Levitt Outlines
The Meaning Of 'Vested Rights'

(From Leader Correspondent)

SYRACUSE, March 8 — Joseph F. Feily, president of the Civil Service Employees Assn., last week announced several changes in the areas assigned to CSEA field men in a move designed to improve service to members in the various field territories.

Effective March 1, the field changes are as follows:

- The Counties of Niagara, Orleans, and Genesee are transferred from the area served by Benjamin Roberts to the area served by James Zaretzki.

- The Counties of Oswego and Jefferson are transferred from the area served by Henry Odellis to the area served by James Zaretzki.

- The Bronx State Hospital has been transferred from an area served by Thomas Longobardo to the area served by Ambrose Donnelly.

- The County of taped has been transferred from the area served by James Zaretzki to the area served by James Zaretzki.

Pensions as Pressure

"In this age of increasing mobility, our studies have found that employee experience is a form of deferred wages, so that, if he does not complete the full term required by the pension plan, his retirement benefits may not be calculated on the basis of his total government service.

Further, it is our belief that the vesting benefit will continue to earn interest only after the account has ceased if he had not completed a 5-year plan. If he leaves before reaching this age, his membership ceased and his contributions on deposit will continue to earn interest.

We believe that this change is in the best interest of the member's retirement program.

Major Improvement

"This change will improve the system's service to its members. From that date, a member who leaves his contributions on deposit in the system and breaks his service after 15 years with the state, also can re-enter government service and immediately resume membership in the Retirement System. Furthermore, his contributions on deposit will continue to earn interest, a factor in the calculation of any contributions to the retirement system.

"Before this provision was enacted, a member could only receive a retirement benefit through continuous government service until he reached the retirement age under the plan to which he was contributing. If he left before reaching this age, his membership ceased if he had not completed five years of state government service within 10 consecutive years following his departure. Without this tenure, the only recompense the member received for all his years of government service was the total of his accumulated contributions.

"In 1965 my concerns with these problems caused me to request the Assembly's passage of the Retirement System.

(Continued on Page 16)
Your Public Relations IO
By LEO J. MARGOLIN

Mr. Margolin is Head of the Division of Business Administration and Professor of Business Administration at the Borough of Manhattan College and Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

Communicate For Efficiency

GOVERNMENT AGENCIES which fail to communicate with their constituents are not doing their total public interest.

YET IN THIS day of the techniques, there are still some government agencies which operate in a vacuum both internally and externally.

THE SURPRISING attitude among these agencies can be summed up like this: "We do not confuse any of our business, least of all our public relations work." Never mind what work is going done at the next desk; their only job is to mind their own business.

SOUND PUBLIC administration practice would call for merging this attitude with the fact that communications within its own ranks. Government agencies operating in the old lumber era had a long since lost their reason for existence.

COMMUNICATIONS within any organization are functional efficiency. There are many sound reasons for communications among all levels; the most important of which is to develop teamwork, by speeding the flow of information to all levels.

Fino Would Pay U.S. Employees For Unused Sick Leave

Congressman Paul A. Fino, (R-Brentwood, has re-introduced his bill to amend the National or Sick Leave Act of 1962 to provide lump-sum payment for the unused sick days of Federal, or other employees or office or employee immediately prior to his separation from the service on retirement.

In re-introducing this legislation, Congressman Fino said: "This bill is intended to straighten out a system that encourages unnecessary absence and deprives other employees of the fruits of their dedication."

Fino added, "This bill is intended to reward all employees—the sick and the healthy. Purses this bill would be an added incentive for many employees to use their sick leave more prudently because they would know that payments would be made for unused sick days."

"I urge this bill as one which would do a great deal to strengthen the Federal Civil Service: system and treat all employees equally, fairly and justly."


Mexico Fiesta Tour Now Open

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 24. The 15-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Assn., their families and friends.

A program of activities ranging from the ancient pyramids of Mexico to famous bull fights in Mexico City to swimming in the Pacific Ocean at Acapulco has been arranged. For the first time, the beautiful sun-city of San Jose del Cabo will be included on the itinerary. It is famous for its waterfalls, terraced vineyards and architecture.

Also featured will be a visit to the ancient pyramids of the sprawling ancient ruins in the Valley of the Kings and the nearby shrines of our Lady of Guadalupe. Kerr, the silver capital of Mexico—and one of the country's most beautiful cities. It will reflect all the history and romance of Mexico City, sightseeing, etc.

Application blanks and descriptive brochures of the tour may be obtained by writing to Mrs. Eve Armstrong, 1000 East 28th St., Brooklyn 10, or by calling Ch. 15-5811.


CIVIL SERVICE EMPLOYEES

PROTECTION FOR YOUR FAMILY

Not For Your Car!

Insurance policies with deductibles—cash you must pay first before the insurance company pays—may be good enough for your auto, but your family deserves much more.

If you have a home insurance you choose for your family should be designed to help in preserving and maintaining good health.

• NO DEDUCTIBLES THE GHI FAMILY INSURANCE PLAN has no deductibles. Insured pays only the insurance amounts for doctors' services. Hence, there are no dollar barriers to early diagnoses and prompt care.

• NO CO-INSURANCE Choose the GHI Plan. GHI pays for services rendered by your own personal physician in your office or your home from the very first visit, including care for annual check-ups, chronic illness and well-baby care... which can prevent serious illness.

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CIVIL SERVICE LEADER

Tuesday, March 9, 1965

DON'T REPEAT THIS...
QUEEN IS CROWNED—Jean Wilkowski, center, is presented her trophy as Miss Highway Safety of 1985 by Thomas McDonald, left, president of the Albany chapter in the State Department of Civil Service Employees Assn. Joseph F. Futney, right, is presenting Miss Wilkowski with a bouquet of flowers.

