Belligerent CSEA Delegates Charge Governor Rockefeller With 'Extreme Provocation' 

Termed "Unfair Labor Practice"

Mrs. Ersa Poston Assailed For Ordering Leave Charge On Meeting Attendances

ALBANY—An order by Mrs. Ersa Poston, president of the State Civil Service Commission, which requires State employees who wish to attend organizational meetings that would conflict with personal hours of leave credits, was assailed here last week as an "unfair labor practice."

The resolution was offered by Senator Shapiro, president of the CSEA New York City chapter, who offered the resolution to strike a decision made without first discussing it in advance with employee groups, a procedure recommended by Governor Rockefeller in an executive order on grievances."

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Deadline Report

Metro Conference Legislative Luncheon Set For Saturday

The Metropolitan New York Conference, Civil Service Employees Association, will hold its annual legislative luncheon prior to the regular conference business meeting on Saturday, Jan. 20, according to Randolph V. Jacobs, conference president.

The meeting, held annually to honor legislators from the metropolitan area, is scheduled for noon at Roscoe's Restaurant, 147 West 43rd St., New York City.

Jacobs said that the occasion will feature presentations on the Public Employment Relations law and the CSEA 1968 salary program. The Employees Association is demanding a 29 percent salary increase across the board with a $1,000 minimum and retroactive to 1967 of the 1/67th Retirement Law.

Schedules speakers include Seth Towne, CSEA associate counsel, and Joseph D. Lochner, CSEA executive chairman of the conference.

Going places? See page 16.

Say Stopping Negotiations Could Legally Cause Aides To Withold State Services

ALBANY—While rumors whirled around Capitol Hill that Governor Rockefeller would propose a mere eight percent salary increase for State employees in his budget message to the Legislature this week, the Civil Service Employees Association began mapping strategy to force new wage regulations that could, within the framework of the Taylor Law, cause a "withholding of State services" in coming months.

Belligerent CSEA delegates in a special session held here last week, approved a proposal by its Salary Committee that would authorize the State Executive Committee of the Employees Association to "take whatever steps are necessary, including plans for the withholding of the services of the State employees as authorized under the Taylor Law, to cause the Administration to stop its extreme provocation of refusing to meet with the organization it has recognized as the sole representative agent for State employees."

Key to CSEA action lies in the phrase "extreme provocation." In giving his committee's report to the delegates, Solomon Bendel, chairman, denounced the bait in negotiations on an exclusive basis across the board pay raise. Rejection of the plan prompted speculation.

On Pay Raise

Travia: Not Enough For Lower Grades

ALBANY—Assembly Speaker Arthur J. Travia wants funds for a State pay raise to go primarily to those who need the raise most.

Excluding "black" at salaries paid those in the lower echelon of State government, the Speaker proposed that additional State funds be used to correct present salary inequities.

An across-the-board pay raise of eight percent for State workers, costing about 60 million dollars.

Travia's apparent rejection of the plan prompted speculation in the Legislature that he would put forth a program of his own for State workers.
MEMORANDUM

To: Federal Subscribers of the GHI Family Doctor Plan

From: George W. Melcher, Jr., M.D.

DATE: 12/22/67

COMPANY: President, Group Health Insurance

SUBJECT: IMPROVEMENTS IN YOUR GHI DOCTOR BILL INSURANCE

We are happy indeed to announce that the Federal Civil Service Commission has approved the following improvements in your GHI medical care insurance.

The claim experience under your plan permits these changes without any premium increase. They will be effective January 1, 1968, and will be detailed in the revised GHI Family Doctor Plan Brochure (RI-41-67-1 Jan 1968) available at your agency.

The major improvements are:

- $4 to $5 - $6 to $9

Office visit allowance increased from 1.00 to 1.50.

Name visit allowance increased from $7.50 to $10.00.

Maturity allowances:

- Normal delivery increased from $85 to $105.
- Cesarean delivery increased from $190 to $250.

Surgical care allowance increased on an average of 18%.

Outpatient medical care increased on an average of 65%.

Outpatient specialist consultation increased on an average of 65%.

Out-of-hospital psychotherapy charge increased from $15 to $25.

Individual visits - allowance increased from $3 to $4.

Group visits - allowance increased from $4 to $8.

These higher payments by GHI eliminate the co-insurance payments currently required from the subscriber to assure paid-in-full benefits.

Circumcision will be covered from birth instead of after 30 days.

Dental and Nursing - lifetime maximum has been eliminated.

GHI/221 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003/Phone: 677-2500

GHI THROUGH GHI INSURANCE

Don't Repeat This!

