JONT
Repeat This!
Donovan Better Get Going—Unfair To Kennedy

The political experts around town are amazed at the campaign for the United States Senate. The situation seems anomalous in the sense that it is not only a well-known, popular and effective incumbent — Senator Jacob K. Javits — who has never lost an election in 16 years of continuous public service, running energetically against a practising attorney — James B. Donovan — who has never run for public office before, who is known to the public only for his dealings on behalf of private clients with the Soviet Union and Castro’s Cuba, and who appears to be campaigning almost casually.

Senator Javits, although his campaign was delayed by the late adjournment of the Congress, has been campaigning vigorously all over the state. He has an extensive TV and radio program, his supporters are energetically distributing campaign literature on his behalf, and he is assiduously re-

(Continued on Page 2)

Onondaga OKs $442,000 For Pay Increases

SYRACUSE, Oct. 22 — Onondaga County’s 1963 record $36,000,000 budget includes salary increases totaling $423,000, much of the boosts going to professional employees, effective Jan. 1, 1963.

Included are 10 cents an hour pay differentials for County Health Plan, included among the boosts going to professional employees, effective Jan. 1, 1963 are:

A-1—Provide eight percent increase in pay for state employees.

A-2—Lump sum payment for accumulated unused sick leave credits upon retirement or separation from service.

A-3—Thirty and threequarters hour pay for overtime of state employees.

A-4—Full pay or compensation time off for time in travel on official state business.

A-5—State pay for sick leave earned in excess of maximum 150 days.

A-6—Forty hour work week for Barge Canal employees without loss of pay.

A-7—Longevity increments after 15 to 20 years’ service at maximum of grade.

A-8—Provides opportunity to achieve former maximum salaries on demotion because of automation.

(Continued from Page 1)

Rochester Chapter Meeting Set Oct. 24

The Rochester chapter of the Civil Service Employees Association will hold its next meeting on October 31 at the 60 & 8 Club, 901 University Ave., Rochester, Edward Meachem, director of Personnel Services Division of the State Civil Service Department, will discuss the merits of the State Health Plan.
Donovan's Appropriations Committee appointment is just beginning. He does not find himself at the pinnacle, as some of his more congenial Washington colleagues. And his progressive colleagues in the Senate do not find him near the bottom. Yet he had gained sufficient seniority so that when there was a vacancy, with the death of the Senator from Kansas, the Justice designation to the appropriations group was not unusual.

He and his colleagues have had the further advantage of being on the Senate Government Operations Committee. This has allowed him to keep a close tab on the workings of all federal agencies. The power of this Senate group will be recalled by those who remember when one of its most active members was Senator Joe McCarthy.

The ins and outs of committee procedures, and the significance of those procedures, are too often beyond the great masses of the voters and consequently difficult to understand. Thus, Javits has an advantage which he cannot easily miss. He and a few people really appreciate the power structure of the United States Senate and how it operates.

Donovan A Contrast

Donovan presents a studied contrast to Senator Javits. After pledging at the Democratic Convention, "to bring a hard-hitting campaign to every state," he spent the next three weeks in Cuba in an effort to negotiate with Fidel Castro a release of some of the Cuban prisoners. While he was engaged on this mission, Castro dispatched the Cuban Secret Service personnel, Dr. Darsico, to the UN for the purpose of insulting and maligning the United States. The news of this tail-twisting has been spread all over South America.

Did Cuba Deal Fail?

"Inside" thinking is that Donovan's negotiations broke up when it became clear to him that he would not have a big chunk of cash from the United States. The best guess is that Castro was playing a classic game of propaganda purposes — with no intention of releasing the prisoners — and that Donovan came home when this became clear. Success (it hasn't come yet) could have made a major figure out of Donovan, but that's the breaks in politics.

