GRIEVANCE BOARD RULES 40 HR. WEEK NOT UNIFORM TO INSTITUTION CLERKS

Full List of 63 Titles Upgraded At Central District To Hear Telephone Official on PR

ALBANY, Nov. 9 — Sixty-three titles in State service have been upgraded. The reallocations cover some 2,400 positions, according to J. Earl Kelly, State Director of Classification and Compensation.

The full list of reallocations was given by Mr. Kelly at a State Department of Compensation Investigator meeting Tuesday. The new titles are printed in State service have been upgraded on the grounds of the department's own investigations. Mr. Kelly did not point out however, which positions had been upgraded because of appeals which had been investigated as the result of his own investigations.

Brooklyn State Membership Drive

The Brooklyn State Hospital Chapter of the Civil Service Employees Association is kicking off its 1959-1960 membership drive Tuesday, Nov. 10, with a meeting of the membership committee, immediately following the 6:30 P.M. meeting to be held in the cafeteria of the Brooklyn State Hospital.

The membership committee will aim to develop membership strength, improve services to the membership and improve employee relations. All members are invited to participate.

Association Fears Board Is 'Abandoning Purpose;' Has Appealed Decision

ALBANY, Nov. 9 — The State Grievance Board has ruled that a 40-hour work week for institutional clerical employees is "not an unfair practice," despite the fact that clerical employees in other State departments and agencies are working a 35-hour week.

The Civil Service Employees Association immediately asked for a rehearing on the matter, and expressed fear that the Board's action, in line with recent other decisions, indicated a growing abandonment of the Board's purpose — that of determining grievances.

In its action on the institutional clerks' work week, the Board refused to decide whether or not the innumerable overtime hours put in by Parole Officers, for which they are not in any way compensated, was a grievance.

The Board said it was not empowered to do so, and that an opinion rendered by the Board was not the innumerable overtime hours put in by Parole Officers, for which they are not in any way compensated, was a grievance.

The Board and is telling us that you consider it improper to render any advisory opinion to the Civil Service Commission concerning this grievance, and is telling us further that we may seek conferences with management to work out our problem. In short, you tell us to an elsewhere with our problem. We consider this to be a fundamental error in the entire concept of the grievance machinery as we first enunciated.
Recruiting Gets Tougher, City Tells

"It could almost be considered an achievement for the city's labor relations, if they can keep the workforce satisfied," one city official said.

"One of the key factors in this is the shortage of skilled workers," the official added. "We're trying to recruit from outside the city, but it's difficult because of the high cost of living here."

Mr. Kresky, who heads the Municipal Personnel Commission, said the city would look into online recruitment methods and try to attract workers from other parts of the state.

"We need to find ways to make New York City more attractive to potential employees," Mr. Kresky said. "It's a challenge, but we're determined to do it."
37-Hour Week Denied To Institution Clerks
As A Grievance Matter

Mr. P. J. Horan (third from left), assistant executive commissioner, training, of the Canadian General Council of the Boy Scouts Association, is shown during his visit to the Newark State School. The purpose of his visit is to study the work being done in the State of New York for mentally and physically handicapped scouts. Shown with Mr. Horan, training officer of the Canadian General Council of the Boy Scouts Association, is Gordon MacLaren, occupational instructor of the Newark State School. The purpose of his visit is to study the work being done in the State of New York for mentally and physically handicapped scouts. Shown with Mr. Horan, training officer of the Canadian General Council of the Boy Scouts Association, is Gordon MacLaren, occupational instructor of the Newark State School.

The Mental Health Pharmacists Meet

The New York State Mental Health Pharmacists Association held their annual seminar and administrative session in Albany on Oct. 18, 19, and 20th. During the general meeting, the following officers were elected: Lawrence Mann, Ph.D., of Colgate College to serve as chairman; Isidore S. Kipnis, Ph.D., of Rockland County Psychiatric Center, vice-chairman; Vincent Giorno, B.S., of Middletown State Hospital, secretary.

The seminar was held at the Albany College of Pharmacy and Economics. It was attended by Dr. Francis J. O'Brien, Dean of the College. The administrative session of the Mental Health Pharmacists Association, conducted by Dr. H. E. Elliott, Deputy Assistant Commissioner of Mental hygiene.

Amendment Doesn't Settle Future Of Barge Canal Unit

The amendment doesn't settle future of the Barge Canal Unit. Amendment didn't settle future of the Barge Canal Unit. The amendment didn't settle future of the Barge Canal Unit.

Public Employees Buying Plan Offers Rebates On Numerous Types Of Goods

Members of the Civil Service Employees Association were reminded last week that they are eligible for rebates under the Public Employees Buying Plan in a statement by the Director of the Plan. It was pointed out that any member of the Plan could make purchases at the stores where he shops and using the Plan. The Plan, which is to a 15% per cent on any purchase made by submitting a sales slip to the Plan office at any of the Plan's locations. The Plan is a non-profit company established by the Civil Service Leader as a public service for government employees.

