ALBANY, Sept. 9 — A revised executive order on grievance procedures for State employees, superseding the earlier order of former Governor Averill Harriman, was promulgated last week by Governor Nelson A. Rockefeller. The new order is essentially the same as the earlier one except that it provides that no State employee may be a member of the 5-member grievance appeals board.

Under the previous order, one member of the board could have been a State employee.

The executive order reads:

*Framed in. In order to establish a more harmonious and cooperative relationship between the State and its employees, it is hereby declared to be the policy of this Administration and the purpose of this Order to provide for the settlement of differences through an orderly grievance procedure. It is also the policy of this Administration to assure State employees the right to full freedom of association, self-organization and designation of representatives of their own choosing for the purpose of adjustment of their grievances, free from interference, restraint, coercion, or reprisal. All the provisions of this Order shall be liberally construed for the accomplishment of the purposes hereinabove stated.*

Basic Standards and Principles

Every employee shall have the right to join or to continue as a member of any labor organization or group of persons which teaches or advocates that the government of the United States or of any state or of any political subdivision thereof shall be overthrown by force or violence, or by any unlawful means.

Every employee shall have the right to present his grievances in accordance with the procedures (Continued on Page 16)

ALBANY, Sept. 9 — Delegates to the 53rd annual meeting of the Civil Service Employees Association in New York City next month will be asked to approve a resolution for a 12½ per cent salary increase for all State employees in 1964.

The salary request will be part of a package which also includes a non-contributory health program and a non-contributory retirement system with guaranteed benefits, equal to 1½/8th of final average salary for each year of service.

The proposal, drawn up by the Association's Salary Committee, will be submitted to some 700 delegates convening October 9, 10 and 11 at the Park Sheraton Hotel.

In asking for approval of the salary plan, the Committee, which is headed by Commissioner Murphy, as the general chairman of the State Employees Division of the Insurance Department, will cite the substantial gains shown by wages in private industry since the last State pay hike in 1962 and will point out that the 1962 hike was based on a salary study made prior to October, 1960.

Along with the salary plan and retirement system requests, the committee will recommend that an adequate appropriation be provided for the Labor Insurance Department, that legislation be adopted which would provide for the payment of accumulated sick leave credits to employees upon retirement, death or separation from State service.

If approved by the CSEA delegates, the package plan will be presented to Governor Rockefeller and the Legislature for action at the next session of the Legislature.

At present, the State pays the first five percent of the employee's contribution to his retirement plan, and the State might contribute approximately two percent of their annual salaries. State benefit costs are shared by the State with single employees, with the State picking up one-third of the cost of family plans.

In addition to the salary Committee requests, the delegates, representing some 116,000 CSEA members throughout the State, will act on several other resolutions dealing with public employee employment on State and local levels. Approved resolutions will be incorporated in the Association's 1964 legislative program.

**Rockefeller Revises Grievance Procedure**

**CSEA Resolutions**

**12½% Pay Raise Urged By Committee**

**Rockefeller Asks Community Chest, Red Cross Drive Support Of CSEA; Feily Pledges Backing**

In a recent series of letters between Joseph Murphy, State Tax commissioner and Joseph F. Feily, president of the Civil Service Employees Association, a request was made by Commissioner Murphy, as the chairman of the State Employees Division of the Community Chest-Red Cross Joint Appeal Drive, for support of the CSEA for the present drive. Feily, in response, assured complete support for the drive and added that the membership of the CSEA would do all in its power to boost the contributions to a greater total than last year. The letters are printed in full below:

Dear Joe:

Governor Rockefeller has again sought my endorsement as Chairman of the State Employees Division of the Community Chest-Red Cross Joint Appeal Drive. The drive, confined to State government employees in the capital area, begins September 9th, and the general employees solicitation begins September 29th.

Year after year, another fine record of giving is expected. In the last year, we exceeded our quota by 115.2 per cent. We can all take a pat on the back for setting this all-time record of giving, and certainly the backbone of the success of our drive was the generosity and compassion of members of the CSEA.

As you know, we have been trying to get a payroll withholding plan for Joint Appeal contributions. We are closer to success but it will not be an accomplished fact for this year's drive. Thus, once more we must rely heavily on the "one shot" contribution, as well as on the installment pledge.

It has been called to my attention that the general employees of the legislature, in business and industrial and mercantile classifications in our Albany Community are solicited. I am quite sure that many business and industrial organizations are not subjected to the solicitation. (Continued on Page 14)
TEAMWORK DISPLAYED

One of the attractions of the New York City Labor Day Parade last week was this float which showed the number of employees who must work every day to keep the New York City Subway System in operation. Riding atop the tractor which pulled the float were employees in various city service titles: motor

man, switchman, conductor, railroad clerk (taken through the public service) and a signal maintainer, Transit Authority.