Dependency on Kennedy

Another oddity of the campaign is the incumbent's willingness and the challenger's — only lukewarm readiness to debate. Ordinarily, a well-known candidate is loath to deliver a big audience to his lesser-known opponent, but Javits felt it necessary to lock up a few hours without assumption of a "perceived" opponent. As it turned out Javits was showing skil — and a surprisingly low audience rating — provided some attackable points for the Senator's own campaigns, and release, without providing much of an audience on television for his opponents. The Senator in subsequent press releases, in which he says, that Donovan can win without a campaign and without telling the people who he stands on all the issues, but doesn't recommend a bet on it.

No Bet Recommended

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The City Teachers Association has sent a questionnaire to City officials regarding the new plans for public relations.

The results of this questionnaire will go to the membership of the association in a report prior to election day, the association president said.

The letter sent to the officials follows:

Dear Sir:

May we enlist your support for our efforts to bring about a favorable climate for our Mayor, yourself and your colleagues to reelect your pre-campaign pledge for "optimal choice" of health insurance for New York City employees from among the

Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Postmark Public Relations

GOVERNMENT AGENCIES are nervous in preparing a valuable public relations tool for their campaign because it is the seeming dependency of Donovan on either President Kennedy or the party label to get him through.

The Democratic debate this year resulted in the lifting the down of the President, who needs as many Democrats from New York in Congress to retain the entire Democratic Party. A candidate, they say, should shake every hand he can reach, should gather campaign funds on his own and should work around the clock on creating images, should find the weakness of his opponent and attack without Letup. But above all the Donovan campaign is unfair to President Kennedy. He owes it to the President, the Party and the Democratic voters to get up some real steam while there is still time.

No Bet Recommended

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CIVIL SERVICE LEADER

Page Three

JOINT PERSONNEL CODE AGREED TO BY SYRACUSE AND ONONDAGA COUNTY

(ALBANY, Oct. 22—An expression of appreciation, signed by more than 80 employees of the Social Welfare Department's Highland Training School for Boys, including Superintendent Frederick S. Appleton, was received in correcting the hazardous condition of a mile-long road leading into the Ulster County school.

The commendation reads:

"All the employees of the Highland Training School for Boys at Highland, New York, wish to express their sincere thanks for your efforts in helping to alleviate the hazardous condition of the road leading into the school."

"May we again express our appreciation for the consideration and interest shown in our behalf."

Praise For Brann

In a letter accompanying the commendation, Highland CSEA Chapter President Anthony Quang expressed appreciation for and singles out Field Representative Thomas Brann for his efforts in alleviating the situation.

Price Elected

ALBANY, Oct. 22—David S. Price, State University director of personnel, has been elected chairman of the New York State Personnel Council, an advisory group composed of representatives of state agencies, The Council analyzes personnel policies and practices.

Halloween Party To Be Given By Ray Brook Chap.

The Ray Brook Chapter of the CSEA will hold a Halloween Party and Dance at the Ray Brook Chalet, Bloomingdale Road, Barracks Lake, Sunday, Oct. 30. Dancing will begin at 8 p.m. and a buffet luncheon will be served at 9 p.m. Prizes will be awarded for best costume.

Mrs. Vivine Duprey is chairman of the committee in charge of arrangements. All area members, their families and friends are cordially invited.

Examiners Named

ALBANY, Oct. 22—The State Banking Department has named two new bank examiners from civil service lists. The appointees are Joseph Utz, of New York City, and Peter Glazewski, of West Babylon.

TOASTMASTER: Raymond G. Castle, second vice president of the Civil Service Employees Assn., is seen in center as he began his duties as toastmaster for the dinner that closed the 52nd annual meeting of the CSEA in Buffalo recently. At rear, left, is Senate Majority Leader Walter J. Mahaney, principal speaker for the evening, and the Rev. Louis K. Meiler, who gave the invocation.
NYC Originator Services

New York City—The Applica-
tion Section of the New York City
Department of Personnel is in the
Block, New York City, N.Y. Manhat-
tan. In this block, there is a
blocks of City Hall. Just
City Hall at the entrance.

City Hall

The Leader office.

