State Hospital Personnel Loss Looms As New York Plans Recruitment Drive

"Honeymoon Is Over"
Union Threatens Picket Line In Rochester If All Demands Aren't Met

(From Leader Correspondent)
ROCHESTER, July 29—The honeymoon between the City of Rochester and the American Federation of State, County & Municipal Employees, AFL-CIO, is over.

The AFSCME, according to published reports, has threatened to throw a ring of pickets around City Hall if its demands are not met.

AFSCME over the vigorous protests of the Civil Service Employees Association, was granted recognition by City Manager Porter W. Homer as sole bargaining agent for all city employees other than supervisory personnel and uniformed firemen and policemen.

City Reported Set To Boost Pay, Add Bonuses As A Lure

"Honeymoon Is Over"
Union Threatens Picket Line In Rochester If All Demands Aren't Met

(From Leader Correspondent)
ALBANY, July 29—The State Mental Hygiene Department, which now has 2,200 vacancies and is attempting to save $1,000,000 through a job vacancy control program, is facing a formidable competitive threat from New York City. The Leader has learned, a miniature master plan is now circulating in New York which describes the city's personnel shortages and outlines a plan for a crash recruitment drive. Indications are that the program will get underway this fall on a city, state and national level.

Although the recruitment goal was announced earlier this month, no details of specific ideas to attract personnel were released.

The Leader learned of these details from a highly reliable source who would not allow himself to be quoted.

The intensive effort will be coupled with pay increases for certain groups of hospital employees including nurses. It will be patterned after the City's highly successful drive for police candidates which was conducted through paid advertisements and television ideas in addition to regular recruitment methods.

Under the plan, which is being kept carefully under wraps at this present time, doctors, nurses, occupational therapists and other

In Utica
Union Counts Noses, Then Backs Down On Exclusive Bargaining Right Demand

(From Leader Correspondent)
UTICA, July 29 — A union which a few weeks ago was demanding exclusive representation for city employees has been charged by the Civil Service Employees Association with "abandoning" its initial stand after a show of hands failed to produce sufficient union membership to back up its claim for such representation.

An Association representative contends that the astonishing reversal and the abandonment of claim by the union (AFSCME AFL-CIO) for exclusive bargaining rights was based on the union's "apparent and sudden realization that their organization's campaign was a failure and that a CSEA organization campaign among city workers had been successful." The CSEA spokesman said further that "no other explanation could be given for the complete reversal by the union."

The charges were levelled following a hearing last week before the Utica Common Council, attended by nearly 100 city employees.  

CSEA Resolutions Committee Meets

ALBANY, July 29 — The resolutions committee of the Civil Service Employees Association met recently in Albany to begin its review of
DON'T REPEAT THIS

(Continued from Page 1)

have been fired—but you can ex-
pect them almost any week now.

Opposition Holds Fire

Lambasting from the political opposition will be occasional for the time being but it is generally reported that some of the attacks will be a heavy attack, charging the Gov-
ernor with neglect on fiscal poli-
cies, and his failure to consider a host of other matters all because he is pursuing the Presidency of the United States.

Unfortunately for Rockefeller, his justifiable ambition to be Presi-
dent cannot be accomplished by sitting in his own back yard. In this term, as in the eyes of those who want him as the GOP can-
didate, heavy exposure to the nation is not only desirable but vital. Everybody knows this, of course, but politics is a rough game and all legitimate weapons are used to knock the opposition.

So far, Rockefeller's main "line of defense" has been to cling to the residencies of his cabinet members, William Bonan, his secretary, Budget Director  T. Michel, his press secretary, and Curbin, his counsel, have handled a mountain of problems, but most of them have been handled directly by Rockefeller himself.

Publicity, Senate Majority Leader Joseph Carlino will "carry the ball" for Rockefeller. Walter J. Mahoney will be chief of publicity. Senate Majority Leader Martin J. Donnellan, a defender of Rockefeller actions in the State Senate, will be chief of publicity for the Governor in this State next year.

He Takes His Chances

The Governor is aware of all this but he knows that he must take his chances. Rated as the top problems are the 1964 budget and what to do about taxes. It is these two items for which the Democrats are readying more and heavier at-
tacks. Due to the problems can be handled by others. Only Rockefeller can produce the answers to the problems.

Rockefeller showed his boldness and imagination at last week's Governor's Conference by taking on the issues of civil rights and considerably boosting his prestige by the way in which he handled the matter. He did this despite the publicity that he was losing by it. In any event, Rockefeller faces the toughest year of his political life.

"With only a small percentage of those on welfare can be considered as having taken the first step in the program, it is clear that we still have a long way to go," he said. "But we can create the impression that the opportunity for education and training is being given in five schools throughout the city, according to Acting Labor Commissioner James McFadden.