Onondaga, Syracuse Equal Pay Schedule Under Consideration

(As Leader Correspondent)
SYRACUSE, March 8 — A single City-county salary schedule—one that would give “equal pay for equal work”—has been proposed by County Personnel Commissioner Louis A. Harrolds.

The proposal—now only in the discussion stage—would affect some $70,000 City and County employees. The City and County now have separate pay plans, which differ widely in some classifications.

Harrolds said he plans to meet later this month with Mayor Willard

Ononntaga Chapter Meeting Report; Conf. Plans Made

Following a brief business session at the regular monthly meeting of the Onondaga chapter of the Civil Service Employees Assn., it was announced that the chapter would have a meeting on March 22 at the Division of Public Works, Civil Service Department, first floor, No. 2 Building, Utica.

The meeting will be held March 31 at the Buffalo Police Academy.

Starting Pay in Ulster Termed ‘Poverty Income’

(As Leader Correspondent)
KINGSTON, March 8—Ulster county employees starting in grade 1 of the salary schedule receive $2,880, which is a “poverty income,” according to the department’s “War on Poverty” program, it was explained at a meeting of the Ulster chapter of the Civil Service Employees Assn.

The meeting was conducted by Albert Oehler, first vice president, and Secretary John W. Raymond of Troy.

The meeting was attended by superintendent Arthur Cornelis, by superintendent of the Board of Education.

It was announced that the social chairman and her committee were proceeding with arrangements for the Conference meeting to be held in Onondaga on April 21 and 24.

Tuesday, March 9, 1962
BINGHAMTON, March 8 — The Broome chapter of the Civil Service Employees Assn. has called upon the Town of Union to increase the take-home pay of its 155 employees.

Benjamin L. Roberts, CSEA field representative, asked the Union Town Board to grant the raise by increasing the take-home pay of all employees in the same retirement system. He spoke at a meeting of the board March 3. In the meeting it was agreed to grant a third week of vacation to those employees who have worked for one year or more. Roberts spoke in behalf of Union workers who belong to the Broome-CSEA.

He explained that the Town can raise the take-home pay of its employees by a certain percentage, by adding on to the retirement plan by about three percent if it takes advantage of legislation passed recently.

The town would actually pay less than two percent, with the difference represented in the accumulated contributions of members who drop out of the program before retirement without collecting benefits.

It was pointed out that the longer pay-checks are written immediately after the board gives its approval, the sooner the workers may receive the increase.

A. Harrolds said he plans to meet later this month with Mayor Willard M. Welch to discuss the proposal. They also will talk of a $40,000 overhaul of City jobs that also would equalize pay for the same type of work.

At a meeting of the chapter March 2, Arthur Kassen, chapter president, announced that the February meeting of the board was held at the Finley Hotel where Martin Stein and John W. Raymond announced the establishment of a credit union.

A film, “Accent on Service,” was shown. The meeting was concluded by Leon Studt, secretary, and Raymond J. Donie, treasurer, and Joseph P. Thomas, Business Manager.

Jefferson CSEA Asks End To Judicial Cont.

BUFFALO, March 8—Two court decisions will have the effect of ending the CSEA’s effort to unionize the State Police.

The first decision, that of the Appellate Division, First Department, came in the case of the State Police, and the second, that of the Appellate Division, Second Department, came in the case of the City of Buffalo.

The decisions are in reaction to decisions of two state courts which held that the Legislature had not intended to create a bargaining unit when it set up the State Police.

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U.S. Service News Items

By JAMES F. O'MAHON

John W. Macy Renominated For Chairmanship of The Civil Service Commission

Chairman John W. Macy of the U.S. Civil Service Commission was renominated last week for another six-year term by the Senate Civil Service Committee in something like record time.

The senators were liberal with praise for Macy, causing him to comment: "This is the most pleasant ordeal I've ever been through."

"To be renominated by the majority of the Senate," he said, "is the greatest personal privilege that a career civil servant can have." He added that renomination means "security and confidence." The chairman took the occasion to thank all State and Federal personnel who, he said, make the Civil Service "the most interesting government service that the American people hold." He also thanked all civilians who, he said, make the U.S. "the best-organized government in the world."

Postal Workers Group Gains Recognition of Bargaining Rights

An exclusive national recognition agreement, giving the National Association of Post Office Clerk-Handlers, Watchmen, Messenger and Group Leaders the sole right to enter into agreement with national postal management in Washington, on behalf of the mail handlers, was signed recently by Postmaster General John A. Gronoski and leaders of the Association.

Salary Increase Awards Presented at Governors Island

A "quality step-increase" in annual salary was awarded to Elise M. Owen, accounting supervisor at Headquarters, First U.S. Army, Governors Island. Mrs. Owen, who is employed in the Finance Division, Office of the Deputy Chief of Staff, Computer, was also cited for "outstanding performance" during March 1963 to March 1964. Herman Goldenberg received a "quality step-increase" in salary and an outstanding performance rating for the period November 1963 to November 1964. He is assigned to Headquarters. First U.S. Army, Governors Island as Deputy Chief, Budget Division in the Computer's Office.

Federal Employment Drops In December

The paid civilian employee total for the Federal Government in December 1964 was 2,642,542, including 138,125 temporary Christmas assistants hired by the Post Office. This was the highest number of Christmas assistants hired in more than 22 years. Excluding the figures on temporary workers, statistics show a monthly drop of 9,296 to 2,504,411 employees.
Applications are now being accepted by the New York City Department of Parks for its summer park positions. No examination is required and applicants will be accepted on a first come, first serve basis.

Filing for these positions is open until April 23.

First preference will be given to applicants who have been previously employed by the Parks Department and have performed satisfactory service.

Now through April 23 the applications will be issued and received at the Department of Parks main office in each of the five boroughs.