Charles F. Rose

Charles F. Rose, Western Area Director of the New York State Civil Service Employees Association.
Delegates

(Continued from Page 1)

Delegate's agreement was a "law-abiding organization that qualifies that restriction with the statement "unless the public employer or its representatives engage in such acts of extreme provocation as to detract from the responsibility of the employees or organization for the strike."

Delegates agreed with Bendet's position and the PERB was giving CSEA counsel, on the interminable hearings on recognition for the PERB and by an action.
U.S. Service News Items
By VIRGIL SWING

Greater Political Action Suggestion

A substantial revision of the Hatch Act—which regulates political activities of Federal employees—has been recommended by a Congressional commission.

The changes would allow Federal employees for the first time to run for local office or serve as party workers. They would still be prohibited from seeking State or national office.

Good Reasons for joining C.S.E.A.

Accident • Sickness Income Insurance Plan

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
3. Pays in addition to other insurance.
4. Payroll deduction of premiums.
5. Cost is less than standard individual policies.
6. Thirteen conveniently located claim offices throughout New York State.
7. 24 Hour coverage (on and off the job if desired).
8. World-wide protection.
9. Underwritten by The Travelers Insurance Companies and approved by The New York State Insurance Department.
10. Endorsed by The Civil Service Employees Association and the Personnel Department.

Remember—55,000 C.S.E.A. members can't be wrong.

We will be happy to send you complete information.

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The Application Section of the Department of Personnel located at 49 Thomas St., New York, N.Y. 10013. It is situated three blocks north of City Hall, on block west of Broadway.

Application Form—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursdays from 8:30 a.m. to 5:30 p.m., and Saturdays from 9 a.m. to 12 noon.

Application is to be available free either by the applicant in person or by his representatives at the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013. Telephone 946-8700.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filling of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked on days before the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the BMT No. 1 Avenue Line and the IND No. 1 Avenue Line. The BMT Lexington Avenue Line stop to use at the Brooklyn Bridge stop and the IND No. 7 and RT and RR local's stop is City Hall. Both lines have exits to Union Street, a short walk from the Personnel Department.

STATE

STATE—Room 1100 at 27 Broadway, New York, N.Y. 10004.

Candidates may obtain application blanks of the New York City Employment Service.

FEDERAL


Take the BMT Lexington Avenue Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IND Union–Pacific trains from any point on the line to the Grand Central station. Hours are 9:30 a.m. to 4 p.m. Monday through Friday. Also contact Saturdays 9 a.m. to 1 p.m. Telephone 773-5111.

Applications are also obtainable at public post offices throughout New York City. The Federal Office of the Civil Service offers application blank to persons interested in taking federal examinations or applying for federal jobs. The Federal Office of the Civil Service offers blank application forms to all customers. The Federal Office of the Civil Service offers application forms to all customers.
Maintenance, Sewage Treatment
Trainee Tests Planned By City
For May; Jobs Start At $4,000

A May written exam has been set for maintenance trainee and sewage treatment trainee positions with the City. Pre-application forms will be issued April 3-23 by the Department of Personnel.

Persons accepting appointment to one of the trainee positions will be removed from the eligible list and will not be considered for appointment to other positions.

These titles are in the trainee or stagery status and, at the end of three years of service, employees in these titles will be considered for appointment to the corresponding permanent title.

School training, employees will receive $2,320; traffic maintenance man, $8,174 a year.

The examinations will be weighted at 100 per cent of the final mark, and the passing mark will be that of the person placing number 300 on the examination. In the event of a tie for the number 300 position, all candidates will be considered passing that receive this mark.

Minimum requirements for the sewage treatment and traffic de­

The Department of Personnel in City Hall gives these titles to people who have not passed their 25th birthday on the date for the filing of an application (test date)—except in the case of veterans as defined in section 85 of the Civil Service Law. All other veterans may deduct the length of time they spent in the military service from their actual age to determine eligibility.

For further information on this position, contact the applications section of the Department of Personnel, 49 Thomas St., New York City or call 584-7700.

Pass your Leader on to a non-member.

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MANHATTAN: 115 EAST 15 ST., New 6 Ave. (All Subways)
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OFFICE HOURS: MON. TO FRI. 9:30 A.M. TO 9 P.M.
— Closed Saturdays.

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For Career Opportunities and Personal Advancement

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Exam Officially Ordered
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CLASSES NOW MEETING NEXT EXAMS FOR
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MANHATTAN: Tuesdays at 115, 5:30 or 7:30 P.M.
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P A T R O L M A N
MANHATTAN: Mondays at 115, 5:30 or 7:30 P.M.