Hours are 9 a.m. to 4 p.m.
Monday, Tuesday, Wednesday and
Thursday. For applications and
inquiries on personnel installation of
forms, No return envelopes

for jobs with the State. The

The Personnel Department. The

approval of Funds

Of Pay Bill Available

Price Index when that Index rises
in previous laws in-
creasing annuity benefits.

In other words, if a person was
receiving a salary in the 4,000
annual salaries, so anyone who

removal of certain ceilings on

The following are in the

and how to reach destinations in

New York City on the trans-

last supplement budget bill, which
would have provided the $30
million to finance the larger
benefits, has necessary funds must be voted on
earlier next year. Although it

could not be held until April 1 before the
supplemental budget is

Civil Service Commissioner Chair-
man John Macy, Jr., recently

state-issued Federal government

envelopes and must include a stamped
envelope and must be

and to answer

Aviation office, Buffalo, State
Office Building, Schenectady, N.Y.

renewed pieces of Federal personnel


elected treasurer of the AFGE.

Although many members are
opposed to the action, Campbell

It is also felt that the pay

section of the new law will be

return envelopes. The

the Personnel Department have

on personnel installation of
forms. No return envelopes

for jobs with the State. The

The Personnel Department. The


cannot be as late as April 1 before

Washington. Although the new
eight-division plan of
canvassing employees in

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forms. No return envelopes

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canvassing employees in

If 17 or over, write for
FREE Booklet and FREE Lesson.

FREE BOOKLET by U. S. Gov-
ment on Social Security Mail
direct to your home.

FREE BOOKLET by U. S. Gov-
ment on Social Security Mail
direct to your home.

FREE BOOKLET by U. S. Gov-
ment on Social Security Mail
direct to your home.
SUPERIOR — Department of the Army civilian employees who were prevailed upon to attend extensive engineering studies and tests in a specific area before being accepted for positions at the New York Air Force Contract Management District, 111 East 16 Street, New York, has a position for an attorney-advisor (Contract), which has an annual salary of $5,900.

Applicants must be members of the bar of a state or territorial within the United States or the District of Columbia and must have had at least three years of professional legal experience obtained subsequent to admission to the bar. Information and applications may be obtained from the above-mentioned address or by contacting the Recruitment Office at 7P-74200, extension 580.

Engineering Aides Needed by Government

Engineering aides are needed by the Department of Agriculture to fill jobs, paying up to $79 per week.

There is a vacancy for a shorthand reporter at Headquarters First U.S. Army, Governors Island, with a starting salary of $5,045 per year. Interested applicants should write civilian Personnel Section, Fort Jay, Governors Island for further information and application forms.

TO BUY, RENT OR SELL A HOME — PAGE 11

CIVIL SERVICE LEADER

Friday, October 23, 1962

Page Five

Attorney-Advisor

ENJOY SUCCESS IN CIVIL SERVICE

Many fine opportunities await New York State and New York City residents in the field of engineering, according to a recent study conducted by the State Education Department. The study revealed that the demand for engineers in the state is expected to increase significantly over the next few years.

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Visual Training

FIREMAN FOR THE ENGLISH TEST OF CIVIL SERVICE REQUIREMENTS

DR. JOHN T. FLynn

NEW YORK CITY

TO BUY, RENT OR SELL A HOME — PAGE 11

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LETTERS TO THE EDITOR

The Leader:

Editor, The Leader:
The topic of strikes and picket demonstration are now very high in the minds of the police and firemen. Any civil servant wants to strike or demonstrate or lose the rights of the American Legion. This harsh act of disobedience only results from being made the un- popular victims in an atmosphere of in- turgence and broken promises of good faith.

Departments have used the strike weapon. Welfare employees have even threatened, police and court officers have been demonstrated by picketing. If management has to use the welfare patrolmen to march around City Hall, the hunger for discipline, offers such limited procedures. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question. The present grievance procedures in the Police Department are weighted against the patrolman, whose question.