LEGAL NOTICE

Fif. No. 174-5704—Publication of Notice of Appointment to the Board of Officers of the New York City Parks and Recreation Department. By the Order of the Board, dated and effective April 1, 1965.

TO: Patricia Battin, Individually and as Trustee of the Last Will and Testament of William Frederick Battin, Decedent. The Board of Officers of the New York City Parks and Recreation Department, acting as Executors of the Will of William Frederick Battin, Decedent, Trustee under Article Eighth of the Last Will and Testament of William Frederick Battin, Decedent, will issue and receive applications for the positions of Seasonal Parkman and Seasonal Park Helper.

Now through April 23 the applications will be issued and received at the Department of Parks main office in each of the five boroughs.

In 1965 Hawaii Tour To Cost $100 Less

Because the 1965 Hawaiian tour for members of the Civil Service Employees' Auxiliary will be offered on a charter basis once more, price for the popular vacation offer- ing next year will be reduced approximately $100. Cost of the 1965 tour will be $499, compared to this year's price of $599.

The three major stops will include San Francisco, Hawaii and Las Vegas. The 18-day price includes round trip turbo-prop transportation from New York City, all hotel accommodations, lunches, dinners, sightseeing, room and board, and tipping the tour director.

Space is limited and those planning to take advantage of this low cost vacation plan should make immediate application. Upon checking CSEA members should write to John Honessey, 376 Moore Ave., Bronx 28, N.Y. telephone (718) 893-4696. Members in the Metropolitan New York area should write to Mrs. Julia Deuty, 167 Altman Ave., West Islip, N.Y., telephone (416) 76-8999.

Sanitation Inspectors

Sanitation Inspectors are needed in Nassau County at various salaries. Closing date for applications is March 23. For further information contact the County Civil Service Commission, Mineola.

The DELEHANTY INSTITUTE

MANHATTAN: 115 East 16 St., near 4 Ave. (All Subways). Registrars: Puente & Kranz.setPosition, or the Administration Bldg., Bronx 6, N.Y. (Subways 4, 5, 6 to Fordham Rd. Stn.)

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HIGH SCHOOL EQUIVALENCY DIPLOMA

PATROLMAN—N.Y. Police Dept., Exam May 15

Corrections Officer (Men and Women) Exam May 15

CLASSES NOW FORMING FOR COMING EXAMS FOR:

LICENSING EXAMS FOR:

MUNICIPAL LAW—N.Y. Police

STATIONARY ENGINEER—Class Forming

REFRIGERATION OPERATOR—Thur. 7 P.M.

Small Groups — E.YE. CLASSES — Expert Instructors

PRACTICAL VOCATIONAL COURSES:

License—N.Y., State—Class Forming

AUTO MECHANICS SCHOOL

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DRAFTING SCHOOLS

Harrison 13-7, St. & 4 Ave., Jamaica; 97-25 Merrick Blvd., at 90 Ave. (Subway: M to Jamaica Ave.) Architectural-Mechanical Structural Drafting Piping, Electrical and Machine Drawing.

GARDEN & ELECTRONICS SCHOOL

300-17 168 St., at 4 Ave., Mhattan (Subway: 7 to 168 St.) Complete Garden Job Preparation, "HAM" License Preparation.

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An Accredited Member of the National Educational Association. Located in Mineola, Long Island. Preparing Boys and Girls for High School, Technical Training and College. Offering Specialization in Computer Science and Mathematics for Students Who Wish to Qualify for Technological Careers, College, Other Educational Courses.

For Information on All Courses Phone GR 3-6900

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Public Employees STILL Need A Salary Increase

LEGISLATURE budget hearings are an annual event in Albany and are the public platform for various groups to make proposals and requests for funds in the State budget. The real work, of course, goes on in meetings with various legislators and members of the Administration's staff.

On both scenes, the 130,000-member Civil Service Employees Ann. has been hard at work these past few weeks to firmly underline the need for salary increases for public employees. In the legislature, they charged that the pay bills pointed out, last week, the lag between public and private pay still exists and will only lengthen if something serious isn't done about a salary increase for State workers this year.

The CSEA leader also noted that the termination of the terrible effects of inflation on set pensions should certainly have been learned during these post-war years and urged that some kind of built-in protection be provided for employees during the inflation.

A number of other needed measures, solidly backed by appropriate statistics, were proposed and they all add up to one undeniable conclusion—public employees still need pay raises now if they are to be the rightful equals to their counterparts in private employment.

Lower Pension Age

S ENATOR Jacob Javits and nine other senators introduced a bill recently that would lower the retirement age for Federal employees whose jobs have been abolished or relocated so that they can collect their full pension, after 20 years of service, at age 60.

This amendment to the Civil Service Retirement Act will affect 3,000 or more workers at the Brooklyn Navy Yard and a total of 149,000 throughout the country. The bill is good one and we should support it so that all employees who can not or don't wish to move from the New York City area.

The sponsors of the bill, in a letter to Senate CS Committee Chairman G. D. Santell, said that the legislation was necessary and approval given by the committee. The same bill was presented in the House by Congressman Abraham Mutter. (D-Blytheway).

From a practical point of view, this matter and both the House and Senate should seriously consider bringing it to a vote as quickly as possible and pass it.

Questions Answered

On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert. We are printing only one question on Social Security should we write it out and send it to the book: Social Security, W. H. McCall, Civil Service Manager, 239 W. 32nd St., New York 1, N. Y.

In general, should I let social security know about a change of address?

As soon as possible. Try to notify the Social Security Administration no later than the 15th of the month before you move. This will make it possible for you to receive your regular monthly check without delay.

Q. My husband and I have been receiving combined checks for several years. Last month my husband became ill and is now unable to work. Was he the sole portion of the check. May I sign his name for him?

