtrusive patient outside of the patient's mind so as to move him in the direction of reality. The attendant must have the ability to work with the patients on his own or nearby ward. The attendant is required to follow the same procedures as the professional staff and in his responsibility for the patient, the full benefit of the therapy is to be realized.

12. The attendant plays an important role in the chronic intensive admittance and intensive treatment of patients carried on by the Department of Mental Hygiene.

13. As part of his in-service training, the attendant is required to take an intensive course in medication. The attendant is required to work on reception service where his duties are more difficult and hazardous than those of persons who have committed serious crimes and have been placed on the special wards observation for 60 days of observation.

Other States Pay More

The Association in its appeal showed that the salaries paid for similar position titles in California, Michigan and New Jersey are all above the annual compensation of this State's attendants.

The Association maintains that a denial of the appeal based on the fiscal implications according to the State would result in a feeling on the part of the attendants which could result in the loss of their incentive not only to undertake new tasks and be trained in new techniques but also in the efficient performance of their overall duties since in reality a grade 4 position has been placed on their position."