H I G H S C H O O L E Q U I V A L E N C Y D I P L O M A

CLASSES MEET IN MANHATTAN AND JAMAICA

CLASSES MEETING FOR
FOREMAN
Dept. of Sanitation

PREPARATION FOR
SUPERVISING CLERK-STENO
CLASSES MEET
In Manhattan, Monday or Wednesday at 6 P.M.
In Jamaica, Thursday at 6:30 P.M.

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For Information on All Courses Phone GR 3-6900
All Classrooms Air-Conditioned
ROCKEFELLER'S MISTAKE

Governor Rockefeller has erred in presenting a salary increase proposal for State workers to the Legislature this week without completing negotiations on the issue with the Civil Service Employees Association, which represents nearly all the employees who will be affected by such proposals. Not only can the Governor not expect any support from the Employees Association for a decision reached without its participation but there is already early indication that the proposal may not be met with any enthusiasm in the Democratic-dominated Assembly where the Speaker, Anthony J. Travia, has commented sharply that the wage offers—said roughly to be some eight percent across-the-board—did not appear sufficient for those workers in the lower grades.

We fail to see why Governor Rockefeller felt impelled to act on so important a matter at this time, despite Constitutional requirements for submission of his budget by Jan. 16. The matter could have been dealt with in the supplementary budget or even by special message.

In other words, the State Administration appears to be attempting to slam the door shut on any further negotiations and, under specific sections of the Taylor Law, has opened itself to the charge of "extreme provocation" in dealing with State workers and, consequently, could even create the almost nonexistent legal work stoppage.

Last week, the Employees Association held a special delegates' meeting and agreed with a report of their Salary Committee that the Governor had engaged in acts of such extreme provocation by refusing to continue salary negotiations started in November. At letter press time, it was learned that the Governor would meet with CSEA representatives on Monday, Jan. 16, the day before the budget presentation. We fervently hope that he has plans to reopen the doors to proper and just negotiations that will restore his reputation as a good civil service Governor who has dealt fairly with State employees. That reputation is in great danger as of this writing.

AND MRS. ERSAL POSTON'S

Mrs. Ersal Poston, president of the State Civil Service Commission, has dealt a serious blow to good labor relations in the State by an order which requires State workers taking time off to attend social events to charge such time against vacation or personal leave credits.

For decades it has been the practice to allow time off to attend employee organization meetings on the grounds that the results were beneficial both to workers and to the State. At the least, such meetings have often been the place to solve and resolve many issues that save time for both sides.

Mrs. Poston's sudden decision to revoke this liberal policy is without precedent, foundation and merit and can only be interpreted as an irrational mistake directed against labor and invoking the image of anti-employerism.
New York State Employees:

Keep-up executives unwound at Sheraton.

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns

$1,699

What's the catch?

There isn't any.

$1,699 is the suggested retail price at the port of entry for the VW sedan.

The price includes Federal excise tax and import duty.

It also includes the built-in heater/defroster, windshield-washer, electric windscreen wipers, outside rear view mirror, and seat belts front and back.

Not to mention the padded dash and front seat headrests.

It's the price of the real thing, not a stripped-down economy model.

What else do you have to pay?

The charge for transporting the car from the port of entry. The dealer delivery charge. And local sales tax.

There is one optional that makes a lot of sense. The matching leatherette upholstery. For $30.00 extra. (Nearly everybody gets it because it eliminates the need for slipcovers.)

Well, that's it.

Unless, of course, you count the cost of gas and oil it takes you to get here in your present car.

Huntington Fearn Motors, Inc.
Lavine Volkswagen & Towns, Inc.
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Jenings Home Volkswagen, Inc.
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Kingston Angling Volkswagen, Inc.
Le Grangeville Allied Motors, Inc.
Loebes Academy Motors, Inc.
Warren Severn Volkswagen, Inc.
Mariski Baker Motors Corp.
Midlothian Grantville Motors, Inc.
Mount Kisco North Country Volkswagen, Inc.
New Hyde Park Automizer Volkswagen, Inc.
New Rochelle County Automotive Co., Inc.
New York City Volkswagen of North America, Inc.
New York City Volkswagen of New York, Inc.
New York City Volkswagen of New York, Inc.
New York City Volkswagen of New York, Inc.

Rochester F. A. Motors, Inc.
Rochester Mt. Read Volkswagen, Inc.
Rochester Sprague Motors, Inc.
Staten Island Foreign Auto Sales, Inc.