A. You may not sign his name for him. You may have him write an "X" on the check according to instructions. If he is hospitalized, I have witnessed his signature by two people. You should also consult your local Social Security office. There is a procedure whereby another person may be authorized to receive and cash checks for a severely ill person. A statement from the attending physician that your husband is not able to manage the social security benefits will also be required.

Avoid "Winter Fallout"

The relatively minor fender-bender type of accident, especially on slippery roads, can be serious if a person is thrown out of the car. Seat belts can prevent accidents.

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Supervisor Of Recreation in New Rochelle

The City of New Rochelle has an opening for a supervisor of recreation at a salary of $2,776 to $3,600 a year. Closing date for filing applications is March 16. Candidates must have been legal residents of the State of New York for at least four months prior to the written examination. There is a $2 application fee. For further information contact the Municipal Civil Service Commission, New Rochelle City Hall.

Recreation Supervisor

Applications will be accepted by the Mount Vernon Civil Service Commission until March 10 for the recreation supervisor examination. Salary in this position is $4,170 to $4,970. For further information contact the Municipal Civil Service Commission, Mount Vernon City Hall.

ALBANY, March 8 — Did you know that the New York City health code prohibiting anyone, except a doctor, to tattoo a human being has been held constitutional?

Q. Why is it that only H.I.P. is able to provide the widest range of services, including “miracle” surgery, without extra charges, loopholes, claim forms, deductibles, discussion of family income with the doctor or other red tape?

A. It’s not hard to see if you picture each H.I.P. Medical Group as a sort of “super-doctor”—a kind of family doctor who at the same time possesses all the specialist skills, knowledge and equipment of modern medicine. Since he combines all medical training and experience, he needs to maintain only one professional office and pay only one technical and nursing staff.

Furthermore, instead of giving this “super-doctor” a fee each time you see him, suppose you decide it makes more sense to pay him a certain amount every month to take care of all your family’s medical needs. You pay him the same amount whether everyone in the family is sick or well during the month. Since this “super-doctor” has all the skills and experience to be found in the medical profession, you would know your family was in capable hands. And you would know that the monthly amount you pay him is all you have to pay.

That’s the idea behind H.I.P. But since there is no such person as this “super-doctor”, H.I.P. offers an even better alternative—the combined services and combined judgment of a whole team of family doctor and specialists who work together for you. And you have no doctor bills to worry about!
Top left, Towerman Pat Hickey checking the machinery at the Chambers Street IND station where over 250 trains come through during his shift. Top middle, signal maintainers Donald Lynch (foreground) and Thomas Dodd are seen monitoring electrical relays that transmit signal to and from track switches and lights. Top right, IND Line night trainmaster Chester Skowronski is speaking to one of dispatchers on the line from his Jay Street headquarters. Each of the three Subway lines, BMT, IND, and IRT, have their own trainmasters who are the hub of the transit system operation. Middle left, James Dugan, a motorman, is pulling his work train out of the Pacific Street station for a work project on the approach to the Manhattan Bridge. Middle right, Chambers Street dispatcher Richard Stoffels is seen accepting a lost handbag from conductor Morell Comerhan who found it on an IND train. The lost property is held for the claimant. Bottom left, getting set to ride the work train out of Pacific Street is Ike Silverstein, on the bulldozer, and Joseph McComiskey, who is directing Silverstein in getting the dozer secure on a flatcar. Bottom middle, TA patrolman Sam Marceante is giving directions to a lost subway rider at the Chambers Street Station. Marceante has won one medal for exceptional police duty and will be awarded a second medal in September. Bottom right, Towerman Joe Morley, at the DeKalb Avenue BMT Station sets his switches which through electrical relays, transmits instructions to track signals and switches. Through his board Morley can see every train on his line which extends from Atlantic Avenue to City Hall. Morley can direct trains to any track from his station.

BY JOE DEASY, JR. & MIKE KLON

If you are one of the 4.6 million people that ride the subways daily, and get to work on time, you can thank the 35,000 employees of the New York City Transit Authority. While this great metropolis sleeps, many of these 35,000 men and women are making sure that what repair work is necessary to insure safe travel over the 720 miles of operating track. This work is done at night, when a relative calm is in effect. Work trains start their nightly rounds about midnight and do what repair work is necessary to insure safe travel over the 720 miles of operating track. A special project worktrain which will work at a particular point on some repair or maintenance that has been done. Such a train was getting ready to pull out of the Pacific Street Station in Brooklyn. A crew of nine men were heading to the approach of the Manhattan Bridge to lay new ties and set new stone ballast in the roadbed. These men had only a few hours in which to do their work before the busy times of rush hour came.

Equipment such as a bulldozer, hopper and conveyor belts are used in this project to speed up the work and make it as efficient as possible.

Towermen

Making sure that trains running during the night are routed so as not to interfere with the work gangs is the responsibility of the towerman at the stations near the work area. One such man, Joe Morley, was on watch at DeKalb Avenue when the work train from Pacific Street started on its way. Morley set his switches at a master control desk which sets signal lights and switches on the tracks so that the trains would pass by the work area and still stop at all stations. This master control showed the tracks leading to and from the bridge and by an intricate system of electric relays showed, by lights, what trains were where. The towerman is able to control the movement of these trains by pushing a switch on his panel. Dispatchers at various stations along a route have the responsibility of keeping the trains moving safely, through a station with the minimum delay. Each train has its own arrival and departure time. One such man was Richard Stoffels, a night dispatcher at the Chambers Street Station on the IND line. This is a terminal station and Stoffels has the responsibility of getting trains into and out of the station so as not to conflict with the movement of other trains. He handles about a train every two minutes and in his eight hour tour of duty has the responsibility of moving about 250 trains.