Vote approval of Amendment I, which authorized the Legislature to approve the lease or sale of the canal. Amendment I, which authorized the Legislature to approve the lease or sale of the canal.

In your determination, you make no finding as to whether it is an institutional situation, but tacitly admit the same when you state "to reduce the work week of institutional employees from 40 hours to 37½ hours would immediately create distinction between office employees and other employees in the institutions." You continue, "Such a situation might give rise to employee discrimination as no less than those alleged in this grievance.

We hereby request that the Board of Governors is dealing with the grievances at its earliest convenience so that we can make a determination of the grievance at the earliest possible time, whether it might lead to the filing of some other grievance.

We would respectfully request that a reconsideration be made of your determination.
Laboratory Helpers

Need Only Four-Year Experience To Apply

All the City of New York requires for its $3,000 to $3,900 a year jobs as laboratory aides in a high school diploma and one year of general experience.

Preliminary examinations for this job will close Nov. 24, and the test is tentatively scheduled for Jan. 30.

Two years of college training in bacteriology, biology or chemistry may be substituted for the one year of experience required. Also completion of a full-year course in laboratory technology would be acceptable.

Aides' Duties

Laboratory aides will be expected to prepare solutions and media; prepare sample tests for chemistry, clean, sterilize and care for laboratory equipment; inoculate and feed laboratory animals; record routine tests and analyses, and perform related work.

The written test will be objective in style and will include questions on terminology and procedures, general chemistry, general bacteriology, laboratory measurements and analytical chemistry and chemical analysis and laboratory equipment.

To apply, contact the application section of the Department of Personnel, 96 Duane St., Manhattan, across the street from the Leader.

City's Need For Stenos Still Big

The demand for stenographers in the City's various departments has yet to be completely satisfied, and applications will be accepted for this $3,000 to $3,900 a year job until there are enough.

A good stenographer must be able to type at least at words a minute and take dictation at the rate of 80 words a minute, and will be required to pass a two-hour test on vocabulary and spelling.

Applications are available from the Department of Personnel, Application Section, 96 Duane St., New York 7, N.Y.

City Elevator Inspectors

Want A Good Stat:en — Sports Car — Blue Shield — "Skinny Bob" — Trooper Drive School

City Elevator Inspectors will be clerical promotions in the Department of City Personnel, 96 Duane St., New York 7, N.Y., five blocks north of the New York Public Library and just west of Broadway.

Jobs In Therapy

Offered At $3,750

Occupational Therapists are needed by the City of New York at $3,750 a year. Graduates from an approved school of occupational therapy, or completion of the American Occupational Therapy Association are required.

Applications are available from the Department of Personnel, Application Section, 96 Duane St., New York 7, N.Y.

City Employees To Meet On Promotions

A meeting of employees, city employees, public employees, and people over 66. Get this invaluable information.

City Employees To Meet On Promotions

For Engr. Draftsmen

To Supply Application Forms

Written Test Held October 30, 1959

Applications are available from the Department of Personnel, 96 Duane St., New York 7, N.Y.
Great Day for a Clothes Dryer

A sudden shower is a real pain — if you have a line full of clothes hanging out. But why hang 'em out? An automatic dryer will dry them cleaner, fluffier and faster. And it's no job for you to stand around, day or night, sun or shine.

An automatic dryer really takes the work out of washday. Just pop your wet clothes into the dryer. Minutes later, they're fluffily-dry — 30 per cent faster than line-dried clothes — yet fresh as if outdoors.

For the full story on drying your clothes today, send for our free booklet "What to look for when you buy an Automatic Clothes Dryer" and list of dealers selling dryers.

("What to look for when you buy an Automatic Clothes Dryer" and list of dealers selling dryers.)
LETTERS TO THE EDITOR

OPEN LETTER TO THE CITY OF NEW YORK

Editor: The Leader-

I am writing in behalf of Mr. Robert A. Epstein of 920 2nd Ave. He has just received a letter from the Central Bureau of Information and Employment, 177 Duane St. New York 7, N.Y., re: the current unemployment and how to get a job. The letter is written in a very unpleasant and discouraging manner, and has only served to make him feel worse about his situation.

I appeal to you to correct this in the future, and to write in a more encouraging manner. Thank you.

Sincerely yours,

Jerry Finkelstein,
City Laborer

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.

In a request to the N.Y.C. retirement Board of Appeals, I received the options available to me. I was put out on a medical pension on March of 1938, and I put in my form and requested a pension on March of 1931. I was at the Veterans Hospital in Manhattan, February 1958. I put in my form and have never been able to get a medical pension. If this was not small enough, then in December of 1951 I put in another claim and have never been able to get a pension.
Last chance for Nassau County employees to get health protection like this!

Only the State-wide Plan gives you doctor bill protection by Blue Shield and Major Medical Benefits in addition to the hospital bill protection provided by Blue Cross. The following statement is just an example of how the State-wide Plan would work if there is a large bill.

