Overtime Pay Rules Under New Attack

(Special to the Leader)

ALBANY, March 18—The Civil Service Employees Association today launched a fresh attack on proposed new rules governing overtime pay for State employees, slated to go into effect April 1.

CSEA President Joseph F. Felly, in a letter to Dr. T. Norman Hurd, State Budget Director, requesting indefinite postponement of the effective date of the rules, called them "un warranted at tacked at economy at the expense of State employees and an at tempt to set aside the maximum basic work week for large groups of employees."

Delegates React

Felly said the 600 delegates attending the recent CSEA meeting in Albany had "unanimously denounced the new State overtime pay rules as a per mission interpretation of Section 194 of the Civil Service Law."

The CSEA President said he had appointed a committee to consider the whole problem, as directed by CSEA delegates. The committee was scheduled to meet for the first time today in Albany. Members are John W. Wolff, chairman; Solomon Benedet, Frank Carr, Abram Kramer, William Mahaney, and Jack Weiss.

In his letter, Felly told the budget director that "the very broad and indefinite criteria established under the new rules for groups of employees that may be excluded from the right to receive credit (Continued on Page 3)

THOMAS E. FARLEY

ALBANY, March 18—This Civil Service Employees Association Convention will appeal a State Supreme Court ruling which imposed a $1000 fine on the City of Rochester's recognition of a union as bargaining agent for city employees, Joseph F. Felly, president, and last week following announcement of State Supreme Court Justice George D. Newton rejected the Association's contention that City Manager Porter W. Homer used unfair and unreasonable procedures in recognizing the American Federation of State, County, and Municipal Employees without

Rochester Ruling Will Be Appealed; CSEA Seeks Improvements For Workers

(Special to the Leader)

ALBANY, March 18—The Civil Service Employees Association convention will appeal a State Supreme Court ruling which imposed a $1000 fine on the City of Rochester's recognition of a union as bargaining agent for city employees, Joseph F. Felly, president, and last week following announcement of State Supreme Court Justice George D. Newton rejected the Association's contention that City Manager Porter W. Homer used unfair and unreasonable procedures in recognizing the American Federation of State, County, and Municipal Employees without extending to the association the same opportunities given the union. Justice Newton said . . .

"the petitioner (CSEA) asks this Court to hold, in substance, that the City Manager, in his action, was arbitrary, capricious and unreasonable. This the Court can not do. The burden is upon the petitioner to establish the facts which would entitle the petitioner to such relief."

Felly said "we will continue our efforts in the courts to secure just treatment and recognition from the City of Rochester and the right to represent the more than 800 Rochester City employees who are members of CSEA."

In line with this, Felly said . . .

(Continued on Page 3)

LEGISLATIVE VISIT — Sen. Ethelia T. Barrett (R-Suffolk), third from right, chairman of the Senate Finance Committee, received this delegation of Civil Service Employees Assn. representatives during the recent CSEA meeting in Albany. The CSEA delegates sought Senator Barrett's support against budget cutting proposals that CSEA says are aimed mostly at present and former State employees. In attendance, from left, front row, are Vila Ferro, Gowanda State Hospital; Albert C. Kilian, CSEA first vice president, and Charles E. Lamb, CSEA fourth vice president; Peter Pearson, Central Islip State Hospital; Senator Barrett, Grace T. Nulty, chairman of the CSEA Legislative Committee, and Irving Flammang, president of Nassau chapter, CSEA. In rear, from left, are John Hennessy, Buffalo chapter; Charles E. Lamb, CSEA fourth vice president, and Mrs. Pearson.

Bill Would Mandate 40-Hr. Week For Troopers; Senate Reported Agreed On Budget

(Special to The Leader)

ALBANY, March 18—A bill that mandates the long sought 40-hour, five day work week for State Police has been introduced to the Legislature through the Senate Rules Committee.

The measure, proposed by the Civil Service Employees Association, received the full support of delegates at the Association's recent annual meeting. Under it, not more than one eight-hour tour in a 24-hour period, during five consecutive days, except in emergencies, would be allowed.

The bill also provides for overtime or equivalent time off.

The 40-hour work week has been a goal of the Association for several years. Last year, the Association secured legislative approval of a bill that would increase the trooper ranks by several hundred men, thought necessary to reduce the work week from its present 60 hours. Necessary administrative steps to implement the shorter work tour were not forthcoming, however.

This bill would mandate action on it.

Senate Action Reported

In other legislative developments affecting employees, the Senate Republican majority scored late last week, it was reported, in cutting Governor Rockefeller's 1964-65 budget by $80.5 million and increase fees and taxes on the liquor industry by more than $141 million.

Included in the appropriation, which the Senate GOP decided to include in (Continued on Page 2)
Don't Repeat This!

(Continued from Page 1)

These men are said to want less attention to statements concerning a "sure" Rockefeller victory next year in order to protect the Governor from too much publicity when it isn't needed. If the Rockefeller campaign stalls, a new shift in Republican politics, observers feel the second spot New Yorker for the GOP vice presidency nomination at this time to time headlines from time to time that announced as Vice President, often talked of for that post in U.S. Sen. Keating, whose chances for the candidacy were first discussed in these columns. There is a good basic tolerance of Americans by a member of a write-in campaign later in his career. In producing the Office of Judges, Keating picks the top spot, and the election of President Kennedy has dealt a blow to the thought that a member of a religious minority could never make the White House.

In this regard, please be advised that our organization has sponsored the Police Benevolent Association's annual winter meeting at the CSEA in Albany.

Carlino and Mahoney Should Keating actually be nominated as Vice President, Carlino in favor of the 'Citizens' ticket in a big bloc of Italo-American voters and the physical science. There are vacancies throughout the State.