He said he liked the night shift because it gave him time to be with his family during the day.

TA Police

Patrolling the Chambers Street station was Transit Authority Patrolman Sam Marceante. He was making his nightly visit about the station and when asked why he was there, he said that his job was to protect the people who ride the trains. When asked what would happen if trouble erupted, Marceante said, "I try to stop it and if I can't then I call for help from other patrolmen." He said if he was unable to call for help himself because of some trouble he helped that people around him would.

He was wearing a medal over his police badge and told The Leader that it was for exceptional police duty. There was a place on the medal where a star is to go. Since getting the first medal he was awarded a second one. The first award was for saving a woman's life at the Times Square Station, the busiest of all TA passenger terminals. Over 40 million people entered into the station in the 1964 fiscal year.

Marceante said the woman’s handbag got caught in the doors of a moving train and she was (Continued on Page 15)
IT COULD HAPPEN TO YOU

By LAWRENCE STESSIN

DISCIPLINE AN EMPLOYEE FOR FAILURE TO FOLLOW ESTABLISHED PROCEDURES? What Happened: Every agency has its standards of procedure—which it presumes, are followed by its employees. Sometimes it is a presumption in the mind of the manager.

• Records break through when telephone calls come along, and the discussion then is made that the "standard procedure" and the actual practice were poles apart.

In the absence of any other procedure, officials, Joe Moore, the salvage agent for the city, maintained impeccable records of all scrap sold by the department to outside companies.

LEGAL NOTICE

NOTICE

NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY HELD BY THE CITY OF NEW YORK

The City of New York, hereinafter enumerated, and that:

as salvage agent, for the city, maintained impeccable records of all scrap sold by the department to outside companies.

LEGAL NOTICE

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LEGAL NOTICE

NOTICE

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The City of New York, hereinafter enumerated, and that:
Healthy Plans Compared

By JOE DEASY, JR.

Uniformed forces of the City are now choosing a health plan from among three options offered as a result of negotiations between the City and the employees organizations.

To allow the employees to better understand the options available in each of these plans, The Leader has compiled a complete list of services with the coverage available in each of the plans. The chart follows:

<table>
<thead>
<tr>
<th>Services</th>
<th>HIP and N.Y.C. BLUE CROSS</th>
<th>BLUE CROSS—BLUE SHIELD &amp; METROPOLITAN MAJOR MED.</th>
<th>GHI and N.Y.C. BLUE CROSS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$11.15</td>
<td>$11.10</td>
<td>$11.10</td>
</tr>
<tr>
<td>Employee &amp; Family</td>
<td>$15.90</td>
<td>$20.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Employee &amp; Spouse</td>
<td>$15.90</td>
<td>$20.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Employee &amp; 1 Child</td>
<td>$22.20</td>
<td>$25.20</td>
<td>$25.20</td>
</tr>
</tbody>
</table>

In the event that the "30-Day Blue Cross Plan" were chosen instead of the "21-Day" plus 10 days at 50% Plan, the additional bi-weekly Employee Contribution Would Be:

- Employee Only: $1.10
- Employee & Family: $1.30
- Employee & Spouse: $1.30
- Employee & 1 Child: $1.58

Insurance pays $8 for home visit and $4 for office visit.

If patient is hospitalized, Ins. pays $80. hospital and $75. doctor.*

Insurance pays $80. hospital and $75. doctor.*

Insurance pays $80. hospital and $75. doctor.*

Insurance pays $80. hospital and $75. doctor.*

Healthcare for those in need.

Preventive care is key.

Prepare for Your $35—HIGH—$35 SCHOOL EQUIVALENCY DIPLOMA

- Accepted for Civil Service
- Job Opportunities
- Other Benefits

Fees Week Graduate program pays back into the State Education Department as a High Equivalency Diploma.

ROBERTS SCHOOL
575 W. 57th St., New York 19, N.Y.

(Continued on Page 12)

(Additional benefits under optional plan.)
Board of Directors

Of
Civil Service Attorneys
Assn. Names Committees

The board of directors of the Association of New York State Civil Service Attorneys is meeting virtually to act on various matters, including committee chairmanships, relationships with the Albany chapter, and the forthcoming Brotherhood Award observance to be held at the Waldorf-Astoria, of which the Association is a sponsoring agency.

M. John Silver, Association president, appointed the following committees:

Membership: Herbert Rosenblum (Temporary Chairman), William Beam, Frank Beatty, Robert Fleischer.

Finance: Harold Fleischer (Chairman), Samuel B. Kaufman, Robert Fleischer.


Meetings: Treasurer, M. John Silver.

Standing Committees:

Civil Service and Grievance: Ronald Cohen (Chairman), James W. Finney (Vice-Chairman), Philip A. Donahue.

Town of Records: Robert Fleischer, Samuel B. Kaufman, M. John Silver.

Cohen (Law Dept.) chairman and Irving W. Goodside (Tax Dept.), Annual Dinner; Margery C. Bengston (Insurance Dept.), Civil Service and Grievance;

Angelica Ferrugia (Commissioner), and Margery C. Bengston (Insurance Dept.). The Board then designated M. John Silver and Lionel S. Jardine as its representatives at the brotherhood award observance.

Seeks Transcribers

Transcribers are needed for transcriptions to be given on a continual basis by the Rockland County Department of Personnel. For further information, contact the State Employment Service, Spring Valley.

Real Estate Values

CALL RE 3-4019

**REDUCTION SALES**

ONE FAMILY SPECIAL

SPRINGFIELD GDS. $14,990

WILLIAMSBURG GDS. $14,990

LAURELTON $15,990

Excluded new homes listed at family savings of $1,000. Some restrictions apply. For complete price and other information, contact your nearest real estate office. These are "As Is" properties and must be viewed by interested parties.