<table>
<thead>
<tr>
<th>Service</th>
<th>Charges</th>
<th>Blue Cross-Blue Shield Benefits</th>
<th>Remaining Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 Semi-Private Room Days @ $18.00</td>
<td>$720.00</td>
<td>$720.00</td>
<td>$105.00</td>
</tr>
<tr>
<td>15 Private Room Days @ $25.00</td>
<td>375.00</td>
<td>270.00</td>
<td></td>
</tr>
<tr>
<td>Other Hospital Services:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X-ray and Laboratory Examinations, Drugs, Medicines, use of Operating Room, Anesthesia Equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surgeon</td>
<td>306.80</td>
<td>306.80</td>
<td></td>
</tr>
<tr>
<td>Anesthesiologist</td>
<td>85.00</td>
<td>85.00</td>
<td></td>
</tr>
<tr>
<td>Registered Graduate Nursing Care:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20 days - 3 shifts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 days - 2 shifts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 days - 1 shift @ $14.00/shift</td>
<td>1,078.00</td>
<td></td>
<td>1,078.00</td>
</tr>
<tr>
<td>Visits to physician's office</td>
<td>135.00</td>
<td></td>
<td>135.00</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>$2,978.80</strong></td>
<td><strong>$1,680.80</strong></td>
<td><strong>$1,318.00</strong></td>
</tr>
</tbody>
</table>

Major Medical Expense Benefits provided by the Metropolitan Life Insurance Company applied against Remaining Expenses as follows:

<table>
<thead>
<tr>
<th>Remaining Expense</th>
<th>Major Medical Benefit</th>
<th>Paid by Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Initial Amount</strong></td>
<td>50.00</td>
<td></td>
</tr>
<tr>
<td>Difference in Allowance for Private Room Rate</td>
<td>105.00</td>
<td></td>
</tr>
<tr>
<td>First 72 Hours' Nursing Care</td>
<td>126.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$281.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Coinsured Balance</th>
<th><strong>$1,037.00</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>80% of Coinsured Balance</td>
<td><strong>$829.60</strong></td>
</tr>
<tr>
<td>20% of Coinsured Balance</td>
<td><strong>207.40</strong></td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$1,037.00</strong></td>
</tr>
</tbody>
</table>

Recap - Total Charges $2,978.80

| Blue Cross-Blue Shield Benefits | **$1,680.80** |
| Major Medical Benefits | **829.60** |
| Total Benefits | **$2,500.40** |
| Balance Paid By Employee | **$488.40** |

Most Civil Service employees already have selected the STATE-WIDE PLAN for themselves and their dependents. If you do not have this broadest of all health protection, don't miss this last chance to get in during the OPEN ENROLLMENT AND TRANSFER PERIOD ending November 13th. For full information about benefits and the few common-sense limitations write Government Relations, 80 Lexington Avenue, New York 16, N. Y.

BLUE CROSS AND BLUE SHIELD
ALBANY, BUFFALO, JAMESTOWN,
NEW YORK, ROCHESTER, SYRACUSE, UTTA, WATERFORD
Over $6,000 A Year For City Bridge Painters

If you are in good physical condition and know how to use rigging and scaffolding, you can qualify for the $6,210 a year job as a bridge painter with the City of New York.

Filings must be by Nov. 24. Candidates must have five years of experience in painting bridges, towers, tanks and other elevated structures where rigging and scaffolding are used.

Senior Street Club Workers Needed

Applications will be accepted from Nov. 4 through Nov. 24 by the New York City Department of Personnel for senior street club worker, a job starting at $4,250 and increasing to $5,000 a year.

A master's degree or a bachelor's degree and two years experience, or a satisfactory combination of training and experience are required. Further information and application blanks may be obtained from the New York City Department of Personnel, Application Section, at 86 Duane St., New York 7, N.Y.

Graduate Degree Holders Get Jobs With State

Those who have completed graduate study in social work and have at least a year of experience may apply for the New York State position as supervising medical social worker ($119). Appointments will be made at $749. See "Where to Apply for Public Jobs" in The Leader, Tuesday, Nov. 14.

Electrical Engineers Needed At Near A Year

Applications will be accepted until March 23, 1960, for the New York City position of electrical engineering draftsman, paying $4,850 to $6,290 a year. A master's degree or a bachelor's degree and three years' experience, with college training, are required.

Non-Pay Increases For New York City Nurses

Upgradings for New York City nurses will bring generous pay increases Jan. 1, if approved by the Board of Estimate. The reason for the upgradings is to aid in the recruitment of nurses for the Health and Hospitals Departments, and to hold the nurses already employed by these departments.

Under the plan, the starting salary for staff nurses, now $4,250 (Grade 7), would be increased to $4,820 (grade 9). At the end of eight years, the staff nurse's salary, with annual increments, would be $5,230 instead of the current $4,425.