In speaking to the scene or chase.

In this regard, please be advised that our organization has sponsored the Police Benevolent Association's annual winter meeting at the CSEA in Albany. Keating looks on. The scene was the Fill the vacancy for you're editorial of March 12, in which you opposed the return of the ban men's Benevolent Association has cited The Leader for its support for your editorial of March 12, which was 10,000.

Bill Would Let County Officers Avoid Successors

ALBANY, March 18 The Senate is scheduled to act on a bill this week that would permit county officers to remain in office until their successors had been appointed.

The measure, backed by the County Officers Association, passed the Assembly unanimously last week without debate. It is sponsored by Assemblyman Hal Perl, Wyoming County Republican.

The bill provides that "all officers and employees" of the "legislative body of a county" would remain in office after their terms had been terminated or expired—until their successors were appointed.

The bill does not include a chairman of a board of superintendents, but is designed to ensure continuity of government while superintendents resolve their differences over making new appointments.

College Testing Program Underway For N.Y. State Professional Personnel

College juniors and seniors may apply now for New York State positions open to technical and professional personnel at starting annual salaries of $5,500. The recruitment program, part-timers, is designed to develop interest in State positions on the college level. Although students are encouraged to apply, appointments are only made upon graduation.

The program exists in a wide variety of professional and technical fields including administration, law, engineering, education, police and public safety, the medical, and the physical sciences. There are vacancies throughout the State.

After completing a year of training at $5,500, most persons entering State service through the program are raised to $5,510 and then receive five annual increases to $7,250. Candidates with appropriate work experience, specialized graduate study, or equivalent military experience may be appointed directly to $5,510 level.

Full details of the program are contained in a eight-page illustrated brochure which may be obtained by writing to the College Testing Program, at local offices of the New York State Employment Service, or from Recruitment Unit 31A New York State Department of Civil Service, The State Campus, Albany 1.

Be Our Guest!...

ON WEDNESDAY, MAR. 20 at 5:30 or 7:30 P.M. at a Class Session of Our Course for CLERK—N.Y. CITY EXAM MAY 25TH PRACTICE EXAMS AT EVERY CLASS SESSION!

Convince yourself WITHOUT COST OR OBLIGATION of the great value of our clerkship preparation. Thousand of former students—men and women—have achieved successful careers in Civil Service—let Us help you, too!

Call 715 EAST 15 ST. near 4th Ave., N.Y. City

PART-TIME CAFETERIA

GET-TOGETHER: Gov. Nelson A. Rockefeller, center, is seen greeting fellow Westchesterite William O'Brien, right, Blue Cross representative to discuss the state health plan, as Joseph F. Pelly, president of the Civil Service Employees Association, left, looks on. The scene was the recent annual winter meeting of the CSEA in Albany.

Chrysler - For Sale

Motel

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

55 Plymoth Rd., Valley Stream, Long Island

Motel

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.

New York State Employment Service

Appliance Services

Help Wanted

PART-TIME CAFETERIA GENERAL COUNTER WORK, male or female, $1.25 per hour, call E. 3190.
CSEA Seeks Improvements For Rochester Employees

(Continued from Page 1) announced that the Association last week asked the State with specific benefits for city employees in letters to each member of the city council and Mayor Robert Coughlan, and Mayor William Gillette.

It was brought out at the trial of the Brubaker case that: 1. The city paid the union more than four months to enroll city employees in demand for proof of membership last October 1, but gave the Association only three days to start enrollment. Union Membership Drive

2. The city has had several hundred employees since February than it had last August.

3. The subject of recognition of a new city administration was discussed at County Democratic headquarters before Homer Folks took over as city manager.

4. Union claims of membership of 2,000 and promises of job security were not enough to persuade the state to issue recognition authorization cards—of which 90 were duplicated—on August 20. A total of 100 union members had lost their job since then.

In finding for the city, Justice Newton also weighed court stays that had prevented the city from further reductions in the union. What CSEA Aims

The right new employees benefits requested by the City Council by CSEA included: 1. Pension plus age-throas-take-into-account increase for all city employees.

2. Establishment of grievance procedures at the earliest possible date as mandated by State law last year through legislative action.

3. Extra salary increment for all city employees with 10 years of continuous service at top salary grade.

4. Establishment of normal length of employees vacation benefits for employees with 15 or more years of city service.

Death Benefit

5. Establishment of minimum half year's salary death benefit for all city employees, as established by the State last year at request of CSEA.

6. Continuance of five per cent reduction in employee retirement contributions as won by CSEA.

7. Five days' personal leave per year for as state employees by CSEA.

8. Payroll deductions for CSEA membership dues and for its low cost group life insurance and accident-health insurance programs.

In accompanying letters to all councilmen, the city manager and Mayor, Prouty said that the association believes these requests to be reasonable and necessary to provide special benefits and retire for the benefit of city Rochester employees to become more compatible with work conditions afforded Monroe County employees. State employees, public employee groups in the area, and with employees in private industry.

Prouty also called for the privilege of having CSEA representatives discuss the requests with the full city council.

Inclusive Price

Price for this 24-day trip is only $70 per person. Includes air fare, land transportation and hotel rooms in Europe, most meals, sightseeing trips, tips, baggage handling, etc. Tour is limited to members of the Civil Service Employees Assn. and members of their immediate families.

Application for the remaining few seats may be had by writing at once to Irving Flumenbaum, P.O. Box 91, Hempstead, L.I., New York, or by calling him at area 2-3000 on extensions 805 or 2199.

