**Budget Refuses Overtime Memo; Feily Says 40-Hour Week Is Being Abandoned**

State Gets Graphic Evidence Of Need For Salary Increase

ALBANY, Oct. 7—Using charts, graphs and statistics, the Civil Service Employees Assn. continued to document its case of the need for a salary increase for State workers as Administration and CSEA representatives held a second meeting on the issue here last week.

CSEA figures show that a minimum 22½ percent, across-the-board wage boost is needed in State employment, and some 800 delegates attending the annual meeting of the Employees Assn. in New York City this week are expected to approve a resolution to that effect.

The Association's Board of Directors has already approved such a resolution following a presentation by Solomon Bendet, chairman of the CSEA Salary Committee. He will report on the state of negotiations to the delegates this week.

The seven-day cruise, sponsored by Blue Cross-Blue Shield of New York City on December 19 and return there on December 26. Participants will have full run of the ship, including its three swimming pools, card rooms, dance floors and game rooms. Early reservations are urged as this is one of the most popular activities. (Continued on Page 20)

**O'Brien In New Health Plan Post**

William G. O'Brien, manager, government group relations, Blue Cross and Blue Shield of New York City, has been appointed by the Association's Board of Directors to the Board of Directors of the New York Health Plan, Inc., a new group health plan for State employees established by Governor Dewey.

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**CSEA President Irate Over Marshall Reply**

(From Leader Correspondent)

ALBANY, Oct. 7—Refusal of the State Division of the Budget to issue a directive on overtime practices under the new State attendance rules drew a sharp reply last week from Joseph F. Feily, president of the Civil Service Employees Assn., who had sought the directive.

In answer to Feily's request, Allen O. Marshall, Deputy Secretary, wrote saying he considered the directive to be "unnecessary and unwise."

In a previous meeting, Marshall said that an employee who worked overtime to complete a necessary task could be charged with a personal violation. He reminded Marshall that in a previous meeting, Marshall said that an employee who worked overtime to complete a necessary task could be charged with a personal violation. He then charged that "It is becoming apparent to State employees that the present State Administration is abandoning the basic 40-hour work week, established by Governor Dewey in 1947, for a large number of its employees whom you claim control their own work hours."

Under the directive Feily requested, all department and agency heads would be formally notified that the revised overtime rules effective last May 1 were intended in no way to detract from the State policy which provides generally for a maximum basic work week of 40 hours.

In Nassau:

CSEA Charges County School Bds. With Using Loop Holes To Avoid Proper Procedures

MINOLEA, Oct. 7—Giant loopholes in the laws governing some 5,000 maintenance workers in Nassau County school districts are allowing 50 percent of the school boards to evade proper civil service procedures, it was charged today by Edward Perrott, chairman of the non-teaching section of the Nassau County chapter, Civil Service Employees Association.

Perrott said his organization is licensed at the free-wheeling and arbitrary nature of the new rules, of creating and abounding jobs on a highly-selective basis, of working employees out of life and of generally failing to do what is necessary to care for their expensive buildings.

Of the 56 school districts in Nassau: (Continued on Page 20)
Top Level Action Sought
On Vacation, Holiday And
State Travel Regulations

ALBANY, Oct. 7—The Civil Service Employees Asso-
ciation has called on three high government offices as part of its
continuing drive for improved vacation credits, equivalent
time off for holidays and revision of the State's Travel
Regulations.

The latest in a series of re-
quests was contained in separate letters from Association President
Joseph P. Foley to:

* Governor Nelson A. Rockefeller, asking for an im-
provement or an amendment to the state attendance rules
that would provide vacation credits for employees with
seven or more years of service who have earned
part-time or full-time vacation credits under the rules
employed prior to 1972;

* Arthur Levitt, State
Controller, seeking im-
plementation of a change in the attendance rules that
would allow State employees who have earned vacation
credits under the State's Travel Regulations to use them
for leave during the Christmas Day and New Year's Day
off; and

* Harold K. Perry, presi-
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CIVIL SERVICE LEADER

Civil Service Vote Is Big And Alert, Suffolk Candidates Are Reminded
by Paul Kyer

PATCHOGUE, Oct. 7—Candidates for election to office in Suffolk County next month were put on notice that the civil service vote in the county was big, alert and active. H. Lee Dennison, Democratic incumbent, and Arthur M. Cromarty, GOP contender for the Civil Service Commission, were joined by a host of candidates through theuyện here arranged by chapters of the Civil Service Employees Assn. in Suffolk. Remarks on the growing awareness on behalf of the civil service vote were made by Thomas Dobbs, pres-ident of Suffolk chapter, CSEA.