Rochester Breton Motors, Inc.
Riverhead Autohaus Corporation
Rochester Mt. Read Volkswagen, Inc.

Rochester F. A. Motors, Inc.
Riverhead Autohaus Corporation
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Key Punch Jobs
Open In Suffolk

Candidates for key punch operator positions with various Suffolk County departments, school districts, and towns and villages may apply now. The openings pay $77 to $108 weekly.

Candidates must have a high school or equivalency diploma and either have completed a key punch operator course or have six months experience in the field. There is no residence requirement.

Performance tests on key punch equipment will be given several times a year at various locations throughout the County. Applications and further information may be obtained from the County Civil Service Commission at County Center, Riverhead, N.Y.

Mrs. Eckel Named
ALBANY—Mrs. Rhea M. Eckel of Cazenovia is the newest appointee to the State Council of the Upstate Medical Center of the State University. Mrs. Eckel is president of Cazenovia College.

If applicants are unable to appear during these hours at either location, they may arrange to apply in the evening by calling Miss Griffin on (212) 620-7170.

Applications for toll collector positions must be United States citizens, 25 years of age or over and have a high school diploma or equivalency diploma. They must also be at least 5'2" in height.

The position, which pays a starting salary of $8,033 a week with possible increases, involves a thirteen-hour work day, four days a week requiring rotating day, evening, and night shifts, rotating days off and work on Saturdays, Sundays, holidays. Benefits include paid vacations, sick leave, health, dental, hospitalization, and retirement plan.

Applicants who have taken the toll collector examination within the past six months will not be considered.

Policewomen Jobs
In Nassau County

The Nassau County Police Department is seeking candidates for policewomen positions at $8,631 to $9,916 annually. Applications may be filed until June 30, 1968. Further information and applications may be obtained from the Nassau County Police Department, 140 Old Country Road, Mineola, N.Y. 11501, by calling (516) 747-1134 or at any police department.

Candidates must be New York residents for one year in Suffolk, Nassau or Westchester Counties. They must be between 20 to 34 years of age, have a height of between 5'2" and 5'9" and be 20/20 vision in each eye with glasses. Applicants must also have completed two years of college by July 1968.

Tab Equipment Trainee Positions With Suffolk

The Suffolk County Civil Service Commission is recruiting applications for tabulating equipment operator trainee positions at $77 a week with various County departments.

Candidates must be New York residents, have completed two years of college, be between the ages of 18 to 30, between 5'2" and 5'9" in height, and between 130 and 5'9" in height. There is no residence requirement.

Tests will be given every Wednesday, except Monday, at the commission office at County Center, Riverhead, N.Y. Information on the applications may be obtained from the Commission.

Computer Operator

There are many openings for computer technicians and computer operators with the U.S. Government in the Washington, D.C. area and a few in foreign countries and in various parts of the U.S. These positions have a starting salary of $5,331 per year, up to $7,696 per year.

All applicants for these positions will be judged on educational experience. There will be no written test.
Summer Farm Jobs Are Open With U.S.

College students are being sought by the U.S. Department of Agriculture for full-time summer farm positions at $62 to $92 weekly.

Areas involved in the work-study program are soil conservation, soil science, engineering, agricultural management, agricultural statistics and accounting.

Students selected will take part in a summer on-the-job training program coupled with college attendance during the school year.

Suffolk Jobs Available For Engineering Aides

The Suffolk County Civil Service Commission is receiving applications from persons interested in engineering aide positions at $94 to $132 weekly with various County departments.

There are no residence requirements but candidates must have a high school or equivalency diploma. Examinations will be conducted several times a year at various locations throughout the County.

Applications and further information may be obtained from the Commission, Second Floor, County Center, Riverhead, N.Y.

In addition to passing a writing test, students must have completed, by June 30, 1968, at least one full academic year of study for GS-3; and two and one-half years of study for GS-4. In one of the fields described above in order to qualify.

Detailed information can be obtained from the Civil Service Announcement No. 7-2-68, issued by the Interagency Board of U.S. Civil Service Examiners.

Medical Exams

Medical and qualifying physical examinations will be given this week to 279 candidates for Health Department messenger positions, according to the City Department of Personnel.

Proctol Exam

The City Department of Personnel will give the practical proctol exam this week to 51 candidates for structure maintenance positions with the City Thruway Authority.

The motion picture is dedicated to life, liberty, and the pursuit of happiness.