The Board designed the curriculum in conjunction with the New York City Department of Education, the New York City Department of Welfare, the Department of Housing and Redevelopment Board, and the city's leading religious and educational authorities.

The Brooklyn Tech Community Swimming pool will open for the summer season through August, Albert M. Pitcher, teacher in charge, announced recently. The pool, located at 21st and Green Place and DeKalb Ave., in downtown Brooklyn, will be open three nights a week, Tuesdays through Thursdays, from 6 to 9 p.m. Men and women over the age of 18 are eligible for membership, swimming instructions for beginners will be provided by expert instructors licensed by the Bureau of Education for the City of New York. Group memberships are available, limited, and other organizations.

EMERGENCY SITUATIONS DURING STORMS OR EMERGENCIES:

In New York City Civil Service

In City Civil Service

TA's Dan Duffy To Retire After 22 Years Caring For False Teeth & Bass Drums

After 22 years of working amid collections of false teeth, fiddles, pussy-cats, poodles, apple pies and carloads of umbrellas, Dan Duffy called it quits this morning.

Superintendent of the Transit Au-
thority's railroad division since 1961, Duffy is com-
ing to the end of his 53 years of employment with the TA and its predecessor agencies, the Board of Transpor-

tation and the Elevated-Manhat-

tan Transit Corporation.

One of the more recent pieces of test equipment brought to the rail cars, was a bass drum inscribed "We Love Our Mets". It is interest-
ing to note that this drum was found in the Polo Grounds station of the Independent Subway follow-
ing the 15-game losing streak of the Polo Grounds baseball team.

Duffy, 69, started his career with the transit system in 1910, and has been a member of the Independent Subway System since 1973. What started as a part-
time job while attending his summer vaca-
tions from high school has lasted for more than half a century.

He has been head of the Lost Property Department since 1941. Twice a year he distributes un-
claimed articles, at an auction and on the subway concourses of the TA's Transportation Bureau at 270 West Street, Brooklyn. If the owner's name and address is on a lost article Duffy notifies the owner.

Ekstein Named Asst. Deputy Commissioner

Bernard Ekstein, for the past four years assistant to the Com-
misioner of Real Estate, was re-
nominally appointed assistant deputy commissioner by the Governor.

In his new post, which pays $15,000 a year, he will be in charge of the sales and appraisal service.

Leasing Bureau

Ekstein joined the Department September 1, 1959, several months after Real Estate was set up as a separate City department. He has also served as a member of the staff of the Office of Real Estate since 1959, and was chief counsel to the New York State Real Estate Board since 1959.

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ALBANY, July 29—Final plans have been completed by the five Committees within the statewide Civil Service Annual Art Show sponsored by A total of $380 will be awarded to the prize-winning oil paintings entered in the final competition. The CSKA exhibit at the State Exposition, Syracuse, August 3 through September 2.

Separate, semi-final competition is about to get underway in each of the Association’s five conference areas located across the state with three finalists from each conference to be sent to Syracuse for the grand prize judging. Because the preliminary judging is being handled on a decentralized basis this year, each of the Conferences has its own decision for receipt and preliminary judging of entries.

Where, When, Where

Locations, dates and chairs for each of the conferences are outlined as follows: CAPITAL CONFERENCE—Entries will be received from August 1 through August 15 at the CSKA branch office, 11 Park Place, New York City from 9 a.m. until 5 p.m. Monday through Friday. Chairman is Helen Peterson, Creedmore State Hospital chapter.

SOUTHERN CONFERENCE—Entries will be received from August 1 through August 15 in the Occupational Therapy 80th in Harris Hall, Rockland State Hospital, Orangeburg, New York from 9 a.m. until 4:30 p.m. Monday through Friday. Vice Chairman William C. Spann, Rockstate State Hospital is chair.

CENTRAL CONFERENCE—Entries will be received from August 1 through August 15 at the main Information desk at the Update Medical Center, Syracuse from 9 a.m. until 4:30 p.m. Monday through Friday. Jane Dankow, Syracuse State School, is chairman. Enquiries in the Central Conference who, because of distance, wish to submit their paintings by mail or other form of delivery should address them to: Thomas Ringer, Update Medical Center, 14 Irving Avenue, Syracuse 13208.

EASTERN CONFERENCE—Entries will be received from August 1 through August 15 at the G.E.K. in Buffalo from 9 a.m. until 4:30 p.m. Monday through Friday. Victor E. Nou, president of the Gowanda State Hospital chapter is chairman.

Delivery, Judging

In all conferences, delivery of paintings to and from the preliminary judging sites is the en
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(Continued on Page 16)
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 Section of the New York City Department of Personnel is located on the 8th Floor of the City Hall, 1 Centre St., T. N. Y. (Manhattan). It is two blocks north of City Hall, just west of the Grand Central Terminal.

Hours are from 9 A.M. to 4 P.M., Monday through Friday, and eligible for Federal civilian jobs.