Policewomen Exam

BUFFALO March 18 — The recently established South Kortright Branch of the Boys Training School, State of New York, Department of Social Welfare has announced the scheduled examination for policewomen candidates for March 21, 1963. The examination will be held at 9 a.m. at the school. Applications are completed. Candidates must be between 25 and 32 in age. The pay scale is $4,575 to $5,300 a year.

Only Six Seats Capital District Conference Left For May 9 Sets Public Relations Panel May 30

(Special to the Leader)

ALBANY, March 19—The Capital District Civil Service Employees Assn. will sponsor a dinner-meeting and social hour at Jack's Restaurant, State Street, Albany, on Wednesday, March 20.

(Courtesy of the Leader)

HEALTH DELEGATES — Health Delega-
tes-delegates to the annual meeting of the Civil Service Employees Association are shown dur-
ing an interview with department officials. Seated are, left to right, Charlotte Clapper, secretary to the commissioner; Emmett J. Spear, office of the commissioner; and William J. Henry, assistant commissioner and Jack Geeklet, central office delegate. Others present included: Robert Case, caseworker, William McGraw, John Dee of Russell Park Memorial Insit., Buffalo; Shirley Montecamoro and Isabel Chapel of Mount Morris State Hospital; Tom Byrum, Wilfred De-

changes, Don McCready and Lynn Whitman of Lab-

er, health and safety director of the CSEA chapter, Albany; Edward Griffin of Homer Felts State Hospital, Ommunia; Clark Le-

Booth and Charlotte Roser, of James E. Christian Hospital, Buffalo; William Smith and Stanley Tandakos of Ray Brook State Hospital; Vietta Svenns, Rosamond Glass and John Sumner of Rehabil-

ation, West haven, Conn. Also present from the State Health Department were, Richard H. Mauze, director of Personnel Administration and John Watson, assistant director of Hospital Business Management. Photo by Tom McDougan, assistant director of Public Relations, who also participated.
**U.S. Service News Items**

**Me Nolly Named P.O. Operations Director**

John F. Nolly was recently appointed chief of operations for the New York City Post Office. He succeeded Robert K. Christenbury, who announced that the appointment was effective March 16th.

Mr. Nolly, who has held various supervisory positions in the past 42 years, entered the Post Service in August, 1921, as a supervisor of the Church Street Station until June, 1962, when he was appointed Acting Assistant Postmaster.

**Navy Civil Servants Recognized For Long Period of Service**

Logel pins and letters of appreciation were presented to 12 civilian employees in recognition of more than 20 years of Federal service, and one employee with 30 years’ service with the Army Air Force and Military Transportation Service were presented letters of commendation held recently at the 818th Fleet Housing in Brooklyn.

Captain E. O. Campbell, USN, who has a thirty-year son to Frank Buckley of Jamaica, Campbell, (Chief of staff of manpower) presented 20 year pins to Brooklyn residents Mitchell Altman, Ann Arkin, Mrs. Dorothy Levine, Joseph Rao, Henry Cohen, Anthony Cusati, Isaac Arkin, Miss Agnes Behrens, Narda Relkin, and Mrs. Ida Seidman.

Others who received 20-year pins were Harry Singer, Franklin Squiers; Mrs. Dorothy Levine, Beth Amboy, N.J.; Mrs. Theresa Manzontore, New Haven, Conn. and Herman Heimansky of the Bronx.

**David Brickley Heads Panel of Judges for 1963 Woman’s Award**

Mrs. Katie Lounsbury, Chairman of the Federal Woman’s Board of Trustees, recently announced the names of those who have agreed to serve on the panel of judges to select the outstanding Government career women who will receive the Federal Woman’s Award.

The four judges will be David Brickley, newsmaker, National Broadcasting Company, chairman of the panel; Beryl Furst, actress and television personality; Dr. Katharine E. McBride, president of Bryn Mawr College, and H. Ladd Plumley, Chairman of the Board, Mutual Life Assurance Co. of America, and president of the Chamber of Commerce of the United States.

In February 8, the closing date for nominations, 60 candidates had been nominated by heads of Federal departments and agencies. The four women selected will receive the Awards at a banquet to be held at the Washington, D.C. on May 2.

The criteria for selection is the program, which is the only Government-wide award program established exclusively for women, continue to be most impressive.

**Because you can’t tell when you’ll be sick or have an accident, it’s well to be protected in advance.**

Enrollment in the CSEA Accident & Sickness Insurance Plan is open to eligible members of the Civil Service Employees Association, Inc. in locations where payroll deduction is available.

The plan provides coverage for total disability resulting from occupational and non-occupational accidental injuries, or sickness, plus other important benefits. Coverage throughout the year and the cost is low because of the large number of members (40,000) participating in this plan.

If you have not yet enrolled, call your Ter Bush & Powell representative for full details now.
Bill Would Require Trooper Retirement Be Mandatory At 60

(From Leader Correspondent)

ALBANY, March 16—The Legislature is expected to pass a new requirement bill covering State Police that will put a greater accent on youth.

The bill was introduced at the request of State Police Superintended Arthur Cornellis. A spokesman said:

"It's recognized in law enforcement that, at a relatively early age, men reach the point where they're not fully qualified to perform all duties."

He added: "The proposal moves the compulsory retirement age now, at age 60, if they have served 25 years. The compulsory retirement age now is 70.

The bill was introduced at the request of the powerful Senate Finance Committee, requires members of the Senate to retire at age 65, if they have served 25 years, the compulsory retirement age now is 70.

Parole Assn.

(Continued from Page 4)

Supreme Court Probation Officers states that "New York State residence is not required" and yet a member of the Office of Probation must reside in the confines of New York City. This makes the Office of Probation one of the few agencies which has such a restrictive residence restriction and greatly restricts recruitment.