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CIVIL SERVICE LEADER
Tuesday, January 16, 1968

Page Nine
The Post Office Department has thousands of vacancies in positions located throughout the State. Openings are for clerks, carriers, mail handlers, motor vehicle operators, tractor-trailer drivers, gatekeepers, automobile mechanics, custodians and fireman-laborers.

Postal clerk vacancies—most of them in New York City—include 916 positions, regular 8-hour, 153 temporary openings. Carrier vacancies include 238 career, 169 temporary and 219 temporary positions.

Both positions will pay $2.80 to $3.55 an hour under the new pay scale and all positions are open to persons over 17—or high school graduates at age 18.

Clerks and carriers are needed most urgently in the following areas: Freeport, Garden City, Great Neck, Manhasset, New Hyde Park, Larchmont, New Rochelle, Mount Kisco, Peekskill, Port Chester, Rockleigh, Rockville Centre, Rochester, South Orange, Suffern, Tarrytown, White Plains, Yonkers, and Yonkers.

These vacancies are in New York City and in Albany, Buffalo, Rochester, Yonkers, Hempstead, Middletown, and Binghamton.

Garage men are needed at $2.59 to $3.55 an hour for positions in the States of New York, New Jersey, and New York City. These positions are open to persons over 16 or older. Candidates must demonstrate the ability to service garage men and generally work independently. Applicants must have a driver’s license and a clean driving record.

Tractor-trailer operator positions are open in New York City, Binghamton, Rochester, Rochester, Yonkers, White Plains, and Yonkers. These positions are open to persons over 16 or older. Candidates must be able to drive tractor-trailer trucks, help mechanics, and generally work independently.

The positions are open to persons over 16 or older. Candidates must have a driver’s license and a clean driving record.

Membership in the Civil Service Employees Association is optional. Veterans preference is granted to qualified veterans for all positions. The Civil Service System offers a wide range of benefits, such as health insurance, retirement, and sick leave. For more information, visit the Civil Service System website or contact your local office.
Federal Funds Aid Teacher Training

The federal government has become an ally of the New York City school system in the constant effort to maintain local teacher-training institutions in school programs.

Mrs. Betty Lester, Deputy Superintendent of Schools for instruction, said that through the National Defense Education Act, the government has announced a grant for a new training program to attract the brightest of our city's pupils and those of foreign extraction to speak, read and write English.

The grant, expected to exceed $50,000, will link the school system to four metropolitan colleges and universities in a six-week summer program for 150 teachers and supervisors operating at grade levels.

In addition to preparing staff personnel to meet the myriad problems of teaching English as a second language, this project is designed to extend the scope of this kind of university-system interaction.

The City College, John Jay College for the Criminally Institutionalized for grades K-4 (primary), S-8 (intermediate) and T-12 (secondary), will receive $7,900 for advanced institute courses. In addition there will be a series of joint sessions and discussions with local teachers to help staff the participants in a critical shortage of teachers in the Office of Personnel, which is coordinating the series.

The City University, 190,000 pupils of foreign-language background, mostly of Puerto Rican — are taught English as a second language by their friends at the Hotel Trades School and in the City College.

Registration for these courses will be held on Mon, on Wed., on Fri., at 8 p.m. in the auditorium at 10 Catherine St., New York.

Dr. Brown, J.A. Colston
To Be Honored At Dinner

Dr. John A. Brown, Executive Deputy Superintendent of Schools, will be honored for his service to the city on July 22, when the dinner will be attended by a large-difference of the Friends of Public Education of the Bronx at the Hotel Regency, 1045 3rd Ave., 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21, 21.

Proceeds will go to the scholarship fund of the Bronx Community College. Tickets are available at the Hotel Regency, 1045 3rd Ave., New York.

Dougherty Marks 50th Year With City Schools

Mr. T. Dougherty, Chief of the Department of Labor Relations, will mark his 50th year in the service of the New York City school system this July. For the past 23 years he has been head of the Appointments Division of the Department of Labor Relations in the placement of newly hired teachers and the transfer of teachers.

Mr. Dougherty is a lifelong resident of the city and has been away from the school system.

Chairman of Beauty Culture is Chairman Of Board

Mr. T. Dougherty, who heads a school with 2,000 pupils, said that he was proud of his work with young people. "I feel that the art of success is to be able to find something that you enjoy and do it to the best of your ability," he said.

"This is a great challenge," he said. "I am proud to be a part of this great city and to have the opportunity to work with such wonderful people."
CROWN SHOP-RITE DRUG STORES

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Newest Model from the Original Makers

Your Dentist Has Told You to Get a WATER PIK® for Better Dental Hygiene. Get It Now at this Special Low Price.