Completed application forms which are filled in by mail must be sent to the Personnel Department at least five days before the closing date for the filing of applications.

Recruitment Meetings On Government Time Called "Inappropirate"

The Civil Service Commission has taken a stand by declaring that it is "Inappropriate" to hold membership recruitment meetings for Federal employee unions on Government time.

In the past, employee unions were allowed to hold one 45-minute meeting per year in many of the Federal agencies. Under this new policy, membership meetings can still be held on Federal premises but only after normal working hours.

The December meeting of the 33rd St. Post Office were greeted by writing E.R. Rudy, director of public relations, Association of Building Inspectors, 277 Canal Street, New York 12, N. Y.

Free booklet by U. S. Gov-

CIVIL SERVICE LEADER

Tuesday, July 30, 1963

U.S. Service News Items

by MARY ANN BANKS

DUAL COMPENSATION

Law Scheduled For

Major Overhauling

The House Civil Service Committee began hearings on legislation designed to overhaul the dual compensation laws governing Federal civilian employment vacated by retired military personnel.

The rationale for the proposed material would enable more retired military personnel to be eligible for Federal civilian jobs. It would also deny veterans preference rights to retired military personnel hired for future Government civilian jobs.

The Commission feels that there are still existing statutes which are both confusing and inequitable and has submitted the proposal in order to repeal these inequities. The proposals would provide for the following major changes:

- Allow the Government to hire any qualified retired military personnel and permit him to retain the full salary of his civilian job in addition to the $1,000 of his retired military pay, 60 percent of the remainder.

- Provide that retired military personnel shall be given the Government services under the same conditions as anyone else. In other words, he would receive the same pay, fringe and benefits with non-veterans on the basis of his physical abilities.

- Allow non-restrictive changes in the rules whereby such changes would have an adverse effect on retired military personnel already in Government, except when beneficial.

- Permit retired military personnel now holding Federal jobs to have the same effective date of the proposed legislation to effect to have the present dual compensation provisions apply to them and retain the benefits they now receive in connection with their military status.

Peanuts, Popcorn, & P.O. Employees' Kids Go To Polo Grounds

More than 1,000 children of employees of the New York Post Office were transported to the Polo Grounds, recently, to attend the New York Mets-Houston Colts baseball game. Each of the children received a baseball cap, lunch and candy before departing from any one of the five departure points. Those children who left from the 33rd St. Post Office were greeted and wished well by Postmaster of New York Robert K. Christenberry.

The event, which marked the ninth consecutive year, was sponsored by the New York Post Office Employees' Recreation and Welfare Fund.

BUILDING INSPECTORS ASSN.

Publishes Landlord-Tenant Responsibilities In Booklet

A booklet outlining the duties and responsibilities of landlords and tenants is available, free of charge, to anyone requesting it from the Association of Building Inspectors. The Association is the exclusive representative for all of New York City's Building Department Inspectors in collective bargaining.

Among the subjects clarified in the booklet are rent control requirements, occupancy limitations, responsibility for repairs, rendering and publishing requirements, evictions, heat, fire protection, sanitation, sewer, and general maintenance.

Copies of this booklet can be obtained by writing E.R. Rudy, director of public relations, Association of Building Inspectors, 277 Canal Street, New York 12, N. Y.

Meet "Tom" Canty

C.S.E.A.

Insurance Representative

Thomas G. Canty is a native of Batavia, N. Y., a graduate of Notre Dame and did graduate work in insurance at New York University.

As many of you know, Tom has represented Ter Bush & Powell, Inc. since 1950, and has worked in various parts of the State. For the past few years, his energies have been concentrated on the Western Conference of the Civil Service Employees Association.

Prior to joining Ter Bush & Powell, Mr. Canty was active in the Life Insurance business and was a branch manager for the John Hancock through 1949.

Tom is married and resides in Williamsburg, N. Y. He is active in the Elks and Moose Clubs, the Notre Dame Club of Buffalo, and is an avid sports enthusiast.
An open-open competition examination is now being offered by the New York State Department of Civil Service for the position of IBM key punch operator. The Department has announced that an expected 170 vacancies will be filled by this examination. Filing will remain open until August 12 for the title.

The title offers a salary of from $4,265 with-

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in five years from time of appoint-

are that the applicant have

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170 Positions As IBM Key Punch Operators Are Offered by State

The Federal Aviation Agen-

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recruiting for two GS-11

positions. The positions are

air carrier operations special-

ist and general aviation op-

rations inspector specialist. The positions offer salaries starting at $8,045 per year.

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Positions with the Federal Aviation Agency are located in the states of Connecticut, Delaware, Kentucky, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Ohio, Pennsylva

nia, Rhode Island, Vermont, Virginia, West Virginia, and Washington, D.C.