* Section 14a of the Correction Law permitting State reimbursement of 50% of the salaries and increasing the number of probation offices and probationers was useful. Legislation in 1955 but not considered and anticipated and the concept and practices of reimbursement should be extended to cover existing staff and made applicable to the Civil Parole Commission, thus insuring retention of an experienced staff, as necessary for the proper functioning of Probation and Parole Services. It was also recommended that part of this legislation should include the setting of minimum salaries to aid in retaining qualified personnel.

Assure Your Future Security!

PREPARE NOW FOR A SUCCESSFUL CAREER

Opportunities for Men & Women — 17 Years and Older

Applicants Close March 26 for N.Y. City Exam for

CLEERK S — $67.50 Is $88. A Week

Full Civil Service Benefits-Pension, Liberal Vacation, Sick Leave, etc.

DELEHANTY INSTITUTE

115 East 15th St., N. Y. 3 • Phone GR 3-6900

High School Equivalency DIPLOMA

Enroll Now for Fast Results

DELEHANTY INSTITUTE

81-83 MERRICK BLVD., peninsula, Jamaica 200, 59TH STREET, MANHATTAN 203

BE SMART! Prepare First ... at DELEHANTY

POST OFFICE CLERK-CARRIER BOOK

Applications Close March 26 for N.Y. City Exam for

PRACTICE EXAMS AT EVERY CLASS SESSION!

DELEHANTY INSTITUTE

JAMAICA: 81-83 MERRICK BLVD., bet Jamaica 1 Hillside Ave.

DAUTURE COURSES

DRAPERY, ARTIFICIAL- TV SERVICE & REPAIR

DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 STREET Phone GR 3-6900

JAMAICA: 91-01 MERRICK BLVD., bet Jamaica & Hillside Ave.

JAMAICA: 91-01 MERRICK BLVD., bet Jamaica & Hillside Ave.

Open Mon. to Fri. 9 A.M. - 5 P.M. — CLOSED ON SATURDAY
Anti-Consolidation Bill
Deserves Police Fire Aid

A bill presently before the State Legislature, although not directly affecting New York City's 46,000 policemen and firemen, deserves the complete endorsement of both groups.

This bill, Senate Intro. 719, Print 712; Assembly Est. 1441, Print 1441; would prohibit the consolidation of fire and police services in municipalities in New York State. It was introduced by Senator Thomas Laverne (R-Rochester) and Assemblyman Arthur Abrams (D-Buffalo).

This consolidation has already been suggested in several upstate communities and has been put into effect in some villages in mid-western states. Some large cities have even tried the system.

While New York City probably will never be affected by these consolidation efforts, it behooves city policemen and firemen to join their comrades in support of this measure.

State Overtime Rules
Should Be Changed

For nearly two years, the State Civil Service Employees Association has been trying to modernize the overtime payment sections of the State Attendance Rules. It has submitted to the State Civil Service Department its own proposals, backed by statistical, logical and just arguments.

A short time ago, the State's version of a fair overtime pay practice was proposed—and was promptly termed a "legal impossibility." The State feels that the savings would be less than 1 percent.

A new and stronger attempt to modernize these rules properly is now underway by the CSEA and we believe the strongest argument for adopting CSEA proposals is contained in an article entitled "State Versus Overtime" by Dr. Floyd Zulli of NYU. These arguments are completely contrary to the principles of sound personnel practices advocated by Covey or Rockefeller.

We urge policemen and firemen to make overtime pay rules adequate, not only from the present administration but also in all fair justice to State workers.

Questions Answered
On Social Security

Below are questions in Social Security problems sent in by our readers and answered by our Social Security expert in the field. Anyone with a question on Social Security should write it and send it to the Social Security Editor, Civil Service Leader, 97 Stanton St., New York.

"I am over 65 and still working full-time. My earnings run over five thousand a year. Should I apply for social security benefits even though I am still working?"

Yes, although you may not be able to receive payments at this time, it would be to have your benefits approved before you retire. One advantage is that there would be no delay in starting your benefits when you do retire. Also, in an emergency, such as sickness, you could inform us that you are not working, and your monthly benefit would become payable right away.

"My husband died last month, and I am his only survivor. I am 23 years old. Will I receive widow's benefits each month in addition to the lump-sum death payment?"

No, until you reach 62. To qualify for widow's benefits before age 65, you must have been children entitled to benefits in your care.

"I am 70 years old. I've been receiving retirement benefits for the past 2 years. Two months ago I had a severe stroke. Could I now file and get disability benefits in addition to retirement benefits?"

No. Disability benefits are payable only to persons under retirement age.

LETTERS TO THE EDITOR

Letters to the editor should be signed, and names will be withheld from publication upon request. They should be no longer than 100 words and we reserve the right to edit them as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Open Letter To Barbers And Beauticians

Editor, the Leader:

This is an open letter to barbers and beauticians in State Service. Each and every barber and beautician in New York State deserves the complete endorsement of both groups.

As an expert in the Social Security field, I hope you will pardon this and understand that I am writing this in the capacity of an expert in this field. I have been able to obtain a clear and concise understanding of all existing Social Security problems sent in by our readers. I have spoken with Social Security Editor, Civil Service Leader, 97 Duane St., New York.

As you know, the Social Security Editor, Civil Service Leader, 97 Duane St., New York.

This Week's
Civil Service
Television List

The leaders in the city, to civil service employees are broadcast daily over WNYC, Channel 2, 620.