The float was one of the attractions of the New York City Labor Day Parade last week, and it showed the number of employees who must work every day to keep the New York City Subway System in operation. The float was pulled by a tractor, and employees in various city service titles rode on top of it.

Suggestion Program pays for city employees

The Commission of Five City agencies and sixteen City employees were presented with awards by Mayor Robert F. Wagner recently, for outstanding departmental participation in the Employees' Suggestion Program.

The employees who received awards for their suggestions were: Henry Schafer, transit authority; Charles Kron, senior clerk; John T. McFadden, car maintainer; and John Stenson, BuPers.

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AFSCME Blasted In Rochester Editorial

The Rochester Times-Union in an editorial Friday, August 30 took a firm position blasting the conduct of the Rochester city administration and a labor union which represents Rochester city employees. The editorial is reprinted in full below.

City Reaps Harvest Of Union Problems It Sowed

A city administration which encouraged and recog-
nized a catch-all union for non-supervisory employees (except firemen and policemen) now must deal with problems its hasty action purportedly caused.

The mayor and manager faced union leaders' demands that he (and City Council) extended recognition on the bases of membership clubs, omitting the secret representation election customary in private industry.

Now the union is flexing its muscles, picketing City Hall to back up demands for job security and a grievance procedure of its own design.

Rome charges from both sides are alarming.

City officials say, for example, that the union asks that no employee be disciplined without a grievance committee's approval. Granting this privilege would be an unwarranted weakening of the city manager's authority, of course, and Manager Homer is quite correct in resisting any such demand.

Other charges that administration and Democratic leaders have made city employment "a political football." If true (and charges of party enrollment by so many city employees indicate there may be some truth), the city demands "a school in which students should be remedied not because the union demands it but because all taxpayers, Republican and Democratic, are entitled to less partisan employment policies.

Onondaga County leaders, in a study...would have provided city employees from 32Va to 33 per sevem hour for executives. But because all taxpayers should be remedied not because the union demands it but because all taxpayers, Republican and Democratic, are entitled to less partisan employment policies.

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WHERE TO APPLY FOR PUBLIC JOBS

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 52 Duane St., New York, N. Y. (Manhattan). It is two blocks north of City Hall, just west of the farthest point across from the Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone Cortlandt 7-3880.

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 filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department, and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street step of this main subway line that goes through the area. These are the IRT 7th Avenue Line and the IND 6th Avenue Line. The IND Lexington Avenue Line step is used by the Brooklyn Bridge step and the BMT Brighton Beach's step is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

STATE—First floor at 270 Broadway, New York 7, N. Y. corner of Chambers St., telephone Barks 7-1416. Govern Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 65 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The New York State Office Building is on two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL—Second U.S. Civil Service Region Office, New Build ing, 220 East 42nd Street (at 2nd Av.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT-Queens Plaskin training from any point on the line to the Grand Central step. Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is YU 6-2816.

Applications are also obtainable at main post offices, except the New York, N.Y., Post Office Board of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

FREE BROCHURE by U. S. Gov- ernment on Federal Security. Mail only, 57 Duane Street, New York 7, N. Y.

U.S. SERVICE NEWS ITEMS

By MARY ANN BANKS

Periodic Physicists at Government Expense Recommended by Budget

Federal employees may expect greatly expanded health and medical services in the near future. The Budget Bureau is scheduled to release a directive which will provide for these new services as industrial or preventive medicine.

The theory behind this directive is that expanded service will reduce absenteeism and increase individual output. Periodic examinations at government expense, referrals to private physicians, and follow-up checks have been suggested.

At agencies such as the Defense Department and Health, Education, and Welfare already have somewhat expanded Government health services. In general, present policy has limited such services.

FREE BROCHURE by U. S. Go vernment on Social Security, Mail only, 57 Duane Street, New York 7, N. Y.

TO THE TOP—The highest cash suggestions for the 1963 fiscal year were presented recently to postal clerk Abraham Levy (far left), and Arnold D. Eulak, Assistant Postmaster Martin Shapiro (far right), was on hand to assist Brooklyn Postmaster Edward J. Quigley in the presentation of trophies.

Federal Pay Plan

Being Considered By
Both House & Senate

Civil Service Commission Chairman John W. Macy testified before the Senate Post Office and Civil Service Committee during the first session of the Federal pay raise hearings last week.