No written test is required. Applic-

ants will be rated on experience,

and training. Applications and

further information may be

obtained by writing to Miss Adele

Lee, State Department recruiting

officer at the U. S. Civil Service

Commission, 220 East 47 St., New

York City. Miss Lee will also inter-

view applicants at this office. For

appointments or further informa-

tion call VU 9-6368.

Aviation Specialist's Salaries To $8,045

For further information and ap-

plications write the New

York State Office of

Civil Service, 169 Broadway, Room 100

New York City; or Lobby, Gov-

ernor Alfred E. Smith Office Building, Albany.

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Letters TO THE EDITOR

Letters to the editor must be signed, and names will be published unless otherwise requested. They should be no longer than 300 words. The Editors reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., N.Y. 7, N.Y.

Questions Necessity

Of Uniform Allowance

Editor, The Leader

With reference to the most recent allocation of uniform allowance for employees of the Correction System, I would like to know whether or not the office employees are responding to this as we call it, "addition.

The cost of clothing or upkeep of clothing whether it be a uniform or otherwise is the same. When I bring my suit, shoes, and trousers to the laundry or dry cleaner, the price is the same. Which is equal to that of any man, woman, or, who brings his or her uniform, or what have you.

We feel that we are entitled to the same allowances of fair compensation as much as we are not even in the same salaries as the majority of uniform personnel.

If need be we office employees should be allotted $5.00 a month to purchase clothed or a uniform of some sort. Possibly a white shirt and blue tie for us.

What we are really trying to do is to keep in mind, we are competing with a line rather than holding it.

We think it is time, right now, for the State to start advancing the line rather than holding it.

RICHARD ROBERTS
Dannemora State Hospital

Your Public Relations IQ

By LFO 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.

In this new Department of the writer and do not necessarily constitute his views of this newspaper.

A Lasting Impression

MORE SO IN government than anywhere else, a single contact can create a lasting public relations impression.

IT IS FOR this reason that we want to tell the story of Miss Lash (we don't know her first name), a staff member in the Corporation Division, Office of the Secretary of State in Columbus, Ohio.

BECAUSE WE MET Miss Lash, on the long distance telephone recently we think the civil servants of the State of Ohio are among the nicest, most helpful, and most dedicated in the country.

ONE REASON WE'VE made Miss Lash our civil service heroine is because we hope civil servants everywhere are like her.

HER COOPERATION and friendliness to a perfect stranger on the telephone made superb public relations for her state and for herself.

THE LONG DISTANCE phone request sounded simple enough, but we knew that it would be a major choice for Miss Lash.

DID HER DIVISION receive a certain legal document, mailed from New York the night before that phone request was received, how expeditiously would it be processed?

WERE CERTAIN that Miss Lash's office had received respectable mound of mail that morning. But this did not deter or discourage our heroine.

"DO NOT KNOW if the document you ask about has been received," replied Miss Lash, "but I'll do my best to help you. Please hold the line."

WE KNOW THAT the chore Miss Lash voluntarily undertook was not easily done, requiring judgment through that morning's mail to come up with an answer.

BUT BACK TO the phone came Miss Lash, unruffled and as polite as one could wish.

"YES, WE DID receive the document this morning," she reported. "It will be examined by our attorney shortly and, providing the papers are in order, you should receive the receipt and acceptance by tomorrow morning."

WE THANKED Miss Lash, and we particularly like her reply: "Your quite welcome, Glad we could help you. Please call us again if we can be of assistance.

WE TAKE this report because Miss Lash's actions should be emulated by all who have the opportunity.

FOLLOWED AS A model in every government agency, there is no doubt that civil service would soon have the best possible public relations.

HERE IS WHAT Miss Lash did within the framework of good public relations.

* She performed a helpful chore.

* In the public interest.

* Then communicate this action with impact by saying exactly the right things.

LET US ALL go forth and do likewise.
Albert Brownstein, 82.450; 41. Marie Mann, 82.375; 42. Herbert B. Lavine, 82.75; 43. Alice M. Francis, 82.535; 44. Phyllis M. McPeek, 82.225; 45. Irene C. Murphy, 82.150; 46. Hilda V. Xbinder, 82.000; 47. Roslyn W. Schwartz, 82.53; 48. Josephine Szmanski, 82.850; 49. Lila Ross, 82.00; 50. Helen W. Schreifel, 81.925; 51. Marian Cumber, 81.05; 52. Elizabeth M. Voors, 81.000; 53. Andrew Jackson, 80.635; 54. (Continued on Page 2)

Shoppers Service Directory

Names & Addresses

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Prior Armed Forces Experience Valuable For Air Specialists

The Federal Aviation Agency is now seeking personnel to fill positions as air traffic control specialists in this country and in stations overseas. These titles are bracketed in GS-8 and GS-4 positions with salaries of $4,345 to $4,830 per annum.