"Present in this room," Dobbs told the candidates, which also included H. R. Dominy (R) and John J. Hunt, secretay and chief ex-officio member of the State Board of Civil Service, "are the representatives of 21,000 members of the Suffolk chapter, and I trust you will vote in Suffolk County. No single labor organization here can boast as many votes, for the civil service vote totals more than 55,000."

Political Ballot
Purpose of the meeting was to acquaint all candidates, both Republicans and Democrats, with the civil service vote in Suffolk. Dobbs pointed out that if the candidates have any programs that were made political.

Dobbs made no reference to the lone delay by county supervisors in acting on a health plan for employees that would result in a substantial wage increases, these two items have brought about the growing awareness of the civil service vote among county employees.

Under Scrutiny
Dobb's report to the meeting was in no way an endorsement of any candidates or party but was intended to inform the candidates of what the committees of the Association do to aid the candidates, the Resolutions Committee submits its report to them on or before September 25 every odd year. The Resolutions Committee is a standing committee, receiving its authority from the constitution of the Association and serving the membership of the Association. At the annual meeting of the Civil Service Employees Association, in August 20 of each year, the Resolutions Committee submits its report to the assembled dele-gates for a voice vote. On the motion to adopt the report of the Resolutions Committee will be submitted to the assembled delegates for a voice vote. If there is no objection, the resolutions will be adopted by acclamation. In the case of objections the resolutions committee will be adjourned to a meeting of the Resolutions Committee to consider the objections.

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The resolutions are divided into three types: legislative, advisory, and informational.

LAWBOOKS by U.S. Gov- ernment on Social Security. Mail sub. Leader, 97 Duane St., New York 7, N.Y.

CSEA Resolutions Committee
A Study in Democratic Action

By HENRY SHEMIN, Chairman, CSEA Resolutions Committee

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MAKING THE POINT:
Thomas Dobbs, left, president of the Suffolk County chapter of the Civil Service Employees Assn., is shown with H. Lee Dennison, Democratic incumbent, recently at a meeting of the Metropolitan Armory Employee Chapter of the CSEA Resolutions Committee. Dobbs said that "...unfortunately, far too often we have seen, planned and staffed elections in the county."

September 25, 1963

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Where to Apply
For Public Jobs
The following directions tell where to apply for public and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located on East 47th Street between Madison and Park Avenues, New York, N. Y. (Manhattan). It is two blocks north of City Hall, just west of the Broadway subways.

From the Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and 9 to 12 noon from Saturday to 5 P.M. on Sunday.

Application forms must be received by the Personnel Department at least five days before the closing date for the position you have chosen. 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 last day of receipt of applications.

The Application section of the Personnel Department is located near the Chambers Street stop of the main subway line that go through the City Hall. Those are the 6th Avenue Line and the IND 8th Avenue Line. The IND Lexington Avenue Line is used by the Brooklyn Bridge stop and the BMT Franklin local stops at City Hall.

Applicants should have a bus or a subway pass that will allow them to reach the Personnel Department.

STATE—First Floor at 270 Broadway, New York, N. Y., corner of Chambers St., telephone: Broadway 6-1990. Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 600 Midtown Tower, Rochester. (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department, same transportation instructions apply.

Mail application forms need not include return envelopes.

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

FEDERAL—Second Floor—Civil Service Region Office, New Building, 209 East 42nd Street (as 2nd Av.), New York 17, N. Y. Just west of United Nations building. Take the IND Lexington Avenue Line to Grand Central and exit two blocks north, or take the 6th Avenue Line from Times Square to Grand Central or the IND Queens-Plaza tunnel and exit the line to the Grand Central stop.

Hours are 9 A.M. to 4 P.M. Monday through Friday. Telephone number is TU 6-2626. Application forms are to be obtained at main post offices, except the New York, N. Y., Post Office. A number of forms are available at the Application Center located on the second floor, 209 East 42nd Street. All others are to be obtained at main post offices, except the New York, N. Y., Post Office. Application forms are to be mailed as soon as possible to the Personnel Division.