Revolutionary new way to clean teeth at home. Recommended by tens of thousands of dentists to supplement regular brushing.

Cleans trapped food particles and hard-to-reach places with a refreshing, pulsating jet stream of water and assists in cleaning orthodontic appliances, fixed bridge work, and partial dentures. The WATER PIK® is small, light, attractive. Comes with four jet tips with convenient new holder, adjustable pressure control and push button on/off switch.

EXCLUSIVE ACTION

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755 W. MONTAUK HIGHWAY, BABYLON, L. I.
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1851 BRUCKNER BLVD., BRONX, N. Y.
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Senior Clerk, Senior Steno Jobs Offered

A position for an assistant civil engineer is now open in the Department of Investigation.

Requirements call for either a degree in engineering or construction experience. The work is interesting and includes field inspection, the writing of reports and recommendations and attendance at hearings in collaboration with attorneys.

If an applicant already holds the title of assistant civil engineer in another City agency, a transfer may be arranged if mutually agreeable to the agencies. Salary range is $9,000 to $11,100.

Write or telephone William J. McLaughlin, chief engineer, City Department of Investigation, 11 John St., New York, New York 10038, telephone number 267-4606, extension 746.

Clerk-Carriers

(Continued from Page 18)

The period were 2,071 for career positions and 659 for temporary vacancies.

Other total appointments (career and temporary) were 315, 208, 403, 10; tractor trailer operator 6;3; automotive mechanic, 10; and janitor, 399.

Further information and applications for these positions may be obtained from the Board of U.S. Civil Service Examiners, U.S. Post Office, 1960 Broadway, New York, N.Y. 10023 or at most post offices across the State.

Jennings To Auburn

ALBANY—Dr. William E. Jennings, retired director of research for the State Department of Agriculture and markets, has joined the faculty of Auburn University in Alabama. His title will be professor of veterinary public health.

Recently, Dr. Jennings attended the World Veterinary Congress in Paris, France, where he presented a paper.

Performance Exam

Thirty-two candidates for audio-visual aid technician positions will receive performance tests this week, according to the City Department of Personnel.

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CIVIL SERVICE LEADER

Page Fourteen

CSEA Delegates Charge Provocation

(continued from page 3)

ments from Dr. Theodore C. Wood, CSEA president, that delegate attendance — normally over 1,000—had been cut by a directive from Mrs. Erza Poston, president of the State Civil Service Employees Association, at the meeting, and all other employee meetin gsm in the future, would have to be charged to personal leave or vacation credits. (Reaction to that bit of news is reported on page 1 of this issue.)

PERB Rulemaking Orders

It was obvious from the meet ing that rank and file delegates, expressing the feelings of the more than 160,000 workers they represent statewide, were not disturbed by "foot-mouth" claims of new gains by labor unions in recruitment but were extremely disturbed by a growing sense of alienation from the previously cooperative Fraternal Administr ation. There was sharp resentment over the failure of the Gover nor to continue negotiations and some feeling that the PERB was actually thinking in winning a stop to stop negotiations with CSEA and continuing the present, watered-down status quo. This type of speculation was based on the fact that the PERB membership seat as Rockefeller appointees in various capacities for some years now. There was no official CSEA reaction to this delegate motion, however. The Salary Committee resolution, which received strong support by a sec ond to the motion from Irving Flammenbaum, a CSEA vice president who is a county employee and who accorded local government employees the same respect, reads:

"The Salary Committee was appointed on Jan. 2, 1963 and met on Jan. 19, 1968. Immediately after the resolution of the Civil Service Employes Association, Inc., by the Administration, as the sole bargaining agent of the State employees with the execution of the State Police and the faculty of the State University, for the purpose of negotiating collectively in the determination of, and administration of, ofrances affecting the terms and conditions of employment of public employees as provided by the Taylor Law, and to negotiate and enter into written agreements with such employees, organizations, to determine the terms and conditions of employment, negotiations were broken between the Administration and CSEA, Inc. There were four negotiating sessions held, at which all of the CSEA’s grievances, requests, facts and figures, which were to be negotiated, were placed before the Administration’s Negotiating Committee, consisting of the Hon. Allan O. Marshall, the Hon. T. Norman Hurd, and the Hon. Erza H. Poston. On Nov. 28, 1967, at the point where the Association was about to request the Administration to make its answer to our demands, your negotiations committee was advised verbally that the Public Employment Relations Board, after hearing the matter, had ruled that the Administration was not to bargain collectively, on an exclusive basis, until the Board had determined whether the Administration had acted properly in reconvening CSEA, Inc. as the sole collective bargaining agent.