Particular note should be given to the idea that prior experience in the Armed Forces will apply to the requirements of this position. It is also noted that the overseas personnel have a transportation allowance for movement from place of residence to the appointment area, for himself, his family and his household effects at the time of his appointment.

This examination is designed to provide an avenue through which young people of promise may become air traffic controllers, airplane pilots or navigators. Each position allows the candidate to qualify on experience alone.

For further information apply:
CD Head Resigns
ALBANY, July 29 - General A. C. McDonald has resigned as chairman of the State Civil Defense Commission.

In his letter of resignation, the General said he was planning to move to Washington, D.C. He praised progress of civil defense activities under the Rockefeller administration.

Governor Rockefeller accepted the resignation with regret.

Army Recruiting For Local Office
Recruiting for positions in construction and real estate in the U.S. Army Engineer District offices in New York City and Long Island has begun.

These positions are: construction management engineers (waterways) and construction engineer (waterways). Those positions are in GS-9 and pay $7,125 per annum to start.

The real estate position, supervisor appraiser, GS-12 pays $9,625 per annum to start.


colonie summer theatre

Tues., July 30 thru Sun., Aug. 4
CESAR ROMERO
in STRICTLY DISHONORABLE
Aug. 6 thru Aug. 11
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SERVES 1,116,000 ELECTRIC CUSTOMERS...

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THAT BUYS A LOT OF
GROCERIES.

FOR further information, contact
the Army Corps of Engineers, 511 East 6 St., N. Y. 3, or call Mr. J. Pagliaro, 212-66-7-4200, Ext. 301.

CIVIL SERVICE KNITTERS!
10% DISCOUNT on all Products
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For further information applying for these positions and applica-
tion forms, contact the U.S. Civil Service Commission, News Bldg.
226 6 42 St., New York 17.

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your mail to insure prompt
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Dr. C. F. Terrence Is Promoted As Dep. Commissioner

ALBANY, July 29 — Dr. Christopher F. Terrence, director of the Rochester State Hospital since 1951, will become deputy commissioner for program administration in October. The position pays $25,000 a year.

Dr. Terrence is a career state employee, beginning his service at Brooklyn State Hospital. He is a graduate of the Long Island College of Medicine and a diplomat of the American Board of Psychiatry and Neurology.

At one time, he served as assistant professor of clinical psychology at the State University Medical College in Brooklyn.

The clean new look in Cookware

Nursing Positions

The New York State Psychiatric Institute is now recruiting for two registered nurses to work in their special clinics for deaf patients. The starting salary range for these positions is from $5,800 to $6,140 per annum depending upon experience.

For further information contact the Department of Medical Genetics, New York State Psychiatric Institute, 722 W. 168th St., New York 2, or call LO 4-8000 ext. 156.

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As an employee of the transit authority must notify the office whenever he moves and changes his address. The logical reason for this is that
(A) the employee's car or bus registration is tied to the office
(B) the employee needs to be contacted for work purposes
(C) the employee may require assistance with his vehicle
(D) the employee must update the authority on his location.

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(D) the employee must update the authority on his location.

City Planning Commission Honors Long-Time Aides At City Hall Ceremonies

The City Planning Commission honored its commissioned and staff members who have served the city for over 20 years in brief ceremonies preceding the regular semi-monthly meeting of the Commission held in the Board of Estimate Chamber at City Hall last week.

The certificates and Career Service Awards were presented to forty veteran city servants for their 20 years of service or more, including, in addition to Mr. Thomas: Commissioner Lawrence M. Or- don, Judge Pauline J. Miller, former

New from FISHER

The FISHER 500-C

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With These Outstanding Features
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powerful audio amplifier will drive the most efficient stereos or monos with equal ease.

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STereo, FM AUTOMATIC, FM STEREO, FM MONO, AUX-

MONO, PHONO STEREO, FM AUTOMATIC, FM STEREO-

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MONO, PHONO STEREO, FM AUTOMATIC, FM STEREO-

AC OFF.

No Change

There are no changes in the key answers in examination number 3836 for railroad porter. The total number of candidates was 11,322 candidates. It was given June 22.

Engineering and Stenographic Titles Offered By Army

Civilian engineers are now being sought for positions in this district and overseas with the U.S. Army Engineers, Office of the Chief, Corps of Engineers. Filling, for these positions, in open, is now open.

Civilian engineer, GS-9, at a salary of $8,800 per year.

Construction management engineer, GS-8, at a salary of $7,000 per year.

Structural engineering technician, GS-7, at a salary of $6,200 per year.

Civilian engineer, GS-7, at a salary of $10,000 per year.

Cherk-stenographer, GS-6, at a salary of $3,800 per year.

The overseas positions that are now being offered for men only are the following:

Construction management engineering technician, GS-8, at a salary of $11,100 per year. This position is offered in Thule, Greenland.

Construction engineering technician, GS-7, at a salary of $10,500 per year. This position is offered in Thule, Greenland.