NEW YORK CITY—The Frank A. Clarke has been selected as the new director of the Civil Service League. The appointment is effective immediately.

U.S. Service News Items

By Mary Ann Banks

Insurance Plan For
25,000 May Be Nixed

Last week, the Civil Service Commission acted to withdraw approval of the National Postal Union's insurance plan under Federal Civil Service Health Benefits Program.

The NPU plan is one of 38 such employee-sponsored health plans and more than 35,000 Federal employees are enrolled in this particular plan. Repeated charges over the past three years that the NPU was advertising and attempting to enroll employees in its plan in an attempt to force the use of its plan finally resulted in action by the Commission.

After reviewing the charges, the Commission has formally notified the union that it intends to withdraw approval. The union now has 15 days to show the Commission why withdrawal approval should not be withdrawn.

In the meantime, employees currently enrolled in this plan are protected. If the Commission does cancel the plan, NPU employees will have given time to enroll in one of the other approved insurance plans.

N.Y. POST OFFICE

Workers' Mass Exit

In explanation to those shocked by the Manhattan Center Post Office closure last Monday afternoon, those 4,000 people firing from the building were Postal employees complying with President Kennedy's proclamation on Fire Prevention Week.

The Fire Evacuation Drill was part of a special program of activities including a display of fire fighting equipment used by the New York Post Office for the protection of its main Mail Center.

Former FCC Chairman

Named A Director Of
Civil Service League

Newson W. Nixon, executive vice president and general counsel of Encyclopaedia Britannica, Inc., and former Federal Communications Commission Chairman, has been elected a director of the National Civil Service League.

The National Civil Service League is a nonprofit, nonprofit citizens' group which works to obtain effective and efficient use of the public service. A leader in the fight against the spoils system, the League conducts public education programs to enhance the value of the public service and to promote recognition of excellence among civil servants.

Among the distinguished national leaders who have served as League officers are former Presidents Grover Cleveland, Woodrow Wilson, Theodore Roosevelt, and William Howard Taft. Recently, the League has been in the fight against the loss of key talent in the Federal Government because of few options.

Full-Scale Study By
CSC To Determine
Automation Impact

The Civil Service Commission is taking steps to lessen the impact of automation on the Federal employees. A full-scale study involving twenty-two of the largest Government departments and agencies is to be completed before the end of the year.

The present regulations provide that the agency head may designate another officer to hear and determine the case and make recommendations for a decision.

The regulations do not, however, appear to govern the same government official from bringing and prosecuting the disciplinary proceeding while acting as final judge.

Whether or not the Supreme Court will reverse the decision is of great significance in Federal disciplinary procedures.

Board of Ed. Offers
Big Job, Small Pay

Want a big job—with small pay?

A position is open on the Board of Education due to the resignation of John F. Hanvey, President of the Board. Mr. Hanvey has left his position to take a higher paying position in the business community.

Candidates may obtain application forms from the Secretaries Office of the New York State Education Department.

Mr. Michael H. Green is the new president of the New York State Education Association.

Mr. Green is a native of New York City and has been active in the education field for many years.

Names Whitman

ALBANY, Oct. 7—Governor Rockefeller has named Michael Whitman of Great Neck to his staff as a confidential law assistant.

Whitman is a graduate of Harvard Law School. His salary will be $4,000 a year.

Mr. Clarke's previous business experience has been with Mohawk Airlines, two years as a Field Representative for the C.S.E.A. Insurance Staff. His area of activity is the Central Conference.

Mr. Clarke attended LeMoyne College and Syracuse University where he received his degree in Business Administration. His first position was as a confidential law assistant.

Mr. Clarke has been asked to summarize its plans for automation equipment, the extent of the expansion and the programs being prepared for affected employees.

The procedures include a display of the equipment used by the New York Post Office for the protection of its main Mail Center.

Mr. Clarke's appointment was addressed to Herbert Brownell, chairman of the Selection Board, and the President of the Bar of the City of New York, 42 West 44th St., New York City, on October 5.

Turner Appointed

ALBANY, Oct. 7—Dr. Charles T. Turner is the new acting president of the State University College at Orange.

Dr. Turner's appointment was recommended by the College Council. He has been a member of the college faculty since 1961. He succeeds Dr. Porter B. Brown, who resigned.