Many spoke in support of President Kennedy's supplemental increase which would provide an average increase of 4.7 percent for classified employees and 3.2 percent for postal employees effective January 1.

The House Committee hearings are expected to begin this week. More specifically, hearings are tentatively scheduled for September 10, 11, 12, 17, and 18. It has been reported that a bill is expected by October 1.

P.O. To Promote

Christmas Seals

Postmaster of New York Robert K. Christenberry recently announced that the Post Office Department will sell the new Christmas Seal to promote the sale of the Association's 1963 Christmas Seal and the Antonio Christmas stamp.

The new 5-cent Christmas stamp reproduces a three-color painting of the National Christmas Tree on the eastern Ellipse near the White House.

The new Christmas seal of the National Tuberculosis Association is designed for affixing in pairs or blocks of four, so two winter scenes are reproduced—a jolly snowman on one seal, his snowhouse on another. Both seals feature the familiar red double-barred cross of the Association.

ZIP Code improved mail service program and promote the attributes of their home town as a tourist resort.

The concerts, sponsored from August 26 through September 8, are unvented free of charge. The mailmen, who are made up of working Post Office employees, were here as a part of a concert tour which will take them from the Southern tip of the United States to Canada.

"Singing Mailmen" Of

Miami Touring U.S. On

Their Own Time, Money

Miami, Florida's "Singing Mailmen" appeared in New York City last week. The 21-man choral group, made up of working Post Office employees, were here as part of a concert tour which will take them from the Southern tip of the United States to Canada.

The group, at no cost to the Government, plans to publicize the Post Office Department's new

READERS OF THE LEADER WHO NEVER FINISHED HIGH SCHOOL

are invited to write for FREE booklet. Tell how you can earn a Diploma or Equivalency Certificate. (AT HOME IN SPARE TIME

AMERICAN SCHOOLS. Dept. 8AP-14

120 W. 47th St., New York 36, Phone MIFflin 4-6155 Day or Night.

Send me your free 55-page High School Booklet.

Name ________________________

Address ________________________

City ________________________ State ________________________

OUR 66TH YEAR

Vice President
By Health Plan

Appointment of Donald A. Larson as vice president for development of Associated Hospital Service of New York (Blue Cross), and of United Medical Services, Inc. (Blue Shield) has been announced by J. Douglas Cohen, president of AHS, and Dr. Leonard J. Haider, president of UMS.

Larsen has served as assistant vice president, General Dynamics Corporation and for 18 years was a newspaper reporter and columnist in Washington, D.C.

Ast, Administrator

There is an immediate opening in the Department of Development, Bureau of Urban Renewal in New Rochelle for an assistant urban renewal administrator at a salary of $7,976 to $10,370. Residence for the title has been opened to Connecticut and New Jersey. For further information write the Commission at 155 North Ave., New Rochelle.

Meet "Jack" Healy

Field Supervisor for the C.S.E.A.

Insurance Plans

John J. Healy was graduated from Siena College, Loudonville, New York in 1951 with a B.S. Degree in Economics.

Jack has represented Ter Bush & Powell, Inc. in and around the Capitol District Area since 1962.

Prior to joining Ter Bush & Powell, Inc., Mr. Healy was a store manager and district supervisor of the Firestone Tire & Rubber Company and represented The Connecticut General Life Insurance Company. Jack served in the U.S. Army and graduated from the Army Finance School.

Jack and his wife have three children and live in Delmar, New York.

He is active in civic and community affairs; participates in golf, swimming, and is actively interested in vocal and musical organizations.

FREE BOOKLET by U. S. Gov- ernment on Social Security. Mail only, 57 Duane Street, New York 7, N. Y.
Correction Department Is Offering Position As Commissary Manager

The New York City Department of Personnel has opened filing for the position of commissary manager in the Department of Correction. This grade 10 position pays from $4,530 to $5,999 per annum and is open to candidates who are high school graduates with one year of full time paid experience in the operation or maintenance of a supply system for any large institution or shop. Should the candidate have not less than six months of experience prior to the examination, he may take the examination and complete the one year experience requirements prior to the appointment.

Under supervision, the commissary manager directs the operation of a large commissary; a correctional institution, takes inventory of stock supplies obtained through contracts; supervises office and performs related work. In addition, the commissary manager assigns duties to supervise sales operations of a large commissary. He assigns staff to duties and makes up shop schedules. He also takes monthly inventory of merchandise and keeps records which are subject to periodic audit.

The written examination, which is valued at 100 percent for placement on the eligible list, contains questions on proper administration and supervision of a commissary; ordering storing and distributing of merchandise; record keeping and simple financial accounting and control practices and other related topics. A seventy percent passing mark is required.