Construction management engineering technician, GS-8, at a salary of $11,100 per year. This position is offered in Thule, Greenland.

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A crash program has been inaugurated by the New York City Department of Labor to find jobs in civil service and private industry for members of minority groups. While specifically aimed at Negro and Puerto Rican unemployed and underemployed persons, any resident can take advantage of these programs.

Carcers in Government—a program designed to aid persons in entering government service at city, state or federal level—has the Stuyvesant section of Brooklyn. The City Civil Service Commission Theodore H. Lang, chairman of 1178 Fulton St., in the Bedford any resident can take advantage of these programs.

Labor Dept. Opens Office
To Aid Minority Groups
Find Civil Service Jobs

The Mayor's Committee on Employment, which includes Harlem Youth Opportunities Unlimited, HARYOU, and the Central Brooklyn Community Board, has a three-weeks' program for the Stuyvesant section of Brooklyn. The committee on Labor were also aiding recruitment of trainees in addition, HARYOU, a community research project that will measure the success of the program in the Harlem area, has made recommendations for possible changes.

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City Initiates New Schooling Program
To Aid Minorities

(Continued from Page 3) three-quarters were able to gain work in the city and state and would amount to approximately $500,000.

Our interest in recruiting for this program is part of our commitment to help good men and women gain work in the city and state and would amount to approximately $500,000.

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Legal Notice


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Below is the complete progress of New York City examinations, listed by title, latest progress on tests list or list and other information of interest to anyone taking City civil service open-competitive or preliminary examinations, and the last number certified from each eligible list. Only the most recent step toward appointment is listed.

New Members — Conferral of new-
day appointments. From among members of the New York State Insurance Department, real estate appraisal bureau, took place recently in New York City, as follows: Mr. Arthur K. Beeman, president, metropolitan chapter, American Institute of Real Estate Appraisers and vice president of the Equitable Life Assurance Society.

City Plans Hard Drive For Hospital Personnel

(Continued from Page 1)

private hospitals, might be stirred up to the very categories in which the City plans to recruit.

Plan for Nurses

One plan under serious con-

consideration would give all nurses the right to work or in infectious or communicable dis-

ease a bonus of $250 a year in addition to basic pay.

For nurses working the 4 a.m. to midnight shift, a 6:30 differ-

cial may be in the works. Nurses working from midnight to 8 a.m. would receive, according to re-

ports, a $750 differential.

A similar bonus plan is being con-

sidered for titles ranging from nurse's aide to director.

For New York State, the city
campaign could come considerable
timelines. A number of State mential hospitals are now short in the very categories in which the City plans to recruit.

State Position

Mental Hygiene Department of-

officials report they feel it is po-
sible to reduce the ranks of the new vacancy control program without any drastic cutbacks and that the program will come to double up on duties. But, if the State loses sufficient personnel to the program, it will be considerably detrimental to the hos-

pital programs.

The department figures show that there are 42,000 filled jobs and 2,588 vacancies. The department has a shortage of attendants in some areas, and not in others. There are no plans for any cutbacks in the Governor's economy program.

To achieve the $4 million sav-
ings, the state has been obvi-

ating the matter on a cash basis, not on a job basis. It is explained that if an assistant director's job is vacant for several months, the savings would be the equivalent of this person for the entire year.

Using $3,000 a year as average pay, only 320 jobs could account for the goal sought.

But department officials say the new vacancy control program is dis-

easing the demand for account-

"There are no layoffs, under
department policy. But if New York City might have a hard time with its hospital recruitment as it was in the drive to get police candidates, 

nurses, might be stirred up to the very categories in which the City plans to recruit.

...
Murphy Names 365 Policemen As Heroes For Meritorious Acts

Police Commissioner Michael Murphy has announced the most recent list of policemen cited for meritorious acts of duty. These citations are applicable to future promotion examinations. Those cited were:

Patrolman Donald T. Palmer and William Ruch shot and arrested a man who was fleeing the scene after he had fatally wounded a policeman following an attempted robbery in the vicinity of the Pennsylvania Railroad Station.

Patrolman Maurice Bechel arrested two men who had attempted burglary in a store.

Lieutenant Francis M. Sullivan, Sergeant John Armstrong and Patrolman Kenneth Helmeyer arrested a man who had committed several other similar crimes.

Patrolman Robert T. Gibson, off duty, arrested two men who had committed a burglary in a store.

Excellent Police Duty

Captain Arthur Pfitz and Patrolman James Stengel engaged in altercation and disarmed a man armed with a loaded gun.

Civil Service Exam Applications

The Times is now issuing police exam applications to the certified list of the two most recent examinations. Those cited were:

Policemen As Heroes

Tiipsclay, July 80, 1963

Patrolman Alan Resch apprehended an armed robbery. Patrolman Donald T. Palmer and William Ruch shot and arrested a man who was fleeing the scene after he had fatally wounded a policeman following an attempted robbery in the vicinity of the Pennsylvania Railroad Station.