Tuesday, March 19
3:00 p.m.—Career Development—Focus on Food
4:00 p.m.—The Big Picture—U.S. Army film series
5:00 p.m.—Around the Clock—Police Dept. Training
6:00 p.m.—City Close-up—Seymour M. Riegel interviews Louis Orgell of the City Register
7:00 p.m.—Police Dept. Training
8:30 p.m.—City Close-up—Seymour M. Riegel interviews Louis Orgell of the City Register
9:00 p.m.—Focus on Food
10:00 p.m.—Police Dept. Training Program for Nursing Personnel
11:00 p.m.—The Big Picture—U.S. Army film series.

Wednesday, March 20
2:00 p.m.—Your Lions Share—Nutrition and You—With Iva Bennett of the NYC Nutrition Bureau, Today's Special, Nutrition and You—12:00 Noon
3:00 p.m.—City Close-up—Seymour M. Riegel of the City Register
4:00 p.m.—Focus on Food
5:00 p.m.—The Big Picture—U.S. Army film series.

Thursday, March 21
2:00 p.m.—Career Development—Focus on Food
3:00 p.m.—Department Training Program for Nursing Personnel—With Louis Halpern
4:00 p.m.—Around the Clock—Police Dept. Training
5:00 p.m.—City Close-up—Seymour M. Riegel of the City Register
6:00 p.m.—Focus on Food
7:00 p.m.—Police Dept. Training
8:30 p.m.—City Close-up—Seymour M. Riegel of the City Register
9:00 p.m.—Focus on Food
10:00 p.m.—Police Dept. Training Program for Nursing Personnel
11:00 p.m.—The Big Picture—U.S. Army film series.

Friday, March 22
2:00 p.m.—Your Lions Share—Nutrition and You—With Iva Bennett of the NYC Nutrition Bureau, Today's Special, Nutrition and You
3:00 p.m.—Focus on Food
4:00 p.m.—The Big Picture—U.S. Army film series.

Saturday, March 23
2:00 p.m.—Focus on Food
3:00 p.m.—Department Training Program for Nursing Personnel—With Louis Halpern
4:00 p.m.—Around the Clock—Police Dept. Training
5:00 p.m.—Your Lions Share—Nutrition and You—With Iva Bennett of the NYC Nutrition Bureau
6:00 p.m.—Focus on Food
7:00 p.m.—Police Dept. Training
8:30 p.m.—City Close-up—Seymour M. Riegel of the City Register
9:00 p.m.—Focus on Food
10:00 p.m.—Police Dept. Training Program for Nursing Personnel
11:00 p.m.—The Big Picture—U.S. Army film series.

Sunday, March 24
2:00 p.m.—Focus on Food
3:00 p.m.—Department Training Program for Nursing Personnel—With Louis Halpern
4:00 p.m.—Around the Clock—Police Dept. Training
5:00 p.m.—Your Lions Share—Nutrition and You—With Iva Bennett of the NYC Nutrition Bureau
6:00 p.m.—Focus on Food
7:00 p.m.—Police Dept. Training
8:30 p.m.—City Close-up—Seymour M. Riegel of the City Register
9:00 p.m.—Focus on Food
10:00 p.m.—Police Dept. Training Program for Nursing Personnel
11:00 p.m.—The Big Picture—U.S. Army film series.

Legislative Caution

CIVIL SERVICE organizations must give the same weight to the public relations implications of legislation they sponsor, as they do the benefits they hope their members will derive if the legislation becomes law.

This MEANS that they must examine both the short-term public relations results and the long-term possibilities, each must be weighed very carefully. This is the case of legislation to give a short-lived happy result, but create a long-term disaster.

We DISCUSS this subject because sometimes enthusiasm blinds us to the realities. We are thinking of a bill sponsored by civil service groups—any bill—which doesn't have a prayer of passage. Yet the mere sponsorship of the bill could do irreparable damage to the cause of civil service advancement.

There are NO BETTER examples to present itself than the efforts of the postal workers to get one particular bill through Congress. The reaction should be a sobering lesson to all civil service leaders.

For purposes of clarification—and certainly not endorsement from this column—we reprint in full a recent editorial from "The Wall Street Journal," commenting on this subject.

QUANT PERFORMANCE

Few people enjoy having someone look over their shoulder while they're working. But, in industry for instance, it's necessary to watch people in order to arrive at some standard of performance to determine what they're doing. Most people come to accept this sort of thing.

Not some group of government employees, however—postal workers in particular. Mr. Anthony M. Swann, Pen-Government Relations Manager, Scott has introduced a bill which would prohibit the use of stop watches or other performance-measuring devices to gauge postal employees' output.

Somewhat we find it possible to restrain our sympathy. There's something significant about this whole idea that it's perfectly all right to legislate job-performance measurements right out of existence. More efficiency in Government? Plainly an unthinkable thought.

Please DON'T brush off this editorial just because it comes from the "Wall Street Journal," which supposedly speaks only for business, and certainly not for the worker. It so happens that "The Wall Street Journal" reaches the very opinion leaders which civil service organizations and their members must persuade. In this aspect, the newspaper is one of the few in the United States which can truly call itself a national daily newspaper with six regional editions., a partner from coast-to-coast.

In Assessing its public relations, civil service organizations must bear in mind that when they ask for monetary rewards and conditions equal to private industry, they must also accept the same work-standards established in private industry. And time and motion study—the fancy name for watching a worker with a stop-watch in hand—is standard operating procedure in private industry.

We THINK it's something common sense public relations to adopt private industry standards in all efforts to achieve public industry emoluments.

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. This view expressed views of legislation and writer and do not necessarily constitute the views of this newspaper.
енный туризм распространен на всех датах.

Следует отметить, что этот тур дает возможность посетить Мексику через авиакомпанию Eastern Airlines. Вылет из Нью-Йорка, группа туристов полетит прямым рейсом в Мехико, где будет проводиться основное время. В Мексике туристы посетят известные храмы и пирамиды, а также посетят местные деревни, известные своими народными изделиями.