The pay of head nurses, who supervise wards, would rise from $4,580 (grade 9) to $6,050 (grade 11). They would earn $6,290 annually at the end of eight years instead of $5,938.

For More Information

For further information and application blanks may be obtained from the New York City Department of Personnel, Application Section, at 86 Duane St., New York 7, N.Y.

Eugene's

1652 Western Avenue

PRIVATE BANQUET Facilities Available

Make Christmas Early

Call Albany 2-9211

SHOP AT RACKLYN'S

And Save Famous Murphys Paints

A Paint Product For Every Purpose

Liqui-Vinyl

Greatest Paint of All Time

S & S Bus Service

E.D. S. Box 29, Ravena, N. Y.

Albany 4-6722-42-3851

Troy, Attica 3-4460

Wed., Nov. 11 — Available Day Trip to Imperial Biltmore and river trip. Leave Troy at 10 a.m., return after dinner and stay at the hotel. USD $29.95. All meals included. Includes bus fare. Also available a 5 o'clock tour for $12.95 with dinner.

The show for the Biltmore for the East and will be available at the Sherry Inn in Albany. A 5 o'clock tour will also be offered for $12.95 with dinner. The entire day of sightseeing, including bus fare and all meals included.

Wed., Nov. 11-AMALIEY RAY, New York. Leave Albany at 7:30 A.M. and return at 6 p.m. USD $11.95-

Pelot, Nov. 14 — Group tour to East End, 12 mile trip, 2000 private acres open. USD $25.00, includes lunch and transportation. Also available for 5 o'clock, 12 mile trip for $12.95.

Before You Book, Check Our Prices

CIVIL SERVICE LEADER

Tuesday, November 10, 1959

Now Open

• "Special Gifts for all occasions"

• Come in and browse around; you'll see something you'll like

• CharmGift

You State Boys & Girls will like our BIG SELECTION

The

CATHY GIFT SHOP

154 STATE STREET

ALBANY, N. Y.

Tel. 44335

"At The Capitol Door"

C. CASSELL

BOOK YOUR CHRISTMAS PARTIES NOW

GENERAL TIRE, INC.

44 MARKET STREET

ALBANY, N. Y.

PHONE 6-6047

We'll reserve your choice of two

TERRY-HAGGERTY

GENERAL TIRE, INC.

44 MARKET STREET

ALBANY, N. Y.

PHONE 6-6047

BOOK YOUR CHRISTMAS PARTIES NOW

TOWPATH INN

123 BROADWAY

MANHATTAN
Bank Opens Branch At State Campus
For Civil Servants
Frank Wells McCabe, president of National Commercial Bank and Trust Company announced plans to open the State Campus Branch of the bank on November 16th in a house trailer now being converted for banking purposes.

The 50 by 10 foot trailer will be located at the north end of property acquired by the Bank earlier this year at the corner of Colvin and Washington Avenues. This will permit construction to start next week on the permanent banking quarters which will be ready by next summer.

A vestibule with double-paned aluminum doors will open directly into the public space of the trailer. Four teller counters and space for two officers will be provided. There will also be an employer’s room to the rear of the officers’ space. This is believed to be the first time in upstate New York that a bank has used a trailer for banking purposes pending the building of a new branch building.

Manager of the new branch will be Henry W. Jarvis of 845 sqm., formerly Manager of the Cash Department, suddenly ended last month in a hospital.

Manager of the new branch will be Henry W. Jarvis of 845 sqm., formerly Manager of the Cash Department, suddenly ended last month in a hospital.

Contracts were awarded this week for the permanent branch building. Buck Construction Co., general contractor, is P. W. J. Morrow, architect, will be two-story Dutch Colonial with drive-in teller and parking facilities.

Train Town
Huge Discounts
Saturday-Tuesday: State Office Building, State Campus, Albany; Room 315; Room 409 at 155 West Main St., Rochester; hours of these offices are 8:30 A.M. to 5 P.M. Monday through Friday.

Malone residents who apply for application blanks must include a stamped, self-addressed business-size envelope. Mailed applications must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing of applications. This is to allow time for handling and for the Department to contact the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway line that goes through the area. These are the IRV 7th Avenue Line and the IND 8th Avenue Line. The IND Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local’s stop is City Hall. All these are a few blocks from the Personnel Department.

State — First floor at 378 Broadway, New York 7, N. Y., corner of Chambers St., telephone...

FREE BOOKLET by U. S. Gov-...
State Offers Long List

For Contiguous Filing

Applications will be accepted un-
til Oct. 10, 1966, for about 300 New
York State jobs requiring various degrees of experience and training.

For some of the titles, examina-
tions will not be necessary. When
exams are required, they will be
scheduled at a time and place con-
venient to the Civil Service De-
partment and the applicant.

$10,874.

"G" to $7,388.

$11,734 to $13,804.

$6,098 to $7,388.

$4,560.

$6,410 to $7,760.