"When it became evident that the Board was conducting lengthy hearings which could not be concluded before Jan. 14, 1968, the date the Governor is to submit his budget to the Legislature, determined that the negotiations between the Administration and CSEA, Inc. The latest such demand was made on Dec. 28, 1967. Up to the present time it has not been complied with.

Sabotage

The measure benefits secured by State employees last year, such as area differentials, work shift differentials and overtime, have been sabotaged by extremely poor administration. These were to be considered during the negotiations.

"We have submitted all the facts and figures necessary to justify fully the inclusion in the State budget of all of the plans in the Association’s Salary Resolution. The Administration has not submitted anything to us.

"The Taylor Law provides that an impasse is deemed to exist if the parties fail to agree upon any of the plans in the Association’s Salary Resolution, and the other matters mentioned, have not been negotiated and put into effect in the State budget. As part of this action, I move, that the President of the Executive Commission of this Association by a vote of the members of the Executive Committee and all the divisions of the State government to support fully, State employees in their justifiable acts.

Yops To End 40 Years in Conservaive Dept.

ALBANY—Conservation Commissioner John J. Mooney, who has announced the retirement of a long-time veteran of the Depart ment of Environmental Conservation, has notified his successor, Chester J. Yops, superintendent of Forests and Ponds, retires tomorrow (Jan. 1), ending a career which began during the Depression, more than 40 years ago.

The 63-year-old Conservation commissioner followed the retirement of his predecessor, Charles H. King, public relations officer, has served with the Navy as a lieutenant aboard the battleship USS Arizona.

The 32-year-old for mer soldier for the Stale Conservation Department, voted for the State Constitution, has been a research associate in 1959, following his graduation from the State College of Forestry at Syracuse. He later took a leave of absence to work on his master's degree at the same school, maintaining a scholarship in forestry.

Two Promoted

ALBANY—Conservation Commission er John J. Mooney has announced that Chester J. Yops, superintendent of Forests and Ponds, has been appointed deputy commissioner.

Mooney, public relations officer on May 3, 1927, when he was employed by the Association was alwnt to re-negotiate and put into effect in the State budget. As part of this action, I move, that the President of the Executive Commission of this Association by a vote of the members of the Executive Committee and all the divisions of the State government to support fully, State employees in their justifiable acts.

On the legal side, the Administration has engaged in acts of such extreme provocation as to detract from the responsibility of the employee organization, and we reaffirm our commitment to uphold the Law, including this provision. We have always operated and will operate within the law, whether we consider it good or bad. If the Law is bad, it should be changed, but not until such time as it is changed.

The Action

"Your Salary Committee has come to the conclusion that Administration, has engaged in acts of such extreme provocation as to detract from the responsibility of the CSEA, Inc. It has, therefore, instructed me, as Chairman of the Committee, and I have the honor to move, that this body of delegates, the highest governing body of the CSEA, Inc. empower the State Executive Committee of the Association to take whatever steps are necessary, including plans for the withholding of the salaries of the State employees, as authorized under the provisions of the Taylor Law and the Taylor Law (amendment Act) to cause the Administration to stop its extreme provocation of refusing to negotiate with the Association as the sole negotiating agent for State employees, and to put such steps into effect. If not, the State budget on 1, 1968 the Salary Resolution of the Association, and the other matters mentioned, have not been

Report Favorable

Reaction On Teachers

ALBANY—The State Teachers Retirement Board is receiving an initial favorable reaction from legislators on its plan to establish a variable annuity program to combat the effects of inflation on fixed pensions of its retired members.

The legislation was pointed in the Legislature by Senator John H. Hughes, Syracuse Republican, and Assemblyman Harvey G. Letz, Albany Democrat.

Bipartisan backing for the measure was indicated at the reception at the 1968 session.

Under the bill, a member of the system could choose to have part of his or her retirement allowance paid in the form of a variable annuity, which would be periodically to reflect value changes. The remainder would be invested in standard annuity.

A similar program was approved by the Legislature for members of the New York State Teachers Retirement System, which began this past year.

Harold N. Langlitz, executive director of the system, noted that the program would be "fairly voluntary" and had "received enthusiastic endorsement."

Pass Your Leader on to your member.
CIVIL SERVICE LEADER

Page Fifteen

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

Tow-Away Profits-To Whom?

WE WONDER HOW often top government executives, both elected and appointed, consult the experts among the civil servants on their staffs before setting a policy which will affect millions of citizens, including the civil servants themselves.