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The Angler Case

The New York City Civil Service Commission advertised two tests for the same job. One was a promotion examination to the men holding the grade below the job of police office assistant “A” and an open competitive examination for the same job. The Commission stated that the policy of the Commission was that when a new position opened and the promotional one would be used exclusively as is required by law, that to promote people into the open jobs. In this particular type of case, Subdivision 2 of Section 6202 of the Civil Service Law sets the procedure. It reads, as follows:

Vacancies . . . shall be filled, as far as practicable, by promotions from among persons holding positions in the same grade. . .

It is similar to the requirement in the New York City Civil Service Law. Then, after that list would be used.

NOW, I AM not just worried about this one case, but rather the hundreds of State and local cases in which appointments are made on the same basis. In my opinion, they are a violation of law. They are a violation of law, and I believe that the thinking of these men is wrong. The result is the same.

I intend to pursue this topic next week. Please follow it with me.

Unfair Competition

This BUSINESS of giving two tests for one job even acknowledging the segregation of them in the appointing procedure, is bad. It is bound to have a bad effect on the civil service. I am sure that people are very unhappy about this. There is quite a difference in the examiners and the appointers knowing that they may make selections just from the name list, rather than from anything if they may make them from anywhere if they are patient.

The CIVIL service developed fine promotional techniques between 1910 and 1950. If some smart men want to change them, they should be more careful than they have been in this regard. I am not accusing anyone of personal wrong. Of course, not. I believe that the thinking of these men is wrong. The result is the same.

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Zaron Leaving Suffolk; Numerous Reforms Made During Tour of Duty

(From Leader Correspondent)

RIVERHEAD, Oct. 22—David Zaron, chief examiner and executive secretary of the Suffolk County Civil Service Commission, has resigned his post to become the newly-created $13,000-a-year recruitment chief on the staff of State Civil Service Commissioner H. Eliot Kaplan.

Zaron will be replaced on the Suffolk Commission by Donald Hunt of Jamesport. Hunt has been Zaron's former $15,000-a-year job as deputy executive secretary of the Suffolk County Civil Service Commission, has resigned his post to become the newly-created $13,000-a-year recruitment chief on the staff of State Civil Service Commissioner H. Eliot Kaplan.

During his tour of duty, Zaron won a series of civil service reforms in Suffolk, including a drastic cutback in personnel and a new salary and classification revision. Zaron, a Democrat, was picked for his post by Suffolk County Executive Lee Dennison. He had previously been an assistant director of personnel for the State Department of Mental Hygiene.

Zaron recently took a state exam for his post by Suffolk County Executive Lee Dennison. He had previously been an assistant director of personnel for the State Department of Mental Hygiene. Zaron recently took a state exam for public administration, open classification.

The full importance of the many gains and changes Mr. Zaron has enacted may not be fully recognized for some time to come.

A tribute to New York State's Department of Public Service

The employees of the Department of Public Service, under the direction of Chairman James A. Lundy, are charged with the duty of regulating public utilities operating in the State of New York. On November 1, 1961, the Department had under its jurisdiction 3,487 corporations, municipalities, and individuals engaged in the rendition of public utility service.

In general, the functions of the Public Service Commission, under the Public Service Law, are grouped under three major classifications:

1. Determination of reasonable rates to be charged consumers by all utilities. This is true in most Departments of state government because the Statewide Plan offers realistic coverage for most New York State employees.

2. Supervision over physical plants and of the operation of utilities to the end that consumers may be assured safe and adequate service.

3. Supervision and control of the financial operations, accounts, records and practices of the utilities.

In the performance of its duties the Commission conducts investigations and decides more than a thousand cases annually. It holds numerous hearings throughout the State and in recent years has made 5,000 to 7,000 orders annually to effectuate its decisions.

The Statewide Plan... a combination of Blue Cross, Blue Shield and Major Medical provides security and protection for the majority of the employees of the Department of Public Service against the costs of hospital and medical care. This is true in most Departments of state government because the Statewide Plan offers realistic coverage for most New York State employees, active and retired.