New York State Government, Mr. Rockefeller concluded that the state, as an employer, had in virtually all cases kept pace with modern industry and in many ways sur-

$6,098 starting. Assistant district health officer, $3,755 a year. Top pay in the new Department of Social Welfare, $6,098 to $7,388 a year. Applications will be accepted from Oct. 2 through Nov. 9. Most agents will be required to be proficient in the use of fire-arms, and will have to pass a rigid physical examination. Drivers' licenses will be required.

Requirements

For your year of appropriate ex-
perience is the requirement. Col-
lege study may be substituted up to a maximum of three years however, a six year law degree shall be substituted for all the experience after that.

How to Apply

The application form and copy of Announcement No. 2-50-2 (1966), or information as to where they may be obtained can be secured from the Second U.S. Civil Service Region, Federal Personnel Office, 200 Pennsylvania Avenue, New York 1, N.Y., and the Board of U.S. Civil Service Examiners, Internal Revenue Service, Treasury Department, Room 1115, 90 Church Street, New York, N.Y.

SUPEROIR U.S. EMPLOYEES MAY GET HIGHER PAY

Superior Federal employees and candidates for Federal jobs may be rewarded for their excellence if the Government's program of reforms and employee payroll benef-

its goes through.

According to the plan, above average job candidates would get above average beginning salaries, and similar employees would get incentive pays for excellence in performing their duties.

The program is an effort to get a better share of pro-

The price is $4.00. That brings you a full year's subscription to the Civil Service Leader. Please enter the name listed below.

The Governor added: "If you are interested in Government work, and stimulating career, rather than merely a job, I urge you to read these pages carefully and discover for yourself the facts of State service.

Praying state service, Mr. Rockefeller concluded the state, as an employer, had in virtually all cases kept pace with modern industry and in many ways sur-

If you want to know what's happening to you to your chances of promotion to your job to raise your next rank and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in Federal service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your sub-

cription now.

The price is $6.00. That brings you 13 issues of the Civil Service Leader, filled with the current job news you want.

You can subscribe on the coupon below:

CUSTOMER SERVICE LEADER Tuesday, November 10, 1966

T-Man's Job Is Exciting, Pays $4,980

The U.S. Government needs T-Man's. If you're intelligent, physi-

cally fit and like excitement and working with a group of people, the answer is yes.

The new Department of State says $4,980 a year, to start, and the present jobs are in the New York State offices of the Bureau of Narcotics and the Bureau of Customs.

Applications will be accepted from Oct. 1 through Nov. 10.

Most agents will be required to be proficient in the use of fire-arms, and will have to pass a rigid physical examination. Drivers' licenses will be required.

How to Apply

The application form and copy of Announcement No. 2-50-2 (1966), or information as to where they may be obtained can be secured from the Second U.S. Civil Service Region, Federal Personnel Office, 200 Pennsylvania Avenue, New York 1, N.Y., and the Board of U.S. Civil Service Examiners, Internal Revenue Service, Treasury Department, Room 1115, 90 Church Street, New York, N.Y.

Beaver Dam Lake

Is 15 Minutes from N.Y. City on Route 208-5-15 Miles From Wallkill

FARMES D ACREAGE

For Sale, Or Rent

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

ORANGE COUNTY

TUXEDO PARK

CHOICE

2 ACRE VACANCY

Custom Designed

Homes

TRIMON REALTY

115 Delaware Avenue, Newburgh, N.Y.
Tel. 7-3211

BEAVER DAM LAKE

5%0.0.50 Acre, asking price, $11,000

One-Or Two Acre Lots Low $600

C.P. BRATON, R.R. Windsor Hills Salisbury Mills, N.Y.

ORANGE COUNTY

TUXEDO PARK

CHOICE

2 ACRE VACANCY

Custom Designed

Homes

TRIMON REALTY

115 Delaware Avenue, Newburgh, N.Y.
Tel. 7-3211

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

ORANGE COUNTY

TUXEDO PARK

CHOICE

2 ACRE VACANCY

Custom Designed

Homes

TRIMON REALTY

115 Delaware Avenue, Newburgh, N.Y.
Tel. 7-3211

BEAVER DAM LAKE

5%0.0.50 Acre, asking price, $11,000

One-Or Two Acre Lots Low $600

C.P. BRATON, R.R. Windsor Hills Salisbury Mills, N.Y.

ORANGE COUNTY

TUXEDO PARK

CHOICE

2 ACRE VACANCY

Custom Designed

Homes

TRIMON REALTY

115 Delaware Avenue, Newburgh, N.Y.
Tel. 7-3211

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

FARMS & ACREAGE

HUNTING - CAMPS

RETREATS

ORANGE COUNTY

TUXEDO PARK

CHOICE

2 ACRE VACANCY

Custom Designed

Homes

TRIMON REALTY

115 Delaware Avenue, Newburgh, N.Y.
Tel. 7-3211
CALL NOW!
NO CASH DOWN G.I.
$300 CASH CIVILIAN

Jamaica $12,500
Steve, 33, named, 2 sons, 7 rooms, 4 bedrooms, garage, all hard wood, fireplace, modern convenience. Conveniently located near everything. Only $48.79 a month.