STAFF CONSULTATION on policy-making is basic to good management—and good public relations. No well-managed corporation would dare implement a policy without first "trying it on for size" or "running it up the flagpole to see which way the wind is blowing."

ORGANIZATIONS both in the public and private sectors have learned by bitter experience that untested unilateral decisions spell "trouble." Policies affect too many to be bullied through by executives overwhemed by their importance or, and genius, or moved by whim rather than wisdom.

WHAT SOME executive seem to forget is that policies are carried out by the staff. In government, policy implementation is the job of the civil service corps. If civil servants are saddled with carrying out a policy to which they had no voice and which they know is wrong, there is a strong likelihood that that policy will never become a reality.

THERE IS also a good chance that the policy will present a staff public relations problem. No civil servant likes the idea of being a "voice in the wilderness" on someone else's mistakes. This resentment can build into negative public relations.

THERE ARE definite signs of this already. So far, the greatest benefit has not been the relief of midtown traffic congestion, but the substantial enrichment of private garage and parking lot owners, many of whom probably immediately recognized fat increases in their charges.

WE KNOW OF no civil servant with experience in this field, who could not have warned the Administration of what really would happen.

Free Booklet on Social Security, Mail only, Leader Box 8, 97 Dyne St., New York, N.Y. 10003.

Mr. Marffolin is Professor of Basilean Administration at the City University of New York.

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IT WOULD BE difficult to find fault with such a laudable objective. But one wonders whether the experienced career civil servants who deal with the City's traffic problems were really consulted? Or was the consultation something like "telling them 6 hours before the crackdown that this is what is planned—and isn't it an excellent, brilliant idea?"

THE CIVIL SERVANT whose judgment has been honed to expect alarmness by years of experience, will tell you that you can't sweep the cars off the street with traffic fines unless you give motorists some alternatives. These could be municipal parking garages for short-term parking so that people can do their business and move on.

BUT ALONG comes a policy as tough as a bluegeld with steel knobs, offering no substitute or no other moves which would ease the blow. Thus, the policy begins with bad public relations and undoubtedly will end with worse public relations.

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Member F.D.I.C.
PLEASANTVlle.—The East Hudson Parkway Authority chapter of the Civil Service Employees Assn. has won a five-month battle with the Authority to alter the work week of the toll collection personnel.

James J. Lennon, president of the CSEA chapter, has been notified by the Authority's director of administrative services and toll operations, John L. Beers, that the five-hour, nine-hour, 12-hour, and 13-hour work schedules of the toll collection personnel as established in the memorandum of Aug. 2, 1967, is contrary to the policy of the Authority regarding the basic work week of authority employees.

The memorandum Beers refers to apparently was issued to allow off-peak toll collectors to deposit their cash, tickets, reports, etc., with the off-peak supervising toll collector and to clean up before leaving at the end of their work day.

The action sparked the CSEA chapter into filing a grievance complaining that the Authority's action increases the basic work week of the employees in question which is contrary to the Attendance Rules of the Authority.

Lennon pointed out that the change increased the work week from 30 and 3/4 hours to 40 hours. In a letter to Lennon, Donald Thorn, assistant director of administrative services and toll operations, said the grievance was denied and that the hours set forth in the memorandum would remain in effect. Thorn stated that he did not have the authority to alter the work hours of any employees of Authority which prompted Lennon to ask for a meeting with Beers on the issue.

Beers told Lennon that as of 12:01 a.m., Monday, January 8, the toll collection personnel working hours would revert to the working hours established prior to last August 2.

CSEA was told at a meeting with officials of the State Civil Service Department that the latter unit would direct Kelly to expand the State's General Salary Study to include the clerical data and that it would be available in early December.

Dr. Wenzl Tells Kelly:
Any Pay Increase Does Not Affect Resolution Of Clericals Problem

ALBANY—A State study of clerical salaries in private employment which was to be made available by May 11 upon the completion of various clerical classes in State service is not ready, apparently because it was not given top priority.

CSEA was told at a meeting with officials of the State Civil Service Department that the latter unit would direct Kelly to expand the State's General Salary Study to include the clerical data and that it would be available in early December.

Dr. Wenzl, in his answer to Kelly, said that the Division file indicated "that we had hoped that outside pay data which we requested this year would be made available by May 11 but it is not likely that the clerk data will be available for any general purposes by December 15."

Kelly, in his letter to Dr. Theodore C. Wenzl, CSEA president, said the Division file indicated "that you do your utmost to place any general pay increases which may be available in early December."

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