State employees know that as subscribers to this Plan, they are eligible for the most liberal benefits at the lowest possible cost. They know, too, that wherever they go... at home or abroad... this plan and its benefits travel with them. Here is security against the worry and concern which might well result from less adequate coverage.

So, for your own security, get all the facts from your Payroll or Personnel Officer. Do it now.
State Is Offering
Competitive Promotion
Examinations For Filing

The New York State Department of Civil Service has announced that they will be accepting filing for promotional examinations until Nov. 12. The examinations for these positions will be given Dec. 15. The following is a list of the titles open:

- Chief auditor of State expenditures—Exam No. 7277—salary: $11,680-$13,210; requires one year in grade 22 or higher.
- Chief auditor of State refunds—Exam No. 7278—salary: $11,680-$13,210; requires one year in grade 22 or higher.
- Chief auditor of welfare accounts—Exam No. 7290—salary: $11,680-$13,210; requires one year in grade 22 or higher.
- Assistant director of general accounts—Exam No. 7283—salary: $11,680-$13,210; requires one year in grade 22 or higher.
- Banking electronic data specialist—Exam No. 7286—salary: $11,680-$13,210; requires one year in grade 22 or higher.
- Computer operator—Exam No. 7297—salary: $12,950-$15,320; requires one year in grade 22 or higher.

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M. W. Tebbutt's Sons

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Albany, New York

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OFFERS SPECIAL NEW LOW RATES
TO CIVIL SERVICE TRAVELERS
SINGLE ROOM $8.00
DOUBLE ROOM $14.00

The Capital District's Friendliest Hotel
Now Accepting Full Hotel Areas
and Facilities

DINING ROOM
From 10 A.M. TO 2 A.M.
COCKTAIL LOUNGE — WITH ENTERTAINMENT NIGHTLY!
Petite Paris Opposite State Capitol

200 MADISON AVENUE
New York, N.Y.

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WRITE PHONE IV 9-7431

PETIT PARIS RESTAURANT
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COOL BURSTS, 12:30 UP
FULL COURSE DINNERS, $1.50 UP
BUSINESS MEN'S LUNCH
OAK ROOM — $1.00

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No parking problems at Albany's largest hotel... with Admiral's parking garage! Enjoy the comfort and convenience, real family rooms, Cocktail lounge.

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See your friendly hotel agent.

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PLAZA BOOK SHOP
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Mail & Phone Orders Filled

MAYFLOWER • ROYAL COURT
APARTMENTS — Furnished, Unfurnished, and Rooms. Phone HE 4-1916. (Albany)

A High School Teacher Tells H.I.P.

"TEAMWORK...SAVED MY LIFE"

August 24, 1962

Mr. Dear Dr.,

I want to express my gratitude for the efficient manner in which our H.I.P. Medical Group handled my recent serious illness. The ambulance that met me at the airport, the doctors that were waiting to give me emergency treatment as soon as I got to the hospital room, the excellent skill of Dr. (family doctor), Dr. (internist), Dr. (thoracic surgeon), and from you (general surgeon),

I realize that it was the excellent teamwork of everyone involved that saved my life, and I am very grateful. Please convey my heartfelt thanks to all. The treatment I received could not have been improved upon.

Sincerely yours,

L

The above letter was written by the head of a high school department to the Medical Director of one of the thirty-two medical groups affiliated with H.I.P. All of the various specialist services he describes and the ambulance service were covered without extra charge.

HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 MADISON AVENUE, NEW YORK 22, N.Y.

**SPECIAL HOTEL RATES FOR STATE EMPLOYEES IN NEW YORK CITY ALBANY ROCHESTER
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$7.00 single rate to state employees

**ROCHESTER Moneypoint Hotel

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812 State Street, Albany, N. Y.

**FOR THE BEST IN

REAL ESTATE — PAGE 19
A statement
from one government employee to another . . .

I believe in a fair standard of relationship between government employer and government employee.

It is the intention of a Democratic Administration to see that the complex needs of public employees, without which Government could not function, are more fairly and quickly kept pace of operational growth.