WHAT PAY RENT?

Baisley Park $13,450
Detached, 2 separate apt., mother and daughter, 2 kitchen, 2 complete baths, full basement, gas heat, garage. Owner's sacrifice. Only $450 Down. Entire home vacant on Nov. 1st.

HURRY

BETTER REALTY
159-12 HILLSIDE AVE. 17 SOUTH FRANKLIN ST. JAMAICA
Person Blvd. & 6th Ave. Sub. OPEN 7 DAYS A WEEK
JA-3377

THE ADVERTISERS IN THIS SECTION HAVE ALL PLEDGED TO THE SHARKEY-BROWN LAW ON HOUSING

ệu INVESTMENT

INTEGRATED CALL NOW!
NO CASH DOWN G.I.
$300 CASH CIVILIAN

Jamaica $12,500
Steve, 33, named, 2 sons, 7 rooms, 4 bedrooms, garage, all hard wood, fireplace, modern convenience. Conveniently located near everything. Only $48.79 a month.

WHAT PAY RENT?

Baisley Park $13,450
Detached, 2 separate apt., mother and daughter, 2 kitchen, 2 complete baths, full basement, gas heat, garage. Owner's sacrifice. Only $450 Down. Entire home vacant on Nov. 1st.

HURRY

BETTER REALTY
159-12 HILLSIDE AVE. 17 SOUTH FRANKLIN ST. JAMAICA
Person Blvd. & 6th Ave. Sub. OPEN 7 DAYS A WEEK
JA-3377

THE ADVERTISERS IN THIS SECTION HAVE ALL PLEDGED TO THE SHARKEY-BROWN LAW ON HOUSING

 emlrt INVESTMENT

INTEGRATED CALL NOW!
NO CASH DOWN G.I.
$300 CASH CIVILIAN

Jamaica $12,500
Steve, 33, named, 2 sons, 7 rooms, 4 bedrooms, garage, all hard wood, fireplace, modern convenience. Conveniently located near everything. Only $48.79 a month.

WHAT PAY RENT?

Baisley Park $13,450
Detached, 2 separate apt., mother and daughter, 2 kitchen, 2 complete baths, full basement, gas heat, garage. Owner's sacrifice. Only $450 Down. Entire home vacant on Nov. 1st.

HURRY

BETTER REALTY
159-12 HILLSIDE AVE. 17 SOUTH FRANKLIN ST. JAMAICA
Person Blvd. & 6th Ave. Sub. OPEN 7 DAYS A WEEK
JA-3377

THE ADVERTISERS IN THIS SECTION HAVE ALL PLEDGED TO THE SHARKEY-BROWN LAW ON HOUSING
CIVIL SERVICE LEADER
Tuesday, November 10, 1959

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Psychiatric

On Thursday, Oct. 22, the Psychiatric Institute Chapter of the New York City Civil Service Employees Association held a short meeting at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

The chapter received a report of the results of the recent meeting in Albany. The institute held public hearings, deliberated on the recommendations of the New York State Board of Psychiatry, and adopted a resolution in support of the proposal to establish a psychiatric hospital in southwestern New York State.

Welcome to our new member, Miss Eliza W. Thompson, who is a registered nurse and has worked for the institute for two years.

We are hoping to hold another chapter meeting on the 5th of November to discuss the new proposals of the Federal Government and to hear the report from Albany.

Our sincere condolences are extended to Dr. David S. Schenck, senior faculty member, who is recovering after surgery;

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.

Get well wishes are extended to Mrs. Robert Carter, of Congress Heights, Washington, D.C., a special guest speaker at the recent meeting, who is recovering after surgery.

Get well wishes are also extended to Mr. Fred Gilbert, of New Haven, Conn., who is recovering after surgery.

Our chapter meeting is held on the first Thursday of each month at 10:30 a.m. in the lobby of the Federal Building, 70 Varick St., New York City.
Free Book on State Career Jobs Offered

A new booklet, "Careers for College Graduates in New York State Government," has been published by the State Civil Service Commission, the Commission's president, H. Eliot Kaplan, has announced. The booklet is part of the State's all-out campaign to recruit the best available talent for its entrance-level professional positions. Opportunities in a large variety of fields are open to capable college trained men and women. The positions discussed in the publication are in the fields of engineering and architecture, administration, social work, physical and biological science, health services, accounting, employment security, education and library science, agriculture and conservation, economics, law, journalism, and others.