St. Albans $17,990

ECONOMY SPECIAL

Excluded new homes listed at family savings of $1,000. Some restrictions apply. For complete price and other information, contact your nearest real estate office. These are "As Is" properties and must be viewed by interested parties.

Hollis $13,990

4 BEDROOMS — 2 BATHS

Excluded new homes listed at family savings of $1,000. Some restrictions apply. For complete price and other information, contact your nearest real estate office. These are "As Is" properties and must be viewed by interested parties.

Laurelton $15,990

NO DOWN PAYMENT

G.I. EXTRA SPECIAL

LAURELTON $13,990

Only $490 Down

O.B.O. for cash

Ansa Realty Inc.

15-69 Hillside Ave., Jamaica

95-70 79th St.

3 Family $21,990

2 Family $18,990

LAURELTON 2 Absolutely Beautiful Large Separate Apartment Homes

GARAGE, BEAUTIFUL, NEIGHBORHOOD

Only $680 Down

VETERANS MORTGAGE REQUIRED

AGENT A G N T

AX 7-2111

No Down Payment

One Family Only $13,000

The owner of this home will take $13,000 for a quick sale. Two bedrooms, two bathrooms, full basement, modern kitchen and living room. Your monthly rent will be only $57.50. Two rooms, living room, kitchen, bath. CATHOLIC RENT,

Ansa Realty Inc.

15-820 69th Rd., Jamaica

95-62 79th St.

Laurelton $10,990

MORTGAGES TO 10 YEARS

Laurelton $10,990

NO H.B.O.

2 Family 3 Bed. 2 Bath.

$2,595

Now Vacant

AGENT AX 1-1818

For the Discerning 10 Room Magnificent Manor

St. Albans

Land 5,300 SQ. FEET

GARAGE — EXTRAS

PRICE $24,800

Down Payment $2,595

Now Vacant

AGENT AX 1-1818

Home For Sale — Queens

Bull, semi-attached, 3 1/2 bath, 4 bedrooms, 14 rooms, large eat-in kitchen, living room, dining room, family room, large master bedroom with bath and 2 large walk-in closets. A small yard and garage. Priced to sell. For further information, contact 220-49 R.R. 1,.Address.

GUN HILL ROAD VACANT

$14,790

212 acres.

GUN HILL ROAD VACANT

$13,990

45 acres.

GUN HILL ROAD VACANT

$14,990

Lover's Beach — 150 acres.

GUN HILL ROAD VACANT

$13,990

17 acres.

FREE GAS • FREE TV OUTLET

ONE 800 SQUARE FEET

HOME

O.N.E.

IMMEDIATE OCCUPANCY

Agent D.E. 40-25

J.J. HOFF & CO., M. 7-7970

Tuesday, March 9, 1965

CIVIL SERVICE LEADER
### Health Plans Compared

#### Janet Dunker

Mrs. Janet Dunker died recently. Mrs. Dunker retired from State service in September, 1983, (9-21-63 edition of The Leader). At the time of her retirement, she was secretary to the State Rent Administrator and Commissioner. Prior to that position, she was in the local office Queens, Nassau-Buffalo of the State Housing Rent Commission.

---

<table>
<thead>
<tr>
<th>Health Plans Compared</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CIVIL SERVICE JOBS</strong></td>
<td>Jobs with little or no formal education or experience requirements.</td>
</tr>
<tr>
<td><strong>JOBS</strong></td>
<td>JOBS for high school graduates.</td>
</tr>
<tr>
<td><strong>J O B S</strong></td>
<td>JOBS that do not require U.S. citizenship.</td>
</tr>
<tr>
<td><strong>PLUS</strong></td>
<td>Non-competitive and Civil Service union trade union apprenticeship programs.</td>
</tr>
</tbody>
</table>
| **JOBS FOR YOU** | Guaranteed No-Risk.

---

#### Health Plans Compared

##### Presentations

- HIP and N.Y.C. BLUE CROSS
- BLUE CROSS-BLUE SHIELD A METROPOLITAN MAJOR MED.

#### General Exclusions

- CONVERSION TO NON-GROUP CONTRACT

<table>
<thead>
<tr>
<th>Deductibles</th>
<th>Yes, benefits &amp; cost to be determined.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Amount per person, by salary of Employee</td>
<td>$50.</td>
</tr>
<tr>
<td>(b) Does not apply to</td>
<td>Yes.</td>
</tr>
<tr>
<td>(c) Accumulation Period</td>
<td>Yes.</td>
</tr>
<tr>
<td>(d) Per Cause or All Causes</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

#### Amount of Basic Benefits

- Yes -Basic Benefit & cost to be determined. |
- No - Benefits not to be determined. |

---

#### Health Plans Compared

##### Therapies

- PHYSOTHERAPY OUTSIDE HOSPITAL

<table>
<thead>
<tr>
<th>Therapies</th>
<th>Provides full services.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workmen's Compensation Cases:</td>
<td>Provides full services.</td>
</tr>
<tr>
<td>eye glasses and hearing aids</td>
<td></td>
</tr>
<tr>
<td>(a) Non-Payment of Contribution</td>
<td>Yes.</td>
</tr>
<tr>
<td>(b) Termination of Employment</td>
<td>Yes.</td>
</tr>
<tr>
<td>(c) Child reaching age 11 or marrying prior thereto</td>
<td>Yes.</td>
</tr>
<tr>
<td>(d) Retirement</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

#### Amount of Basic Benefits

<table>
<thead>
<tr>
<th>Amount of Basic Benefits</th>
<th>Yes, benefits &amp; cost to be determined.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$800</td>
<td>No.</td>
</tr>
<tr>
<td>$100</td>
<td>No.</td>
</tr>
<tr>
<td>$500</td>
<td>No.</td>
</tr>
</tbody>
</table>