I believe in a wage equitable with current wage standards, not a series of "catch-up crises"

Consideration of employee demands after they have reached the crisis stage produces nothing but poor public reaction and a settlement of the problem with half measures. An enlightened state administration will practice "preventive medicine" in the field of personnel relations and it is the Democratic intention to correct flaws in the operational structure of the civil service before they become dangerous to the service, its employees and the public.

I believe in a truly competitive civil service system.

A Democratic Administration will strengthen the career system by extending competitive examinations to as many positions as possible.

I believe in a career service that provides incentives through adequate promotional opportunities.

This administration would explore one of the most frustrating problems of the career service—the lack of promotion opportunities. Many public employees pass competitive promotion tests and many, even those who rank the highest, are faced with the greatest of disappointments—the lack of an opening. This problem has been given no serious attention to date. It deserves major study.

—Robert M. Morgenthau
The U.S. Government is offering to high school and college students the opportunity to work part-time while attending school and earn up to $77 per week. This is part of a national program designed to stimulate interest in advanced education and to open opportunities to those students who would otherwise be unable to attend school.

Students may alternate periods of school attendance and employment, may be employed part-time while attending school, or may work during school vacation.

The student trainee program offers students the opportunity to train in nearly 20 occupational fields, mostly in science and engineering. Students may be employed part-time while attending school and earn up to $77 per week.

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Van Duzer, Galpin Address Southern Conference Meet

The Southern Conference CSEA recently held its Fall meeting at the Warwick State Training School. Francis A. MacDonald, president of the host chapter and former Conference president and vice president of CSEA, welcomed the delegates and guests. MacDonald stated he was happy to see the conference meet in the same room where the conference had been organized many years ago.

Van Duzer Speaks
Assemblyman Wilson C. Van Duzer spoke on the change of attitudes business people have taken toward Civil Service employees during the past twenty years. "They now realize the employees are an important segment of the community and important to the financial and business success of the locality."

William Hoffman, Conference president, introduced Paul Kyer, editor of the Civil Service Leader, Joseph Duzzy, city editor and James Lawless, associate editor. Kyer explained that he intended to have a news correspondent shortly to cover the conference area and requested that the conference chapters cooperate as much as possible with the correspondent. Hoffman also introduced Henry Galpin, assistant director, CSEA and Thomas Beam, field representative of CSEA and Andrew Coceco, director of cottage programs at Warwick and former

Galpin Reports
Galpin gave a detailed report on the CSEA resolutions which would be submitted to the delegates at Buffalo for their approval. Galpin reported that the salary committee of CSEA was drafting a salary increase resolution to present to the delegates for ratification plus many fringe benefits.

Assistant Chemist Needed I. N. Y. C.
The Bureau of Laboratory of the New York City Department of Air Pollution Control has a provisional job open for an assistant chemist. The salary range is $4,450-$6,890. Applicants must possess a driver’s license. For an interview, call R. H. O’Donohue at WO 4-0438.

More Progress for Civil Servants with Rockefeller

GOVERNOR NELSON A. ROCKEFELLER firmly believes good government depends on good civil servants. To attract and keep high caliber civil employees he achieved, in his first term, these major advances for you:

SALARIES
• Achieved three general salary increases for State employees—an average gain of 27% since 1960.
• Adopted the 1960 "5 point plan" increasing take-home pay approximately 7% for most State employees.
• Ended salary inequities for institutional employees.
• Permitted localities to increase employees’ take-home pay.
• Increased minimum teacher salaries.

RETIREMENT
• Granted vesting privileges to employees leaving State service before retirement but after 15 years of service could keep retirement rights.
• Increased supplemental pensions in 1960 and 1962.
• Eliminated pre-retirement age as a factor in retirement systems’ investment policy; increased interest on account.
• Increased benefits for municipal police and firemen.

CAREERS
• Increased State contributions to retirement fund.
• Permitted promotion opportunities.