Filing in person may be from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. until noon. Application required by mail will be honored if the request is accompanied by a stamped, five-cent self-addressed 9x11 envelope for each application required.

For information on All Courses Phone GR 3-6900
Rain Checks Not Valid On Health Plan Pledge

The Patrolmen's Benevolent Association will hold its annual convention at Tannersville this week to discuss current legislative plans as well as the negotiations with the Board of Estimate.

One of the main points on the agenda is the non-contributory health insurance plan for all members. This choice is the desire of all City employees who feel that the one present plan which is offered does not fit their needs. Such a choice is now being offered by New York State and the Federal Government.

The New York City Board of Estimate has had the choice on its agenda for several years. Each time the plan choice comes before the Board, it is tabled for "further study."

It is about time that the Board of Estimate stopped studying it, and took some action. Or will the Mayor wait until next election day before making the promise once again?

We must remind the mayor that, like a ticket to a ball game, each promise is good for one election. And City employees will not accept rain-checks.

Parity Pay

The resolutions committee of the State Civil Service Employees Association will submit to the membership at its annual meeting in New York City next month, a resolution calling for civil service parity for those who do not have their needs met by the current plan choice. Such a choice is now being offered by New York State and the Federal Government.

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Social Security

Below are questions on Social Security problems sent in by our readers and answered by a leading expert in the field. Anyone with a question on Social Security should write to us with the following information: your name, address, and Social Security Editor, Civil Service Leader, 319 Eighth Ave., New York 1, N.Y.

"I'll be 62 on September 19, 1963. Can I apply for my social security check now, or do I have to wait until I'm 65?"

"How much social security will be included in my monthly benefit?"

"I need at least five years of social security coverage. This does not include the ten year period just before you became disabled."
John V. Lindsay of Manhattan. for U.S. Representative 1966.

For 1966 Is U.S. Representative wards that goal has largely been on the Governor's chair. In Albany, prominent Republican has his eye on the public. (the approach to him was made discreetly) it is believed for that reason. Wagner could not be defeated and that in losing a mayoralty campaign Lindsey would hurt his own political future.

Faled to Support Governor

The first real sign that Lindsay has plans for his own campaign during the recent contest among Manhattan Republicans for endorsement as congressman-at-large the newly created City office that will be in effect next year. Lindsay refused to back Richard S. Aldrich, a cousin of Governor Rockefeller's as the Manhattan GOP organization's candidate. By doing so, Lindsay, in effect, for the first time disassociated himself from the Governor. The action was taken by some political observers as an indication that Lindsay was setting out to build an image of himself in the GOP figure with no strings attached. Further, the poor showing made by Aldrich in the primary last week confirms Lindsay's judgment.

It is reported that Lindsay's reasoning is that Rockefeller's departure from Albany in 1966 will leave a vacuum in GOP State leadership. He is said to think the man who are now leading possibilities are either too liberal or too conservative. Lindsay apparently feels he can fill the role of a middle-of-the-road candidate, the only type of candidate he believes can again capture the governorship for the Republicans after Rockefeller-GOP strategists tried to interest Lindsay in running against Mayor Wagner at that time but failed to win him to the contest. Although Lindsay's reasons for not running were not made public. (The approach to him was made discreetly) it is believed he felt that Wagner could not be defeated and that in losing a mayoralty campaign Lindsey would hurt his own political future.

When Lindsay Plans to Work His Way toward the nomination in 1966. Politics is volatile and Lindsay knows this. Therefore, he certainly will not reveal his ambitions until the last possible minute. But the word right now is that, despite the lack of any direct indications, Lindsey has set the governorship of New York as his goal.

The Jewish Assn. To Meet

The Jewish State Employees Association of New York held an officers meeting at the State Office Bldg., 80 Centre St., room 160 at 5:15 p.m. on September 16. The meeting featured the selection of the nominating committee.

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WHEN YOUR DOCTOR SAYS:

"SPECIALIST"

A serious illness today which may require special treatment can cost far more than you can afford to spend. The fee you may have to pay for the best medical care for his loved ones, must rely on insurance especially designed to meet this current need.

You have your choice of such plans with Metropolitan, I'd be glad to talk them over with you. No obligation, except to your family, of course.

AUGUST BROCCO

METROPOLITAN LIFE INSURANCE CO.

5202 - 4th AVENUE, BROOKLYN, N. Y.