How To Get A
High School Diploma

For the C.S.E.A.:
Accident & Sickness
Insurance Plan

For Public Jobs

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This week’s Civil Service Television List

This week’s programs telecast over New York City’s television include:

Monday, October 14
8:00 PM—Police Department training program. "Police Department training course."—Iva Bennett, of the Nutrition Bureau, and guest.
6:30 PM—Air Force Story—"The Big Picture."—US. Army film series.
9:00 PM—Report of Education—Film lectures in civic studies produced by the New York State Education Department.
10:30 PM—Operation Alpha—"Lectures No. 11 of the new program series "Operation Alpha."—NYC Dept. of Hospitals series on nursing care. "The Assignment of Parties."—NYC State Education Department.

Tuesday, October 15
9:30 PM—Around the Clock—Police Department training program. "Police Department training course."—Iva Bennett, of the Nutrition Bureau, and guest.
3:30 PM—Air Force Story—"The Big Picture."—US. Army film series.
7:30 PM—On the Job—"The Big Picture."—US. Army film series.

Wednesday, October 16
7:30 PM—On the Job—Fire Department training course.
3:30 PM—Operation Alpha—"Lectures No. 11 of the new program series "Operation Alpha."—NYC Dept. of Hospitals series on nursing care. "The Assignment of Parties."—NYC State Education Department.

Thursday, October 17
4:00 PM—Around the Clock—Police Department training program. "Auto License."—Iva Bennett, of the Nutrition Bureau, and guest.

Friday, October 18
4:00 PM—Around the Clock—Police Department training program. "Auto License."—Iva Bennett, of the Nutrition Bureau, and guest.
6:00 PM—"The Big Picture."—US. Army film series.

Saturday, October 19
3:30 PM—Report of Education—Film lectures in civic studies produced by the New York State Education Department.

Sunday, October 20
7:30 PM—On the Job—Fire Department training course.
10:30 PM—Operation Alpha—"Lectures No. 11 of the new program series "Operation Alpha."—NYC Dept. of Hospitals series on nursing care. "The Assignment of Parties."—NYC State Education Department.


civil service leader

Pension-Insurance Committee Seeks Constant Improvement

By ROBERT DAILY, Chairman, Pension-Insurance Committee

This committee of the Civil Service Employees Assn., has a serious responsibility. It is long past time for improvement of the State Retirement System and recommends therein to the CSEA Board of Directors and to chapter delegates meetings. It cooperates with the administration of CSEA in urging studies of Retirement System operation and funding and related matters, from which reports are made to the Board of Directors and the delegates.

Since the committee’s establishment in 1959, it has... (Continued on Page 17)

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 STREET, Near 4 Ave. (All Subways)
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Be Our Guest at a Class Session
MANHATTAN: OCT. 9 at 6:30 P.M.
JAMAICA: MON., OCT. 14 at 1:00 P.M. or 6:30 P.M.

START PREPARATION FOR COMING EXAMS:
METER MAID (Parking Meter Attendant)
PATROLMAN—N.Y. Police Dept. - Exam Dec. 14
POLICEWOMAN-POLICEWOMAN
TRANSIT PATROLMAN—Exam Dec. 14
METER MAID (Parking Meter Attendant)

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Order Or Anarchy?

What programs have State, City and local administrations prepared to fend off public employee strikes against government? We ask the question in view of the fact that the recent threat of a strike by New York City teachers seems not to have taught much of a lesson to government. Reports of pickets lines upstate and down are constant and the idea of having taught much of a lesson to government. Reports of threat of a strike by New York City teachers seems not to forbid the law, why should the citizenry do other than respect the laws of the land, being the chief violators of those laws. Brute strength can bring victory, why bother with orderly procedures—especially when not only are violations of an anti-strike law not punished but also when muscle produces money where none was said to be had.

The same arguments are beginning to appear here. If brute strength can bring victory, why bother with orderly procedures—especially when not only are violations of an anti-strike law not punished but also when muscle produces money where none was said to be had.

The only answer to this threatened anarchy is the responsibility of government of honest and fair employers—programs and the courage to stick to them. The time for such programs is now.

Room At The Top

One way to keep good employees is to have room at the top for them in the executive ranks. Nothing encourages good morale of the employees. This has been a big "minus" mark for practically all communities.

It so happens that this is the weakest area in public employment. The lack of advancement opportunities (to say nothing of low salaries) is one of the most severe problems facing the civil service today.