#### Health Plans Compared

##### Residential Care

- PHYSICAL CARE FOR MENTAL AND NERVOUS CASES

<table>
<thead>
<tr>
<th>Residential Care</th>
<th>Provides full services.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Acute</td>
<td>Yes.</td>
</tr>
<tr>
<td>(b) Chronic</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

#### General Exclusions

- TERMINATION OF INDIVIDUAL GROUP INSURANCE

<table>
<thead>
<tr>
<th>Termination of Employment</th>
<th>Yes.</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>(d) Retirement</td>
<td>Yes.</td>
</tr>
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</table>

#### Amount of Basic Benefits

<table>
<thead>
<tr>
<th>Amount of Basic Benefits</th>
<th>Yes, benefits &amp; cost to be determined.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$600</td>
<td>No.</td>
</tr>
<tr>
<td>$500</td>
<td>No.</td>
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</tbody>
</table>

#### Health Plans Compared

##### Manufacturers

- HEALTH PLANS COMPARED

<table>
<thead>
<tr>
<th>Manufacturers</th>
<th>Manufacturers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Shield</td>
<td>Manufacturers</td>
</tr>
<tr>
<td>Metropolitan</td>
<td>Blue Cross</td>
</tr>
</tbody>
</table>

#### General Exclusions

- HEALTH PLANS COMPARED

<table>
<thead>
<tr>
<th>General Exclusions</th>
<th>General Exclusions</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
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<tr>
<td>(d) Retirement</td>
<td>Yes.</td>
</tr>
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#### Amount of Basic Benefits

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>$500</td>
<td>No.</td>
</tr>
<tr>
<td>$500</td>
<td>No.</td>
</tr>
</tbody>
</table>
Do Not Let That Fairest Flower Blush Unseen; Enter Her In The Miss Civil Service Sweepstakes

Is there an unheralded beauty in your office? If so, she is probably one of those whom nature has blessed, but alas, except for a fleeting glimpse on the rapid transit, the public may never see her. Why not pressure her for a photograph and send it in to the Miss Civil Service contest? It is a nice thing for everybody.

Four of the fairest, will be crowned during the Civil Service Day ceremonies at the World's Fair on May 21 this year.

The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. And all photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals, and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Martial status does not matter. A coupon for entering the contest appears on page 4.

Entries should be sent to Miss Civil Service Contest, 97 Duane St., New York, N.Y. 10010. The closing date for accepting of entries is April 15, 1965.
Insurance Plan Open Without Physical Test
ONLY During March

New applicants for Civil Service Employees Assn. group life insurance, who are under age 50 will not be required to take the usual medical examination if they apply during the month of March, 1965.

A long special enrollment period was made possible by Joseph P. Fertig, CSEA, that there are many advantages to the plan for those who qualify.

Many features:
- No medical examination for applicants under age 50 who have not been previously rejected for this insurance on the basis of a medical condition.
- Your premiums will not increase if you should become permanently and totally disabled as described in the plan.
- Eight per cent additional insurance guaranteed until Nov. 1, 1965, is provided to all applicants.
- Double indemnity in the event of accidental death at no extra charge, as described in the plan.
- Low cost—much less than you can purchase through regular channels, regardless of whether your occupation is hazardous. The full insurance policy issued prior to Nov. 1, 1961 is incorporated into the basic plan effective that date.
- Payroll deductions make it easy.

$35 Million Paid Out

To date, nearly $35 million has been paid to beneficiaries under the CSEA group life plan. The continued development of the plan is made possible by the strong backing of legislators and the upcoming insured. The total membership of CSEA is now over 214,000.

State police, prison guards and other members who have been insured through the plan have paid additional premiums for life insurance but the CSEA Group Life Plan, cost to all members, regardless of employment, is the same.

Who is Eligible?

Any member of CSEA, or eligible employee who joins, employed by the time the plan is installed, can apply for coverage.

Applications and explanatory literature can be secured from any CSEA chapter or department representative or from Association Headquarters at 85th St., Albany and 11 Park Place, New York City.

This offer is good only during March, 1965. Members are requested to bring this matter to the attention of fellow employees.

CSEA Seeks Field Representatives

Two field representatives are being sought by the Civil Service Employees Assn. to serve chapters in the 130,000 member strong organization.

The position pays $7,745 to start, and in five annual steps, reaches a maximum salary of $10,373.

Charges are to administer the CSEA program and perform related duties in representing the Association and its chapters.

Mailing qualifications are high school diploma or equivalent and three years business or investigative experience which involved extensive personal contact or communication from a college or university or recognized labor relations school.

Closing date for applications is April 1. Full details and application may be had by writing to the Civil Service Employees Assn., 8 E. 61st., Albany, N.Y.

NYC Chapter Nominates

The nominating committee of the New York City chapter of the Civil Service Employees Assn. has selected three names for the chapter election to be held at its annual meeting May 11. Representative, president, announced last week.

Nominated were Shapiro, presente; Albert D'Antoni, sec. vice president; Edward A. Seidman, third vice president; Lawrence Newman, third vice president; Edward M. Copeland, treasurer; James Charlier, financial secretary; and Eileen Levine, corresponding secretary, and Anna Collins, recording secre-

Levine later asked his name be withdrawn as a candidate and his designation was accepted.
While The City Sleeps

(Continued from Page 1)

being dragged along the station platform, head down and held by her path, the first thing she would have hit would have been a wall, he said.

The second award will be made in September for disarming a trap on the pocketbook broke in by a burglar. She said she was most proud of the first award.

There are only some of the people who work in the TA at night. There are many more. Many that you never see and yet without them it is possible that 6 million people would have to find other means of transportation. The second award will be made in September for disarming a trap on the pocketbook.