BENEFITS
• Provided benefits to employees remaining in service after retirement.
• Provided benefits of $2,000 to $10,000 for families of all State and City police and firemen to reside outside the city.
• Recognized the accomplishments of employees and offered them a "stay-at-home" bonus.
• Provided coverage for applicants by increasing the critical service period to five years.
• Provided coverage for applicants during pregnancy.
• Permitted continuation of medical payments for former employees.

For more information call 252-6500 Ext. 762.

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Approved Resolutions

(Continued from Page 1)

A-3—Require salary plans in all public school systems.
A-13—Institute new minimum half day's pay to state employees for emergency duty outside regular duty hours.
A-12—Provide forty hour work week for non-teaching school employees.
A-14—Provide twenty working days paid leave for all non-teaching school employees.
A-15—Adjust pay scales for non-teaching employees to rates established by Labor Department.
A-14—Require salary plans in petroleum unions.
A-15—Withhold state aid for salaries of county welfare department employees where not owing to state salaries.
A-16—Provide the same increasing annual earning limit as in private employment.

RETIRED
A-17—Make permanent state assumption of five percentage point employee retirement cost which became effective April 1, 1951.
A-16—Vested retirement rights reduced to age 55.
A-16—Increase percentage interest on state retirement fund contributions for all members.
A-24—Eliminate half year retirement.
A-27—Retirement after 25 years half day's pay for uniformed correction officers.
A-32—Provide five year retirement for Regional State Park Police.
A-28—Make permanent ordinary death benefit under State Retirement System.
A-26—Provide retired state employees' ordinary death benefit under State Retirement System.
A-30—Provide death benefit of one year's pension pro-rated in retirement allowance.
A-29—Establish new supplemental pension law so that beneficiaries may receive retirement allowance.
A-33—Provide income tax relief on retirement income.
A-21—Provide state health insurance for all employees.
A-34—Provide Group Employment Insurance for retired employees on same basis as in private employment.
A-22—Association seek employee representation in State Retirement Board.
A-39—Increase accidental disability from age 60 to 65.
A-40—Provide retirement system non-contributory without benefit reductions.
A-37—Provide pension portion of $1000 instead of 1/120 of final average salary.
A-33—Begin 55-year plan.
A-34—Provide in annuity accumulation of unused sick leave credits.
A-35—Deposit in annuity account the first 250 unused sick leave credits in monthly installments.
A-36—Retirement death benefit for deceased employee if death occurs within year of employment on state payroll.
A-38—Provide emergency pay for social security coverage back to 1937.

MINIMUM BEnEFIT
A-38—Basic vacation be increased one day per year for each two years of service after 10 years.
A-39—Increase permanent leave for state employees to eight days per year.
A-40—All status and positions be restored to new state employment.
A-41—Equalize the time off for state workers for holidays which fall on Sundays.
A-42—Uniform allowance for uniformed employees of state Correction Department.
A-43—Establish a uniform special work equipment on duty for overtime.
A-44—Provide food weather protection.
A-45—Prohibit removal of employees from provisions of attendance rules requiring compensation for overtime work.
A-46—State pay annually limit payment for vacation days allowed by the employer.
A-47—Provide unlimited sick leave credits.
A-48—Provide for a 13-hour work week for all state employees.
A-50—Provide free lunch for uniformed corrections officers.
A-51—Provide free lunch for state institutional office employees.
A-52—Provide uniformed lunch for state public school calendar for Institution teachers and vocational instructors.
A-53—Provide 50% fringe privilege for Manhattan State Hospital employees.