Teleph: NY  7-3700

AR ACOUSTIC SUSPENSION PRINCIPLE

The concept of an acoustic suspension speaker is mounted on very free suspensions, so compliant that they are unable to provide the elastic restoring force required in a speaker system. The missing restoring force is then re-introduced by the cushion of air enclosed in the sealed cabinet. The speaker cone works against the elastic air cushion instead of against its own mechanical suspensions.

An acoustic suspension cabinet must be relatively small in order to provide the necessary air-springing. (The enclosed air in a larger cabinet would not form a cushion spring enough to be effective.) Since this air-spring introduces less distortion than mechanical suspensions do, the small enclosure size is accompanied by increased rather than compromised reproducing quality, especially in the bass.

In 1959, speaker systems designed for highest quality bass reproduction ranged in size from 6 to 10 cubic feet, and their prices ranged from $400 to $800. Today, owing mainly to AR's introduction of the Acoustic Suspension design, the giant enclosure has almost passed from the scene, and speaker prices are a quarter of what they were. Most important of all, it is possible to achieve an undistorted naturalness in musical reproduction that was previously unattainable.

You'll Find A Complete Selection of Quality AR Speaker Systems at

CARSTON STUDIOS

125 EAST 88TH STREET
NEW YORK

YOU'LL FIND A COMPLETE SELECTION OF QUALITY SPEAKER SYSTEMS AT:

The clean new look in Cookware

REVERE WARE

The AR-2 is a lower cost version of our basic acoustic suspension design, with a 10-inch woofer and two 6.5-inch, specially treated cone tweeters to cover the treble range. The AR-2 features an AR-2 speaker system to which the AR 13/8-inch super-tweeter and super-tweeter are in combination. Although the small enclosure size is accompanied by increased rather than compromised reproducing quality, especially in the bass.

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**Civil Service Leader**

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**Pay Increases For 344 Upgraded Titles Now In Final Step**

The New York City Civil Service Commission will hold a public hearing on the upgrading of 344 New York City job titles on Tuesday, September 17. These upgrades were approved earlier by either the Career and Salary Board of Appeals, the Collective Bargaining Officials or original jurisdiction as well as by the Mayor. The final step before the salary increases become effective is the September 17 public hearing. All salary increases and upgrades are retroactive to July 1, but the three steps must be approved before the salary is made final. Lump sum checks will be distributed to all affected employees. Those titles before the commission show in the near future if the increase is approved at the hearing.

### Old Salary, Grade No. New Salary, Grade No.

<table>
<thead>
<tr>
<th>Class of Positions</th>
<th>Old Salary</th>
<th>Old Grade No.</th>
<th>New Salary</th>
<th>New Grade No.</th>
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<td>23</td>
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### Engineering Titles Open In N.Y.C.

Assistant evaluation examiner

Assistant evaluation examiner positions with the State Department of Public Service in New York City will be filled as a result of a State Civil Service examination on October 15. The salary for the position ranges from $7,130 a year to start in $7,050 after five years. Applications will be accepted to September 16.

Applications and additional information may be obtained from Field Recruitment Unit 104, New York State Department of Civil Service, the State Campus, Albany.

Because the veterans are reaching retirement age and beyond, the Veterans Administration's medical research program accepts the field of gerontology with a goal of keeping the older veterans in good health, independent, and self-supporting.

**Civil Service Knitwear!**

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**TEN EYOK HOTEL**

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**SCHONE HOUSE**

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**Graduate School of Public Affairs**

**State University of New York**

**CLASS SCHEDULE FOR THE FALL SEMESTER—1963**

**Monday**

- State and Local Government I 3:30—5:30
- American Governmental Institutions 5:50—7:50
- International Approach in Modern Society 5:50—7:50
- Corporations, International Management 5:50—7:50
- Statistics for Administrators 5:50—7:50
- State and Local Government I 8:00—10:00
- American Philosophical Political Thought 8:00—10:00
- Criminology I 8:00—10:00
- Quantitative Methodology for Data Processing 8:00—10:00

**Scope and Nature of Political Science 3:30—5:30**

- Operations of American Foreign Relations 5:50—7:50
- Political Behavior 5:50—7:50
- Social Work Practice 5:50—7:50
- Scope and Nature of Political Science 8:00—10:00
- Seminar in Labor Relations 8:00—10:00
- Crime Prevention 8:00—10:00

**Wednesday**

- Theories of Administrative Organization 3:30—5:30
- Legal Environment of Public Administration 5:50—7:50
- Comparative Government 5:50—7:50
- Program Seminar in Social Welfare Administration 5:50—7:50
- Theories of Administrative Organization 8:00—10:00
- Comparative Analysis of Political Systems 8:00—10:00
- Constitutional Law I 8:00—10:00