Single copies of the booklet are available free of charge from the State Department of Civil Service, The State Campus, Albany, New York.
| STAFF ATTENDANT PROMOTION LIST |

| STATE ATTENDANT ISTITUTIONS | DEPARTMENT OF MENTAL HYGIENE |

| 1. Alice Virginia, Rex Stl. | 2. Beatrice, Mary, Springfield |
| 3. Bertha Nancy, Springfield |
| 4. Beatrice, Nancy, Springfield |
| 5. Bessie, Laura, Springfield |
| 6. Bessie, Mary, Springfield |
| 7. Beatrice, Nancy, Springfield |
| 8. Beatrice, Nancy, Springfield |
| 9. Beatrice, Nancy, Springfield |
| 10. Beatrice, Nancy, Springfield |
| 11. Beatrice, Nancy, Springfield |
| 12. Beatrice, Nancy, Springfield |
| 13. Beatrice, Nancy, Springfield |
| 14. Beatrice, Nancy, Springfield |
| 15. Beatrice, Nancy, Springfield |
| 16. Beatrice, Nancy, Springfield |
| 17. Beatrice, Nancy, Springfield |
| 18. Beatrice, Nancy, Springfield |
| 20. Beatrice, Nancy, Springfield |
| 21. Beatrice, Nancy, Springfield |
| 22. Beatrice, Nancy, Springfield |
| 23. Beatrice, Nancy, Springfield |
| 24. Beatrice, Nancy, Springfield |
| 25. Beatrice, Nancy, Springfield |
| 26. Beatrice, Nancy, Springfield |
| 27. Beatrice, Nancy, Springfield |
| 28. Beatrice, Nancy, Springfield |
| 29. Beatrice, Nancy, Springfield |
| 30. Beatrice, Nancy, Springfield |
| 31. Beatrice, Nancy, Springfield |
| 32. Beatrice, Nancy, Springfield |
| 33. Beatrice, Nancy, Springfield |
| 34. Beatrice, Nancy, Springfield |
| 35. Beatrice, Nancy, Springfield |
| 36. Beatrice, Nancy, Springfield |
| 37. Beatrice, Nancy, Springfield |
| 38. Beatrice, Nancy, Springfield |
| 39. Beatrice, Nancy, Springfield |
| 40. Beatrice, Nancy, Springfield |
| 41. Beatrice, Nancy, Springfield |
| 42. Beatrice, Nancy, Springfield |
| 43. Beatrice, Nancy, Springfield |
| 44. Beatrice, Nancy, Springfield |
| 45. Beatrice, Nancy, Springfield |
| 46. Beatrice, Nancy, Springfield |
| 47. Beatrice, Nancy, Springfield |
| 48. Beatrice, Nancy, Springfield |
| 49. Beatrice, Nancy, Springfield |
| 50. Beatrice, Nancy, Springfield |
| 51. Beatrice, Nancy, Springfield |
| 52. Beatrice, Nancy, Springfield |
| 53. Beatrice, Nancy, Springfield |
| 54. Beatrice, Nancy, Springfield |
| 55. Beatrice, Nancy, Springfield |
| 56. Beatrice, Nancy, Springfield |
| 57. Beatrice, Nancy, Springfield |
| 58. Beatrice, Nancy, Springfield |
| 59. Beatrice, Nancy, Springfield |
| 60. Beatrice, Nancy, Springfield |
| 61. Beatrice, Nancy, Springfield |
| 62. Beatrice, Nancy, Springfield |
| 63. Beatrice, Nancy, Springfield |
| 64. Beatrice, Nancy, Springfield |
| 65. Beatrice, Nancy, Springfield |
| 66. Beatrice, Nancy, Springfield |
| 67. Beatrice, Nancy, Springfield |
| 68. Beatrice, Nancy, Springfield |
| 69. Beatrice, Nancy, Springfield |
| 70. Beatrice, Nancy, Springfield |
| 71. Beatrice, Nancy, Springfield |
| 72. Beatrice, Nancy, Springfield |
| 73. Beatrice, Nancy, Springfield |
| 74. Beatrice, Nancy, Springfield |
| 75. Beatrice, Nancy, Springfield |
| 76. Beatrice, Nancy, Springfield |
| 77. Beatrice, Nancy, Springfield |
| 78. Beatrice, Nancy, Springfield |
| 79. Beatrice, Nancy, Springfield |
| 80. Beatrice, Nancy, Springfield |
| 81. Beatrice, Nancy, Springfield |
| 82. Beatrice, Nancy, Springfield |
| 83. Beatrice, Nancy, Springfield |
| 84. Beatrice, Nancy, Springfield |
| 85. Beatrice, Nancy, Springfield |
| 86. Beatrice, Nancy, Springfield |
| 87. Beatrice, Nancy, Springfield |
| 88. Beatrice, Nancy, Springfield |
| 89. Beatrice, Nancy, Springfield |
| 90. Beatrice, Nancy, Springfield |
| 91. Beatrice, Nancy, Springfield |
| 92. Beatrice, Nancy, Springfield |
| 93. Beatrice, Nancy, Springfield |
| 94. Beatrice, Nancy, Springfield |
| 95. Beatrice, Nancy, Springfield |
| 96. Beatrice, Nancy, Springfield |
| 97. Beatrice, Nancy, Springfield |
| 98. Beatrice, Nancy, Springfield |
| 99. Beatrice, Nancy, Springfield |
| 100. Beatrice, Nancy, Springfield |

(To Be Continued)
Thoughts While Shaving


Woodbourne’s Solution

Equalization of part-time state officials have an easy solution. Assuming a raise is granted state workers, all those with salaries above the Basic B-grade, that means everybody with a “Guarantee” gets a raise, everybody else receives a boost in pay. This happens twice and presto, equalization of pay. This is no equitable solution to the proceedings.