Last week, this newspaper reported that there was almost a consistent flight of one-third of top echelon personnel from the Federal service. New York State and City face a similar loss in top people. In addition, good people in the lower ranks—who could develop their talents and become eligible for these higher posts—leave public employment because they see the road to promotion blocked by lack of opportunity.

The State Civil Service Department has checked this situation through its intelligent "in-service" training programs, which have uncovered some first rate executive talent and moved these people into higher positions. Various promotions in City service are less frequent.

In the main, however, government has gone outside to offer the really big jobs in civil service to persons trained in private industry. This may have been necessary at one time, but the quality of civil servants should now put a stop to this practice.

Government today is so complex that it would seem common sense to put its administration in the hands of the people who are best trained in the field—the career civil servant.

Welcome, CSEA

This week, New York City will pay host to the largest employee organization in the State, the 115,000-member Civil Service Employees Association. More than 800 CSEA delegates from all parts of the State will register at the Annual Convention. The Board's agenda includes 50 resolutions to be debated in the five day sessions that will continue through Thursday evening.

While here, the delegates will act on resolutions submitted by various conferences, chapters and individuals within the organization. These resolutions will form the legislative platform of the CSEA for 1964, as well as provide direction for the leaders of the organization.

We take the opportunity here to welcome this vital and dynamic organization to New York City.
Fifteen City Aides Awarded
Certificates For Teacher Training Class
Fifteen employees engaged in in-service training activities from eight New York City departments were awarded certificates for participation in the course "Teaching Methods and Techniques for Agency Training Staffs," according to City Personnel Director Dr. Theodore H. Lang.

The course was conducted by Dr. Edward Silverberg and Leo Ornstein, staff consultants of the Training and Career Development Division, Department of Personnel, and consisted of a twelve-session program combining lectures, guided discussions, demonstrations, and laboratory experiences.

The course covered such topics as principles of training, training objectives, training methods and techniques, lecture techniques, guided conference leadership, use of case studies, role playing methods, preparing course outlines and lesson plans, and evaluating training programs.

Dr. Lang pointed out that this program is an important part of the general objective of raising the level of performance of City employees through more effective training programs and activities, as emphasized by the Brookings Institution report.

The employees who received certificates are:

Charles Benjamin, Transit Authority; Mildred Chavers, Probation; John A. Coffitt, Transit Authority; Marie Failaita, Transit Authority; Muriel Kennedy, Welfare; Henry Lavelle, Correction Academy; Robert Led, Probation; Albert Mateschitz, Sanitation; Herman Peverdey, Personnel; Joseph Reynolds, Transit Authority; Michael Rodnick, Housing Authority; Peter N. Steiner, Transit Authority; Jean Shahlas, Housing Authority; Sidney Stern, Transit Authority; and Herbert Whyte, Fire College.
Letters to the Editor

(Continued From Page 6)

The Commissioner has the right to pick one officer out of three to pass probation. There are two lists: One for the men and one for women.

As a female officer I came into the Department alone, I was sworn in alone, I went on probation as the only female alone and I was terminated alone. Where is the consideration for a one out of three rule?

How can an officer work for nineteen months in an institution, understand the rules, work all shifts, be respectful, and have good public relations and then be subjected to such hard and final judgement?

I need my job badly and I was aware of the Correction Department as a lifetime job. Please let me know what, if anything, can be done in my case?

Diane Coleman

Manhattan

Editor's Note: The Correction Department said I was a good officer. I passed a civil service examination which, to my mind, proved I could do the job. They hired me for nineteen months, and got me used to working for the Department. Then they closed the door in my face without letting me know or giving me the benefit of hearing or a warning.

"I had no idea these things could do $40 an hour!"

The ladies know that shopping takes some real maneuvering to stay within a budget. One trick is to buy in bulk. Many things are "cheaper by the dozen."

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BAG 61

Sundays...

7 to 9 p.m.

JACKIE ROBINSON

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1931

First legislative measure to abolish 72-hour work week of institutional employees introduced at request of CSEA.

1932

CSEA successfully protected 80 per cent of state employees from salary cuts and defeated legislation aimed at subtracting 7 to 11 per cent from employees' full cost of retirement system.

1933-1934

Urged statutory classification compensation plan for state employees as part of the exertion of the institutional employee work week.

Supported in establishment of first state employee credit union in Albany and aided in 34 additional credit unions established earlier.