**Thursday**

- Public Personnel Administration 3:30—5:30
- Public Budgeting and Financial Administration 5:50—7:50
- Decision-Making in Administration 5:50—7:50
- The Chief Executive 5:50—7:50
- Public Finance and Administration 5:50—7:50
- Administrative Law I 8:00—10:00

**Graduate Problems of Metropolitan Areas 8:00—10:00**

- Public Budgeting and Financial Administration 3:30—5:30
- American Political Parties 5:50—7:50
- The International Political System 5:50—7:50

**Registration:**

- September 19 and 20; 9:00 a.m. to 5:00 p.m.
- September 21: 9:00 a.m. to 12:00 noon

**Further Information Call GR 6-7470 or write to: GRADUATE SCHOOL OF PUBLIC AFFAIRS 5 Englewood Place, Albany, New York 12220**
Seven H.A. Employees Cited For Suggestion Program Participation

Three cash awards—one for $25 and two for $10 each, in addition to four honorable mention certificates were distributed among seven employees of the New York City Housing Authority at a special ceremony in the Authority's Board Room, 299 Broadway, recently. Francis V. Madigan, member of the Authority presented the cash and cash honorable mention awards. In presenting the awards, Mr. Madigan praised the winners for their keen interest in their work.

The $25 award was presented to Joseph Paul Pecorola, Brooklyn, assistant resident superintendent for his suggestion that replacement parts for thermostat be obtained rather than sending the entire units back to the factory for needed repairs.

Charles Poppo, Brooklyn, maintenance man, Douglas Houses, received a $10 award for his suggestion that replacement cords for bathroom dryers be pre-cut to exact size at the maintenance shop, saving time and material on the job.

A $10 award was given to Raymond Daniel, Flushing, assistant resident superintendent, Marcy Houses, for his suggestion improving delivery and distribution of structural supplies.

Francis V. Madigan, member of the Authority presented employees with one $100 award, eight $25, three $15, eight $10 and eight honorable mentions.

During 1962 the Authority presented employees with one $100 award, three $15, three $10, eight $5 and eight honorable mentions.

Thus far in 1963 the Authority has presented one $100 award, five $25 awards; 13 for $10 and eight honorable mentions for suggestions saving time and money and expediting procedures.

In particular, silk screen printing offers many unusual opportunities today. The rapid pace of new developments in less than a decade in this field, including new photographic techniques and fully automatic process, has catapulted this process into a major phase of printing.

Many recruits into the high-paying printing trade are being trained at Manhattan Schools of Printing, at its main center, 18 West Broadway, New York City, and in the New Jersey division, 214 Market St., Newark. One of the world's largest printing schools, the training centers offer individualized practical courses in offset lithography, rotogravure, letterpress, composition, makeup, color, presswork, and offset screen printing.

Enrollment for the Fall Semester, which begins September 2nd, is now in progress.

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Now State-Wide saves you traveling time as well as money. At our new City Hall office at 325 BROADWAY, you'll learn how thousands of State-Wide Policyholders save big money on auto and fire insurance. You can't buy better insurance, so why pay more? We're just minutes away — so drop in today.

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State-Wide says "NO!" and therefore uses the Safe Driver Plan to bring good drivers low insurance rates. In addition, you save 20% on bureau rates.

**Compare State-Wide's Low Rates**

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**Full Your Premium for the coverage required by New York State Conspicuous Law for eligible IAD residents.**

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A Block Company

| JAMAICA — 80-16 Sedgwick Blvd, Jamaica 35 | AX A-3000 |
| BROOKLYN — 3344 Bushwick Ave, Brooklyn 34 | CI 1-0100 |
| BRONX — 5501 White Plains Rd., Bronx 47 | RI 7-8200 |
| MANHATTAN — 325 Broadway, New York 13 | RE 2-1010 |

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**REAL ESTATE VALUES**

**LONG ISLAND**

**5 OFFICES READY TO SERVE YOU! Call For Appointment**

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$15,000

BRICK, DETACHED, 2 family on 40x100 plot, features 2 separate apts, 6 and bath, 4 and bath, plus 3 more 112 rooms in all). Terrific income property for G.I. - Only closing fees. $10 will hold till contract.

HURRY

JA 3-3377

159-12 HILLSIDE AVE.

JAMAICA

**EXCLUSIVE**

NO CASH DOWN

7 ROOMS, modern kichen and bath, full basement, oil heat, Excellent condition. VA approved for $15,500 which is the full price.