MISCELLANEOUS
A-54—State pay full cost of state health insurance plan with reduction of benefits.
A-55—Provide continuation of state health plan for dependent of deceased employees.
A-56—Provide vested employees with state health insurance eligibility on payment of both members' contributions.
A-57—Provide political subdivisions to pay full cost of state health insurance.
A-58—Provide three Blue Cross-Blue Shield contracts.
A-59—Provide dental health plans available through state health insurance plan.
A-60—Provide Civil Service Commission to make a finding before providing non-competitive vacancy classification.
A-61—Civil Service Employees Association takes steps to prevent out-of-title work.
A-62—Report to Legislature by Director of Classification and Compensation of annual salary study.
A-63—Provide group automobile insurance for Civil Service Employees Association members.
A-64—Provide state health insurance for retired employees.
A-65—Provide subsistence allowances for non-competing employees.
A-66—Provide that a retired employee be entitled to public service if he be deceased new member.
A-67—Provide $500 full cost of group insurance.
A-68—Provide State Police service retirement under section 81-a of the Retirement Law.
A-69—Provide half pay retirement after 20 years for Army employees.
A-70—Provide retirement credit for veterans.

Brown Elected
ALBANY, Oct. 22—Dr. Foster & Brown, president of the State Police Academy at Ossining, has been elected to the Board of Directors of the Empire State Chamber of Commerce.

BROWNSTONE BLOOMS, (Continued from Page 20)
A-74—Clarify statute of Limitations and articles 17 and 18 proceedings.
A-77—Provide against removal for per diem and labor class employee with 5 years service.
A-78—Modify selection procedure for membership to the Grievance Board and provide right of hearing and appeal.
A-79—Provide for mediation procedure for all labor disputes.
A-79—Provide that a retired employee be entitled to public service if he be deceased new member.
A-81—State pay full cost of group insurance.
A-82—Provide State Police life insurance of at least $2,000 on retirement.
A-83—Provide paid-up Association insurance at age 70.
A-84—Provide All National Guard technicians participation in state health insurance plan.
A-86—Provide that a retired employee be entitled to public service if he be deceased new member.
A-87—State pay full cost of group insurance.
A-88—Provide State Police pension and disability plan.
A-89—Provide that a retired employee be entitled to public service if he be deceased new member.

Syracuse, Onondaga Personnel Code

(Continued from Page 21)
These Personnel Codes will provide greater efficiency and will improve morale among our employees.

The county code is expected to be acted upon at the November meeting of the Board of Supervisors. The city code will be referred on order of the mayor.

The codes resulted from several months of work by separate city and county committees made up of department heads, employee representatives and experts from private industry.
Charges Job Threat For Depew Bus Drivers (From Leader Correspondent)
BUFFALO, Oct. 22 — A school board has no right to threaten any civil service employee," Alexander T. Burke, president of Erie County chapter, CSEA, declared. Mr. Burke also has asked an investigation in the case of one bus driver who passed an examination for a head custodian post. Depew officials say the examination record is lost. School affairs are occupying a New York state Board. Besides the Depew cases, he also is checking a report that, in the Village of Blasdell, school employees are working in improper classifications.

Letters (Continued from Page 2) Board of Estimate to interfere with the city's plans or one, two, or three plans which would come to the city, *the sum of money it would equal under any one plan.*

Will you please let us know your response to our appeal so that we may have a factual report for all New York City employers? Yours very truly, Max Weinstein
Consultant on Health Insurance

Entertainment bulletin

INTENSIVE COURSE

CLASS 3
TRUCK INSTRUCTION

MOTOR VEHICLE OPERATOR

City Exam Coming Jan. 5 for

HOUSING ASSISTANT

City Exam Coming Jan. 5 for

SCHOOL DIRECTORY
TALKING IT OVER: Delegates attending the recent annual meeting of the Civil Service Employees Association in Buffalo were photographed as they engaged in serious discussion on the many resolutions presented to them for approval or disapproval. The above scenes were captured by The Leader cameraman during the two-day session, held in Buffalo's Statler-Hilton Hotel. More pictures from the meeting will appear in next week's issue.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Diane Street, New York 7, N. Y.

$442,000 Voted By Onondaga For Pay (Continued from Page 1) $42,000 Voted By Onondaga For Pay

The budget was approved last week by the Board of Supervisors.

Other new officers are Walter Summerville, vice president; William Devendorf of Fort Plain, secretary, and James Welsh of Newburgh, treasurer.