Submit to administration on behalf of brass by USA (uniformed plan for equalization of pay. Relinquishing all guarantee pay pro-

A Ray of Sunshine

You keep doing your job day in day out. You often wonder if in any way you are contributing something or is it all in vain. Your pay never seems to be enough and as you struggle from bill to bill to keep your head above water, frustration gets the upper hand and you’re ready to pull out. But, sometimes comes a simple letter and the sky is blue again and with renewed energy you look forward to doing your job. The following letter was sent by a former inmate of Woodbourne Correctional Institution. His name is omitted for obvious reasons.

Dear Colonel Dunn:

"My name is... a one time inmate of your institution. Although I am still on parole I have found a very nice job with this publishing company. I am writing to you to express my most sincere thanks to you and the institutional staff for helping me rehabilitate myself.

"When I entered your institution in 1957 I was so mixed up that I didn't even know the reason why I was there. But thanks to you and the Institutional staff I have found a way to get along in life without getting into trouble. In my job I correspond with different people all over the world and I find it very interesting. I have my own business office with extension telephone and I receive many telephone calls from many different people in the business world.

"I am very happy with my job and I owe it all to you and all the rest of those wonderful people up there."

JACK SOLOD

Correction Corner

By Jack Soloed

Syracuse Forestry

Faculty Adds 12

The State University College of Forestry at Syracuse University has recently added 12 new members to its faculty and research staff.

The names of the new appointees are:

- Dr. Ann K. Batscheider, research assistant, forest psychology.
- Robert L. Gilbertson, assistant professor of forest botany, Roy C. Hartshorne, research associate, forest zoology.
- Robert L. Lamb, research assistant, forest entomology.
- Rex Lamb, research assistant, forest entomology.
- Charles H. Lee, assistant professor of forest management; and Robert J. Kriz, research assistant in wood products engineering.

State Upgrades 63 Titles

The appointments have been made by Dr. Harry L. B. Shirley, dean of the College of Forestry.

The names of the new appointees are:

- Dr. Ann K. Batscheider, research assistant, forest psychology.
- Robert L. Gilbertson, assistant professor of forest botany, Roy C. Hartshorne, research associate, forest zoology.
- Robert L. Lamb, research assistant, forest entomology.
- Rex Lamb, research assistant, forest entomology.
- Charles H. Lee, assistant professor of forest management; and Robert J. Kriz, research assistant in wood products engineering.

On New Paltz Board

ALBANY, Nov. 2—George V. Hutton of Kingston has been named as member of the State University College of Education at New Paltz. He succeeded Mrs. Arthur Jorgensen, whose term expired. Mr. Hutton is a member of the Hutton brother hood and fondly remembered as president of the University Band.

GETS JOB PERNAMENTLY

ALBANY, Nov. 9—Permanent appointment of John C. Haber of Albany as assistant director of sanitary engineering for the State Health Department has been announced by Dr. Herman E. Aller, state health commissioner.

Mr. Haber, first joined the department in 1939 as a junior sanitary engineer. His salary in his new post will be $13,734 a year. He is a veteran of World War II, having served as a captain in the Army Sanitary Corps.

New Cattaraugus County Chapter Officers

NEW CATTARAUGUS COUNTY CHAPTER OFFICERS

T(h)ree smiling people shown above are the new officers, recently installed, and guests of the Cattaraugus County Chapter of the Civil Service Employees Association. They are, from left to right: Mrs. Barbara Pyles, program chairman; Assemblyman Leo P. Noonan; Police Commissioner Henry P. Pierce, Mr. Clarence Stevens, Mr. Morris Pierce, Mr. Clarence Stevens, Mrs. Frank DeJulio, Mr. Frank DeJulio and Mr. and Mrs. Wilhelm Siegl.

Honor 25-Year Employees at Willowbrook

25-year pins were presented to employees of the Willowbrook State Hospital at a dinner held Nov. 2, at the institution.Shown attending the dinner are, left to right: Mr. and Mrs. Frederick Jakes, Hospital Administrator; Mr. and Mrs. Henry C. Scully, Mr. and Mrs. Henry C. Scully; Mr. and Mrs. Henry C. Scully, Mr. and Mrs. Henry C. Scully; Mr. and Mrs. Henry C. Scully; Mr. and Mrs. Henry C. Scully.