**Где подать заявление?**

Места для заявления на участие в туре ограничены, поэтому подать заявление на участие следует до 15 апреля.

**Дополнительные сведения**

Оформление тура включает в себя двухнедельное путешествие по Мексике, включающее все основные достопримечательности и местные фестивали. Тур также включает в себя посещение знаменитого Шри-де-Гуадaluпе, одного из крупнейших храмов в мире.

**Дополнительная информация**

В дополнение к основному туре в Мексику, туристы также могут посетить популярные курорты, такие как Акапулько, где они смогут заниматься водными видами спорта и отдыхом на пляже. Так же возможно посещение других известных городов, таких как Мехико и Каламаза.

**Также важно отметить, что группа туристов также имеет возможность посетить уникальные места, такие как старинный каменный город в Мексике, где можно увидеть замечательные картины и скульптуры.

**Контактная информация**

Для получения дополнительной информации и оформления заявления на участие в туре в Мексику можно обратиться по телефону 212-566-4000 или по электронной почте info@jaysafaris.com. Также можно обратиться в офис компании по адресу: 245 W. 35th St., Suite 100, New York, NY 10001.
**King Edward Hotel**
- 120 West 44th Street
- The Choice of Civil Service Employees

Special Weekly Rates From $25 Weekly

Also Daily & Group Rates

300 Rooms All With Bath
Phone: JU 3-1900

**Petit Paris Restaurant**
- Accommodations for Parties
- One Cottillion Room, Seating 100 Comfortably
- COLD BUFFET, $2.50 UP
- Full Courses Served, Business Men's Lunch
- Special Weekly Rates

**Arco Civil Service Books**
- All tests
- Over 112 Volumes
- Business Men's Lunch
- Special Weekly Rates

**Special Rates for Civil Service Employees**

**Petit Paris Restaurant**
- West End Branch: Open Fri. eve, 4:30 to 7:30 P.M.
- 581 Central Avenue
- COLONIE BRANCH: Open 12:30 to 2:30 P.M.
- 1230 Central Ave. Open 12:30 to 2:30 P.M.
- Tel. 489-2040

**First Trust is Only Minutes from the Campus**

Both branches are so easy to reach from the Campus you'll like doing business at either one. Friendly service and ample free parking, too!

**Colonie Branch**
- 1230 Central Avenue

**West End Branch**
- 581 Central Avenue

**Regular Hours:**
- COLONIE BRANCH: Open Thurs. and Fri. eve. 5 to 8 P.M.
- WEST END BRANCH: Open Fri. eve. 4:30 to 7:30 P.M.
- EVERY STATE PAYDAY, BOTH BRANCHES NOW OPEN
  - 4:30 P.M. to 5:30 P.M.

**Civil Service Leader**

Tuesday, March 19, 1963

**Fireman Eligible List**

(Continued From Last Week)


The Civil Service Commission in Nassau County has announced that they are now offering a series of examinations for positions in local school districts in Nassau County. The first of the series will offer filing from now until April 5 for an exam to be held April 27. The title pays from $2,500 to $5,250 per annum.

For further information and application forms write the Civil Service Comm., 54 Mineola Blvd., Mineola. An expected number of 200 positions will be filled in the next few months.
Tuesluny, March 19, 1963

§illlllllllllllllllllUIIIIIIIIIUtlll

- Take 8th Ave. to St. Albans. All-Brick, All-Brick
  $18,000 homes. Large living room, modern bath, kitchen, garage. Move right in.
  Finished basement, 40x100 plot. Front garden plot. Garage. G.I. no cash down.
  143-01 HILLSIDE AVE. JA 9-4400

BETTER REALTY
ALL 4 OFFICES OPEN 7 DAYS A WEEK
FROM 9:30 A.M. TO 8:30 P.M.

BARGAINS, NO - QUALITY, YES!
HIGHEST QUALITY, LOWEST DOWN PAYMENT
BARGAINS, NO - QUALITY, YES!

STONY POINT
ALL 4 OFFICES
OPEN 7 DAYS A WEEK
FROM 9:30 A.M. TO 8:30 P.M.

HILLTOP
GOOD BUY!
HILLTOP
GOOD BUY!
General Electric 2-in-1 Washer Offers

MORE Deluxe Features than any other

WASHER at this LOW PRICE!

- MINI-WASH SYSTEM FOR
  1-POUND WASH BASIN LOADS!
- BIG 12-POUND CAPACITY!
- FILTER-FLO® WASHING SYSTEM!
- TWO WASH SPEEDS!
- TWO SPIN SPEEDS!
- THREE WASH TEMPERATURES!
- TWO RINSE TEMPERATURES!
- MULTIPLE CYCLE WASHING!
- BLEACH DISPENSER!
- 3-ZONE WASHING ACTION!

MINI-WASH Eliminates Hand Washing of Wash Basin (1-lb.) Loads!

Delicate fabrics, lingerie, sheer stockings and sweaters now carefully handled in Mini Basket with minimum amount of water.

Compare the Features!
Check the LOW PRICE!

All this for

$249

95*

NO DOWN PAYMENT!
Easy Terms!

S - YEAR PROTECTION PLAN!
As a Franchised General Electric Dealer we are authorized to offer GENERAL ELECTRIC'S Famous Personal Warranty Service. (1-year Repair Warranty against manufacturing defects on the entire washer, with an additional 4-Year Parts Warranty applicable to transmission parts.) Ask us for your G.E. Written Warranty.