The prisoner was disarmed of a loaded gun after an exchange of shots.

Commemoration

Patrolman Maurice Bechel arrested two men who had committed a payroll robbery shortly before their apprehension. The three officers were forced to report sick as a result of these actions.

Patrolman James McCord, Patrolman Michael McShane and John Lynch arrested a burglar.

Detective James O’Connor and Patrolman Thomas Long arrested a man who had robbed three persons.

Detective Peter S. Frazier, Patrolman Peter J. Ford, and Richard H. Walker arrested two men who had attempted burglary and robbery.

A loaded gun was recovered by the officers.

Detective Frederick L. Mohr and Richard A. Corbett arrested a woman who had murdered a man. (To Be Continued)

STOP WORRYING ABOUT YOUR CIVIL SERVICE TEST

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Civil Service Arithmetic & Vocabularv...$2.00
Cashier (New York City)...$3.00
Civil Service Handbook...$1.00
Clerk G.S. 1-4...$3.00
Clerk N.Y.C...$2.00
Federal Service Entrance Examinations$4.00
Fireman (F.D.)...$4.00
High School Diploma Test...$4.00
Home Study Course for Civil Service Jobs$4.95
Janitor Custodian...$3.00
Maintenance Man...$3.00
Parole Officer...$4.00
Patrolman...$4.00
Personnel Examiner...$5.00
Postal Clerk Carrier...$3.00
Real Estate Broker...$3.50
School Crossing Guard...$2.00
Senior File Clerk...$4.00
Social Investigator...$4.00
Social Investigator Trainee...$4.00
Social Worker...$3.00
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Stenotypist (N.Y.S.)...$4.00
Stenotypist (G.S. 1-7)...$3.00
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William Malloy received a woman from a burning house and directed several families to safety. The three officers were forced to report sick as a result of these actions.

Detective Edward F. Martin and Richard H. Walker arrested four youths who had committed three assaults and robberies before their apprehension.

Detective George A. Kelly and Thomas E. O'Brien arrested two men responsible for installation of illegal telephone equipment (telephonejacking) for purposes of bookmaking.

Detective Edward Cohen, Henry O'Duffy and Sergeant Joseph Donnelly and Pasquale Campionell arrested two men who had attempted burglary and robbed a car driver. A loaded gun was recovered by the officers.

Meritorious Police Duty

Patrolman Ernest Klags and Robert Walter arrested three men for armed robbery and grand larceny (automobile). A loaded gun was found in the automobile and the prisoners were found to have committed several other similar crimes.

Patrolman Robert T. Gibson, off duty, arrested two men who had committed a burglary in a store.

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Union Backs Down in Utica Reversal

(Continued from Page 1)

in which the Association presented its case on behalf of its members.

During the meeting, Harry W. Albritton, Jr., associate counsel for the Association, asked the union's request for an election to determine representation. He said, "CSEA is not against an election."

"The union had intended that "what the union really seeks is an election to give the union to the employee."

"The Association represents a majority State Park, the interests of the employees, exclusive of firearms and policemen, beyond any question of the union, and that the union can be represented."

"We believe, however, that more important than a campaign is the realization of our Association's affirmative program on behalf of employees in the city."

"We think it would be an immediate overhaul of the entire salary structure of the city and, as far as possible, a fair salary plan which would give to employees, in short, a true career service in the city."

"Other items called for under the six-point program submitted by the Association are adoption of a CSEA model grievance procedure, which is a health insurance plan, a revision and expansion of the vacation schedule, elimination of the five clinics located in various parts of the county."

Robert Wood resigns from state service

YORKTOWN, July 29—Robert Wood, former president of the Ulster County chapter, Civil Service Employees Association, and second vice president of the Southern Conference, has resigned as superintendent of the state park in the Hudson Valley. His resignation takes effect July 31, 1963.

Wood had been actively engaged in representing state employees during the past 10 years. Emphasis in this appointment, and he continues to be active in the Hudson Parkways project.

In his new position as assistant commissioner, he will reside in New York City.

For CSEA slate for elections

ALERBY. July 29—Joseph F. Feily, of the Department of Tax & Finance, and Albert D. Schuler, of the Department of Motor Vehicles, have been selected as candidates for the office of president of the Civil Service Employees Assn. Both are Albany residents.

Feily, the incumbent, and Schuler, seeking the office for the first time, will head a slate of statewide officers and departmental representatives in the 1963 CSEA State Executive Committee at the annual CSEA meeting in October, to be held in New York City at the Park Sheraton Hotel.

The official list of candidates has been forwarded to the CSEA nominated committee, Mrs. Ethel Abrams by the CSEA nominating committee. Miss Eire Armstrong served as secretary to the committee.