While The City Sleeps

Hydrology Jobs

The U.S. Civil Service Commission announces opportunities for careers professional positions in hydrology.

For further information and applications contact the executive secretary of the Board of U.S. Civil Service Examiners, Geological Survey, Department of the Interior, Washington, D.C.

STOP WORRYING ABOUT YOUR CIVIL SERVICE TEST

PASS HIGH the EASY ARCO WAY

Civil Service Arithmetic & Vocabulary $2.00
Cashier (New York City) $3.00
Civil Service Handbook $1.00
Clark G.S. 1-4 $3.00
Clark N.Y.C. $3.00
Federal Service Entrance Examinations $4.00
Fireman (P.B.) $4.00
High School Diploma Test $4.00
Home Study Course for Civil Service Jobs $4.95
Petrolman $4.00
Personnel Examiner $5.00
Postal Clerk Carrier $3.00
Real Estate Broker $3.50
School Crossing Guard $3.00
Senior File Clerk $3.00
Social Investigator $4.00
Social Investigator Trainee $4.00
Social Worker $4.00
Senior Clerk N.Y.C. $4.00
Stenotypist (N.Y.S.) $3.00
Stenotypist (G.S. 1-7) $3.00
Surface Line Operator $4.00

FREE!

You Will Receive an Invaluable New Arco "Outline Chart of New York City Government." With Every N.Y.C. Arco Book—

ORDER DIRECT—MAIL COUPON

$5 for 24-hour special delivery G.O.O. 4th ave

LEADER BOOK STORE
97 Duane St., New York 7, N. Y.

Please send me the course. I enclose $5.00 order for...

Name ____________________________
Address __________________________
City ________________________________

Do Not Include Sales Tax

CIVIL SERVICE LEADER Page Fifteen

IT COULD HAPPEN TO YOU!

(Law Case On Page 9)

What The Philadelphia Civil Service Commissioners ruled: After examining a "mass of testimony," the only proof of an "established practice of the department," the testimony of one deputy commissioner who said, "On one occasion within about three years ago—at the direction of the Commissioner, I told Mr. Moore to go where practicable to a printed record."

Commenting on this testimony, the Commissioner said: "While there can be no question that there were no printed weight tickets in many of Moore's files, we do not think that the City has even begun to prove its contention that it established procedures for Moore to follow for weight tickets." As for gross negligence: "To categorize Moore as guilty in the performance of duty—because in three transactions no weight ticket were found in the files, but only memoranda of weights—would be to unreasonably require that when there was no procedure requiring any specific form of weight certificates for retention. Apparently this did not even occur to Moore." The City was directed to give Moore a job other than salaried agent "but with status equal to, the position of salaried agent." COMMENT: A court's established procedure only becomes so by official action of an agency. Both procedures must be clearly demonstrated in printed directives and not left to casual verbal directions.

A municipal auditor's periodic review procedure with their staff, bringing it up to date—and also making certain that what the top of the pyramid thinks is being done is actually carried out at the base.

Interestingly, Moore was not allowed back pay for the period of his suspension because the Commission reasoned that "while Moore did not violate 'established procedures' in maintaining his files, he apparently did not take the care necessary to protect himself against a reasonable audit. His own lack of diligence in that area resulted in his difficulty—and only after a thorough investigation and full hearing could he be exonerated."

Governor Appoints County Clerk

Governor Rockefeller announced the appointment last week of William Franklin Albertin, Amsterdam, as County Clerk of Otsego County, for a term ending December 31, 1965.

Albertin succeeds former P. Van B. Ponda, who resigned December 31, 1964 because of his election as County Treasurer. As County Clerk, Albertin's annual salary will be $1,250.

Do You Need A High School Diploma?

H.S. 2 years

To Get A High School Diploma:

For Personal Satisfaction
For Additional Education
START ANY TIME
TRY THE "IV" PLAN

550 for Boy or Girl $550
18 and Over $650

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FREE BOOKLET—Call 2-WAY 0-4400

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595

FREE BOOKLET—Call WA 4-0000

ADVANCE INSTITUTE
30 E. 50 St., N.Y.

CIVIL SERVICE COACHES

Dr. Herman M. Storer, 101 W. 80 St., New York 24, N. Y. 
Dr. Joseph S. Lander, 125 W. 23 St., New York 11, N. Y.
Dr. Arthur F. Newell, 145 W. 43 St., New York 36, N. Y.
Dr. Louis V. Byrnes, 141 W. 44 St., New York 31, N. Y.
Dr. Leonard H. Perry, 115 W. 43 St., New York 36, N. Y.
Dr. Henry T. Moore, 90 E. 10 St., New York 3, N. Y.
Dr. Samuel B. Smith, 100 E. 61 St., New York 29, N. Y.
Dr. Charles E. B. Bridge, 270 W. 71 St., New York 19, N. Y.
Dr. William H. Mott, 72 W. 42 St., New York 36, N. Y.
Dr. George W. C. Beadle, 101 W. 80 St., New York 24, N. Y.
Dr. Laurence H. Thomas, 101 W. 80 St., New York 24, N. Y.
Dr. Louis L. Deschamps, 101 W. 80 St., New York 24, N. Y.

FREE BOOKLET—Call U. S. Government on Social Security, Mail only, 85 Duane St., New York 7, N. Y. E.
Feily Calls For Action On State Pay Increase

(Continued from Page 1)

as consultants and taxpayers but certainly not for the purpose of speaking to our own employers.

Of First Importance

"The Committee considered vesting benefit. On the basis of his message, the Governor concurred and found that in his current budget message, the Governor concurred and proposed both to make the vesting benefit available at age 55 to those members who have been contributing to a 25-year plan and to redesign the vesting requirement from 15 to 15 years."