BRING DEPOSIT

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- **HOUSE #1**
  - 4 ROOMS, hallway, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms, finished basement, patio, garage. $6,990

- **HOUSE #2**
  - 5 ROOMS, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms. $7,490

- **HOUSE #3**
  - 6 ROOMS, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms. $7,990

- **HOUSE #4**
  - 7 ROOMS, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms. $8,490

- **HOUSE #5**
  - 8 ROOMS, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms. $8,990

- **HOUSE #6**
  - 9 ROOMS, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms. $9,490

- **HOUSE #7**
  - 10 ROOMS, modern kitchen and bath, full basement, oil heat, large living room, formal dining room, 3 bedrooms. $9,990

**NO CASH DOWN**

**OMER BRICK, 2 FAMILY - IN WESTMORELAND - 2 ROOMS, 112 ROOMS**

**CAMELIA HEIGHTS**

**CAMELIA HIGHS**

- $17,490

- $22,300

**CAMELIA HEIGHTS**

- $13,990

- $18,490

**CAMELIA HEIGHTS**

- $14,990

**CAMELIA HEIGHTS**

- $16,490

**CAMELIA HEIGHTS**

- $17,990

**CAMELIA HEIGHTS**

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**CAMELIA HEIGHTS**

- $21,990

**CAMELIA HEIGHTS**

- $24,490

**CAMELIA HEIGHTS**

- $26,990

**CAMELIA HEIGHTS**

- $29,490

**CAMELIA HEIGHTS**

- $31,990

**CAMELIA HEIGHTS**

- $34,490

**CAMELIA HEIGHTS**

- $36,990
### Pay Increase Hearing

(Continued on Page 10)

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<th>Class of Positions</th>
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<th>Old Salary</th>
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<tr>
<td>Senior personnel examiner (training)</td>
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<tr>
<td>Senior personnel examiner (engineering)</td>
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<td>Senior personnel examiner (qualified)</td>
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Promotion Points & Plaudits
Awarded 526 Members
Of City Police Department

Five hundred and twenty-six members of the New York City Police Department are going to be a few points richer on the next promotion examination. Through commendations for valor, points are earned on a sliding scale and are added to the record and seniority portion of the examination. This portion is weighted at 50 percent of the final mark. Therefore, an exceptional police duty award, worth 25 percent, and honorable mention adds 10 percent added to the final mark. Meritorious police duty awards carry .50 toward the record portion; Commendations are worth .75 percent and honorable mention adds 1.25 to the record and seniority section.

Only two members of the department received meritorious police duty awards. They are: Lieutenant F. Encalada, Detectives Andrew Healy and Stephen of the 24th Squad; Lieutenant Frank Turchaninov and Detective Michael Casale of the Central Office Bureau and Squads; Detectives John O'Callahan and John Dolan of the 46th Squad and Patrolman Henry Colosurro and John Turecki of the 84th Pet. Retired members are: James E. Marra and John P. Watch of the 30th Pet.; Patrolmen Harold Hughes and Joseph E. Paola of the 8th Pet.; Patrolmen Leonard Pichette and David John- son of the 71st Pet.; Patrolman Dandle Tune of the 71st Pet. and Patrolman Peter Rankin of 87th Pet.

Those who were awarded the excellent police duty pins are: Patrolman Francis Brothers, John; Detective S. Scullin, Frank; Officers Edward F. Fenty, Charles; Patrolmen John Walsh, John; Leonard Scollin, Frank; Williams, Ronald; and to "John Doe" deceased, whose names and locations are not known.

The following members of the police force were cited for the retired officers: First Pet.—Cox, Patrick J.; Mur- ger, Edward F.; Preity, Charles E.; 3rd Pet.—Holland, Thomas A.; 4th Pet.—Clone, Robert.

NEWLY APPOINTED — Dr. Paul M. Schneider, the newly appointed director of the Binghamton State Hospital, is shown making his rounds at a reception held in his honor at the hospital. Nurses introducing themselves to Dr. Schneider are (from left) Hilda S. Kelly and Twilla Bennett. Dr. Schneider was the former assistant director of the Manhattan State Hospital.

The object of the Veterans Administration's rehabilitation program is to return the disabled or handicapped veteran to his own community and independent, self-supporting citizen.
Feily Pledges CSEA Support For Community Chest-Rest Cross Drive

(Continued from Page 3)

We must do more than take part in this year’s drive for State employees. We must help to make it a success. Thus, we can be sure of continued support for our local Civil Defense groups. We must continue to make our contributions and work to make them bigger for this year.