Independent Nominations

The CSEA constitution provides for independent nominations for officers of the Association. Such petitions must be signed by not less than ten percent of the members of the Association, and petitions for members of the Executive Committee must be signed by not less than ten percent of the members of the department for which the nominations are proposed. Such nominating petitions must be filed with the secretary of the state executive committee on or before August 16.

The following seekers for each of the 12 offices that each unit chapter must fill will be on the official ballot which will be distributed by mail to all CSEA members at least ten days prior to the election date.

Deadline for Biographies

All candidates for State and departmental offices must submit pictures and a resume to the CSEA Leaders for publication prior to the election. Candidates wishing to avail themselves of this space may submit their resume and a picture, not to exceed more than eight words and not more than two inches in length. Deadline for biographies is August 10.

Second vice president—Arthur Miller and Vernon A. Tapper.

Third vice president—Robert Waite and Charles Zumb.

Fourth vice president—Clarence Bevans and Joseph R. Schuler.

State executive council—Alfred R. Was and Charles J. Lennon.

Departmental Representatives

The following seek election as Departmental Representatives for Agriculture Markets—William F. Dolan, John R. Longworth, and Edward O. Scheller; and Department of Correction—Richard Corcoran.

Audit and control—Edward O. Scheller and Benjamin B. Vineyard.

Arbitration—Raymond Walker and James L. Jenson.

Biology—Paul Marquette, Robert W. Stellwag, and Stanley Castiglione.

Civil Service—Irving Handler.

Commerce—Stanley Freedgood and Arthur Silverman.

Education—Harry Langworthy, Robert Dent, and Leo Colby.

Correction—Richard Corcoran, Emile Mirand, and Marie Herbst.

Health—Emmett Durr and Oliver Deacy.


LAW—Harry Ginsburg.


State—Edward Gliseini.

Tax & Finance—Samuel Em- t and Bernard Schmeid.

Social welfare—Helen Springer and Janet Day.

Mental hygiene (State)—Dr. George R. Stahl.

CLINICS—Robert Wood.

Mental hygiene (County)—Joseph Bucarla, Peter Pearson, Julia Devils, Martha Bengard, Anne Boldt, Thomas Martin, Frances, Charles, and Iona Valvins.

Other items called for under the six-point program submitted by the Association are adoption of a CSEA model grievance procedure, which is a health insurance plan, a revision and expansion of the vacation schedule, elimination of the five clinics located in various parts of the county.

NEW YORK STATE had better prescribe strong medicine for its civil servants in 1964 to help alleviate symptoms of fiscal stagnation that has affected so many of its permanent, career employees. The little gus has practically been engulfed into a bewildered state of no-return.

EMPLOYMENT throughout the United States is at an all time high of 70 million and the number of unemployed is diminishing. The U.S. Department of Labor announced on July 18, 1963 that industrial workers now average $100.61 per week nationally. There are industrial workers in some States that topped this average several years ago. For example, in Rochester, New York, there are policemen who reached three years ago and now production workers earn $113.42 a week with an average hourly rate of $2.78.

WHERE DOES this leave many low paid employees in the Department of Mental Hygiene (also other State agencies) regarding their pay checks. Let me explain.

MINIMUM PAY for attendees in the Department of Mental Hygiene is $85 per week and the maximum, after 5 years of service, is only $250 per week. ATTENDANTS are in grade 5 and constitute the largest bloc of employees in the Department. However, one should remember there are also thousands of other workers in a similar grade who are being paid similarly.

Our judgment is that pay raises should come to workers in all grades and that this is the year all efforts should be made to bring the psychiatric employees, whose concern is for human beings, as important as workers in industry who operate machines. We think so! Gains are incomplete to make salaries of civil service employees comparable with salaries paid workers in industry — much remains to be done.

SOMETHING IS WRONG when attendants earn only $56 per week and registered nurses earn only $73 per week when the national average for industry is $105.61 per week. A RECENT STORY comparing civil servants and private industry showed that civil servants are more efficient, better educated, more diligent, more dedicated, conscientious, and better informed about their jobs. The survey didn't mention them.

SOME FEEL If THEY could build a better public image of civil servants as underpaid, hard working people, our economic worries would be over and the public would push to the rescue with higher salaries and employment practices improving. In public relations, such an obviously false idea is called image-itis. And every organization regardless of how good their intentions are suffer from this symptom.

IT IS UP to us personally to take our case to the public and to study good public relations if we wish to improve our lot. It takes work to make gains.

THE DECISION to help yourself rests with every civil servant. Your CSEA representatives work for you — we request that you give us your help in the attempt to obtain success in our legislative and other programs. Your determination is needed.

CSEA Resolutions Committee Meeting

(Continued from Page 1)

 resolutions to be considered at the Association's annual meeting in October.

At the two day session, the resolutions which will be placed on the docket at the forthcoming meeting on October 8, 1963, and 16 in New York City.