AMERICAN HOME CENTER, INC.
616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY

CALL MU. 3-3616
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!**

**THIS WEEK ONLY!**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SAVE</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- 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!**

**THIS WEEK ONLY!**

<table>
<thead>
<tr>
<th>Model</th>
<th>PPFD-14T-1</th>
<th>13.81 cu. ft.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SAVE</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- 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 ½ bushel!
- Store even ½ gallon milk containers on deep-shelf door.

**Frigidaire Convenience In a “Compact!”**

<table>
<thead>
<tr>
<th>Model</th>
<th>FD-11-63</th>
<th>10.51 cu. ft.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SAVE</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**Lowest Priced FRIGIDAIRE Freezer you can buy!**

<table>
<thead>
<tr>
<th>Model</th>
<th>UFDF-10-83</th>
<th>9.61 cu. ft. net capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SAVE</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- 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!

**Frigidaire the Family Refrigerator**

**AMERICAN HOME CENTER, INC.**

616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY

**CALL MU. 3-3616**

CAU MU. 3-3616
CORRECTION CONFERENCE — State Correction Department Commissioner Paul McGinnis, second from left, is seen as he discusses legislation of interest to three members of the State Correction Conference. They are, from left, Frank Leonard, secretary-treasurer; A. F. F. Landis, president, and Cornelius Rush, vice president. The meeting of the Correction Conference took place recently in Albany.
CIVIL SERVICE LEADER  Page Fifteen

Army Offering Electric Machine Planning Jobs  
The New York Procurement District, U. S. Army, 770 Broadway, New York, is now recruiting for the following positions: electric accounting machine program supervisor, GS-11, which has an annual salary of from $8,465 to $10,185; electric accounting machine project planner, GS-7, which has an annual salary of from $8,469 to $7,970 and GS-6 from $7,975 to $7,700. For further information contact Mrs. Vogel 212-Omegon 7-0393 or write to the above address.

Cohen Reappointed  
ALBANY, March 18—Richard Cohen of Old Forge has been reappointed to the Adirondack Mountain Authority for a term ending Jan. 1, 1966.

Trustee Named  
ALBANY, March 18—Mrs. William G. Beatty of Poughkeepsie has been named a trustee of the Supreme Court, Library at Poughkeepsie. She succeeds John J. O'Connell, also of Poughkeepsie.

Real Estate License  
Course Open Mar. 26  
The Spring term in "Principles and Practices of Real Estate" for men and women interested in buying and selling property opens March 26 at Eastern School, 721 Broadway, N. Y. S. AL 4-6050. This 9 month evening course is approved by the State's Division of Licensing Services as equal to one year's experience towards the broker's license.

ATTENTION TYPIST . . .  
CHANCE TO EARN MORE!  
ADD $4 A WEEK TO YOUR INCOME IN 90 DAYS!  
PUROMONY 3% ON SALES!  
TRUCK SYSTEM SHORTHAND  
10 West 41st Street, Room 309, or write for more information, Mrs. Donnagan.

Attention! . . .  
CLERK CANDIDATES  
For Your Invitation to a FREE CLASS  
Turn Now to Page 2  
Delehante Institute  
115 East 15th Street, N. Y. 3  

City Exam Coming Soon for  
RAILROAD PORTER  
ON CITY SUBWAYS  
S80 to $158 a week  
Applications Must Be Made  
INTENSIVE COURSE  
COMPLETE PREPARATION  
Clerk, Exams, 3-26  
Write or Phone for Full Information  
Eastern School  
721 Broadway, N. Y. S. AL 4-6050  

Earn Your  
High School Equivalency  
Diploma  
for civil service  
for personal satisfaction  
Grad. Turner & Turner, at 6-50  
Write or Phone for Information  
Eastern School  
721 Broadway, N. Y. S. AL 4-6050  

CITY EXAM COMING SOON FOR  
CLERK  
$80.00 TO $158.00  
INTENSIVE COURSE  
COMPLETE PREPARATION  
New Saturday Classes  
Class Meets at 9-2, Tu., Th., Sa.  
Write or Phone for Information  
Eastern School  
721 Broadway, N. Y. S. AL 4-6050  

GRADATED DICTATION  
GRADUATED  

dictation  

TRACTOR-TRAILER-TRUCK  
Instructions and Road Test  
For Class 1 - 2 - 3 Licenses  
Approved, N. Y. State Education Dept., 9-5, 2-5, 2-10  
Supervising Instructor Formerly Gove Road Tests  
MODEL AUTO DRIVING ACADEMY  
CN 2-7547  
145 W. 14th St. (Balt. & 7 Avs.)  
OPEN DAILY 8 A.M. to 8 P.M., Incl. Sat., Sun. & Holidays  

SCHOOL DIRECTORY  
BUREAU SCHOOLS  
MONROE SCHOOL—IBM COURSES  
COMMERCIAL SCHOOL, IBM COURSES  
COMPUTER BUSINESS SCHOOLS, IBM COURSES  

IMB  
GFT 3-2975  
THE TEACHING OF ACCOUNTING BY IBM  

SHIPPING FOR LAND OR HOME  
LOOK AT PAGE 11 FOR LISTINGS  

CIVIL SERVICE LEADER  Page Fifteen

GET THE ARCO STUDY BOOK FOR  
CLERK  
NEW YORK CITY  
$3.00  
Contains simple study materials—Exam questions and answers — help you pass high on your test.

ORDER DIRECT—MAIL COUPON  
4d for 24 hour special delivery C.O.D.'s 30c extra  
LEADER BOOK STORE  
97 Duane St., New York 7, N. Y.  
Please send me copies of books checked above. I enclose check or money order for $.

Name  
Address  
City State  
Be sure to include 5% Sales Tax.
New Overtime Rules Are At Expense of Aides, CSEA Declares

(Continued from Page 1) for work in excess of the basic work week has caused a great deal of confusion and concern."