Barrett Honored For Welfare Work

ALBANY, Sept. 9-State Senate Finance Chairman Elisha T. Barrett of Suffolk County has been honored by the twelfth annual National Conference of State Legislatures for his work over the years in the State Legislature in the welfare area.

Barrett is the sponsor of the so-called Non-Support of Dependents Act, which was originally adopted in New York State and has been made into law by all 50 states.

State Assures No Loss Of Time For CD Exercises

ALBANY, Sept. 9—Civil Defense employees may take part in Civil Defense exercises without loss of pay or leave time. The new personnel policy was announced here by Raymond J. Barbuti, the State’s Civil Defense director.

The policy of additional time off for Civil Defense drills, recommended by the State’s Civil Defense director, is expected, Barbuti said, to provide a more equitable situation for all Civil Defense volunteers. It is also expected to help in recruiting new volunteers into Civil Defense ranks.

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Welfare of Skills

"We have among us a great many of public employees," Barbuti said, "who are in a special situation of need for help in times of emergency. Will we continue to help them? Will we do it on a larger scale than we have been doing in the past? I hope so." He added that the policy of additional time off for Civil Defense drills is expected to provide a more equitable situation for all Civil Defense volunteers. It is also expected to help in recruiting new volunteers into Civil Defense ranks.

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Provision Unit Elects Diviney

Francis J. Diviney, second vice president of the Nassau County chapter of the Civil Service Employees Association, was recently elected to the state board of directors.

The policy of additional time off for Civil Defense drills is expected, Barbuti said, to provide a more equitable situation for all Civil Defense volunteers. It is also expected to help in recruiting new volunteers into Civil Defense ranks.

State employees who are Civil Defense volunteers are eligible for additional time off for Civil Defense drills, according to the state’s Civil Defense director.

The policy of additional time off for Civil Defense drills is expected to provide a more equitable situation for all Civil Defense volunteers. It is also expected to help in recruiting new volunteers into Civil Defense ranks.

CITATIONS

Hammond Director

WATERTOWN, Sept. 9—George A. Hammond, Cape Vincent, for six years major civil engineer for District T. New York state public works department, has been appointed director of engineering for the East Hudson Parkway Authority.

Silver Anniversary

CIVIL SERVICE LEADER

Tuesday, September 10, 1963

Silver Anniversary

The State University at Geneseo chapter, Civil Service Employees Association, recently held its annual summer picnic at Long Point Park, Geneseo.

The State University at Geneseo chapter, Civil Service Employees Association, recently held its annual summer picnic at Long Point Park, Geneseo.

Supervising Consecutive Salaries

ALBANY, Sept. 9—State Board of Examiners has been established by the state legislature to examine and determine the proper compensation for state employees.

This board has the power to determine the proper compensation for state employees, according to the state legislature.

Members of the chapter were awarded door prizes and culminating the evening was the presentation of two $25 savings bonds to Thomas Bovill and Robert Baxt.

Activities during the day included children’s games, first rides, and horseshoe tours.

Geneseo State Chap.

Holds Annual Picnic

STATE ADMINISTRATIVE SERVICES

ALBANY, Sept. 9—State administrators are once again seeking to improve the working conditions of state employees. One of the ways in which this can be done is by providing better facilities for employees. State administrators are also seeking to improve the working conditions of state employees. One of the ways in which this can be done is by providing better facilities for employees.

The state legislature has also passed a law providing for the establishment of a state board of examiners to examine and determine the proper compensation for state employees.

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The State University at Geneseo chapter, Civil Service Employees Association, recently held its annual summer picnic at Long Point Park, Geneseo.

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Police Heroes Are Cited

The New York State Department of Civil Service is now recruiting for the position of social caseworker. The title has an annual salary of up to $5,680. There are more than 200 vacancies in the State in this title.

We seek those who are interested in public service and care for the welfare of families and individuals in need and to children in foster homes or institutions.

Cited are:
- Stein; Donald
- Peirce, Andrew
- Johnson, John F.
- Starace, Peter
- Gates, Gerald
- Modesto, William
- Grosso, John
- Pacelli, Catello
- Reisert, Robert J.
- Mahone, Robert
- Purnty, Francis
- Sollecito, Vincent
- Houseman, Richard
- Powell, Hayes
- Haynes, Patrick
- Madonia, Gas
- Wallace, Don
- McLaren, William
- Warshaw, Herbert
- Grogan, Eugene
- Piccola, Edward
- Schechter, Leo
- Greene, Henry
- Mussin, John
- Pico, Ed.

To be continued.

City Electrician

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(Continued from Page 1) prescribed hereunder, with or without discrimination or reprisal. There shall be no discrimination against any subordinate employee or employ-