Feud Rules Aren't Proper
He revealed that "officials of number of State departments have expressed to us in their feeling that the new rules are not proper."

Foley asked for an alternate postponement date of July 1 if the indefinite stay was not forthcoming.

He reminded that in previous meetings the Association had been assured that the number of positions to be excluded from the right to earn overtime credits would be minimal. He added that the Association had "furnished, at the earliest possible date, a complete listing of all positions in all state agencies that will be excluded," and that the division of budget guarantee that affected employees will be given sufficient opportunity, through the Association, to be heard in the matter before the rules take effect.

Contrary Action
Foley also said that "our members feel that the manner in which these new rules are being installed is directly contrary to the Governor's Executive Order on Grievance Procedures which proposed that new rules or modifications of existing rules governing working conditions be announced in advance and discussed with employees representatives before they are established."

Onondaga Chapter Looking To Double Present Membership

SYRACUSE, Mar. 18—Onondaga chapter, CSEA, is signing up "many new members" in its current membership campaign among county employees.

The campaign was launched nearly two weeks ago with a goal of doubling the chapter's present membership of 1,000 according to Miss Leona Appel, president.

Both city and county employees are included in the chapter, but nearly 1,000 of them are city workers, she said. More than 2,000 county employees are eligible for membership.

Chairman of the campaign is Arthur Kasson, vice-president of the chapter and a deputy county clerk in charge of the County Motor Vehicle Department. Assisting him is a committee made up of representatives for each county department.

Also aiding in the drive are Benjamin Roberts, CSEA field representative for the Syracuse area, and Patrick Rogers, CSEA representative for the Syracuse city employees. They have expressed their feeling that the new rules are not proper.

Early in January, when first protesting the proposed rules, Foley said they "tied the State even further back than its present backward position with respect to overtime compensation, and called for major revisions in them so that the State will have a truly modern policy on overtime that will be fair to all State employees."

Too Restrictive
He charged then that the new rules 'are clearly worded to further restrict overtime pay, compensatory time off, and even the right to accumulate credits for overtime work.' He said the Association hoped that the rules "can be scrapped in favor of a time-and-a-half overtime plan under which employees would be paid for their overtime work rather than having to work overtime at the convenience of the State and accept compensatory time off, at the State's convenience."

Paul Silver Appointed Ogdensburg Fire Chief After Civil Service Test

OGDENSBURG, March 18—Paul H. Silver, one of three Ogdensburg assistant fire chiefs, walked off with the big prize—appointment as fire chief—through the vehicle of civil service.

Chief Silver wound up as the lone assistant to take and pass the civil service test, attaining an 81 percent rating. He was appointed to head the department after a month-long controversy in which he was virtually the forgotten man.

Assistant Chief Henry J. Montroy was provisionally named to head the department after a month-long controversy in which he was virtually the forgotten man.

Making a Point
George DeLong, president of the Western Conference of the Civil Service Employees Assn., is seen at the microphone as he made a point on a resolution being discussed by delegates attending the recent winter meeting of the CSEA, held in Albany.

GREETING THE KAPLANS — H. Eliot Kaplan, left, president of the State Civil Service Commission, and Mrs. Kaplan are seen as they were greeted by Al Foster and Charles Estabrook, both of the Correction Dept., at the recent 53rd annual dinner meeting of the Employees Assn., held in Albany.

2 CSEA Members Win Cash Awards

BUFFALO, March 18—Two state employees, members of Civil Service Employees Assn. chapters in the Buffalo area, won cash awards recently from the State Civil Service Commission.

Robert H. Blunt, engineer at Buffalo State Hospital, won $50 for mechanical improvement suggestions. Gordon E. Mitchell, an X-ray technician at Roswell Park Memorial Institute, won $50 for suggestions to improve X-ray handling.

GREETING THE KAPLANS — H. Eliot Kaplan, left, president of the State Civil Service Commission, and Mrs. Kaplan are seen as they were greeted by Al Foster and Charles E. Lemb, both of the Correction Dept., at the recent 53rd annual dinner meeting of the Employees Assn., held in Albany.

DELEGATES — Seen here are some of the 199 delegates who attended the recent business meeting during the 53rd annual winter convention of the Civil Service Employees Assn. in the Schine Ten Eyck Hotel, Albany. Most of the delegation seated on the raised platform are from the Brooklyn State Hospital.

CSEA OFFICERS — Claud. E. Rowell, CSEA fifth vice president, and Hazel Abrams, CSEA secretary, are seen here in discussion during the business session of the annual winter meeting of the Civil Service Employees Assn., held recently in Albany.

CSEA OFFICERS — Claud. E. Rowell, CSEA fifth vice president, and Hazel Abrams, CSEA secretary, are seen here in discussion during the business session of the annual winter meeting of the Civil Service Employees Assn., held recently in Albany.

GREETING THE KAPLANS — H. Eliot Kaplan, left, president of the State Civil Service Commission, and Mrs. Kaplan are seen as they were greeted by Al Foster and Charles Estabrook, both of the Correction Dept., at the recent 53rd annual dinner meeting of the Employees Assn., held in Albany.

DELEGATES — Seen here are some of the 199 delegates who attended the recent business meeting during the 53rd annual winter convention of the Civil Service Employees Assn. in the Schine Ten Eyck Hotel, Albany. Most of the delegation seated on the raised platform are from the Brooklyn State Hospital.

CSEA OFFICERS — Claud. E. Rowell, CSEA fifth vice president, and Hazel Abrams, CSEA secretary, are seen here in discussion during the business session of the annual winter meeting of the Civil Service Employees Assn., held recently in Albany.