1935

CSEA established low-cost accident-health insurance plan for its members.

Gained restoration of state employees' salary reductions started in 1933. Secured favorable report from joint legislative committee urged by CSEA to study shorter work week for institutional employees.

First chapter of association organized in New York City.

CSEA retained legal firm to handle its legal business and representation in the state legislature.

Charles A. Reid, Jr. elected president.

1936

CSEA went budget appropriation of 3½ million dollars to its members—35,000 members included.

Vigorous opposition state salaries cut and refused taxpayer pressure actions climactic to final salaries for public employees.

Aided in winning Court of Appeals decision favorable to all public service for final salary for public employees.

Published series of articles on "New York State Government" and later collected those articles in book which was used extensively in public education programs.

CSEA established low-cost Group Life Insurance Plan for its members—35,000 members interested.

1939

CSEA gained important improvement in retirement law.

Hewitt-Hatchinson Civil Service Board bill to give statutory authority for classification-compensation plan for state workers passed by legislature and supported by CSEA was vetoed by governor.

CSEA membership—9,137.

1940

CSEA won seven-year battle for definite state salary plan precluding the award of temporary and definite minimum salaries for all titles and annual increases for satisfactory service.

This was accomplished through the Peid-Hamilton Law signed by the Governor on June 3, 1940 and was an outstanding accomplishment of the association.

Gained creation of state salary standardization board giving employees right to appeal for immediate salary based on work and responsibilities.

CSEA set up complete committee structure to assist occupational and union groups to prepare appeals for establishment of fair and adequate pay for all groups under the Peid-Hamilton law.

CSEA in Albany headquarters established remuneration group to enable state employees to secure Blue Cross and Blue Shield at lower rates and assisted groups throughout the state to do likewise.

Gained substantial increase in amounts made available to pay institutional employees' compensation in lieu of maintenance not taken.

CSEA membership reached 125,000.

1941

CSEA supported chapter 667, laws of 1941, creating the Public Service Grievance Commission to review and annul grievances of state employees in the state under the merit system.

President and council of CSEA urged chapter of such commission. This was a great victory for CSEA in the claim that all civil service employees throughout the state be under merit system.

Won chapter 802, laws of 1941, giving non-competitive employees in state institutions protective against dismissals.

Urged comprehensive in-service training programs in state service.

Association membership—35,149.

Harold J. Fisher elected president.

1942

CSEA sought salary adjustment to meet 16 per cent rise in living costs. Submitted complete facts to set aside federal "freeze" of wages to allow Peid-Hamilton law.

Won statutory protection for employees entering military service relative to leaves, increments, reemployment, national service without diminution or benefit.

Successfully resisted constitutional convention, raids on the state system providing.

CSEA A Capsule Study Of Progress

CSEA: A Capsule Study Of Progress

CSEA, a labor union founded in 1910, has been the largest single employee organization in the history of public employment in New York State. The history below captures the highlights of this unique growth in New York State.

Not described are the efforts of the members who gave of their time and devotion to those unnamed soldiers in the Civil Service who made this story possible. The "CSEA" group is from left to right: David Koehler, Aurel Traudel, Samuel Dinkel, Donald Gill, James Nash, John Larrabee, Robert Shaffer, Instructor, Anika Root, Elizabeth Cullen, Blanch Wills. Not shown in the picture but also receiving a certificate was Margaret Boulter.
CSEA History

(Continued from Page 9)

for Cornell state colleges, the
college of forestry and state
teachers colleges.

Secured pay for institutional
and casual employees for holidays
and vacation impossible to take
during the fiscal year.

CSEA dues increased to $3.00
per year.

First field representative added
to CSEA staff.

Frank L. Tolman elected presi-
dent.

Total membership—25,000.

1946

Increased state emergency pay
from range of 10 per cent to 20
per cent to range of 14 per cent
to 30 per cent and has this pay
accepted for retirement purposes.

Won four weeks vacation
period for state employees.

Won establishment of merit
award board.

Secured reduction in interest
rate on retirement plan loans
from 6 per cent to 4 per cent.

Called upon Governor for
special session of the legislature
to adjust salaries.

Southern regional conference
of chapters organized.

Legal staff expanded for ad-
ditional service to members.

Secured the establishment of
leave rules for institutional em-
ployees.

Secured for state
employees detailed information on salary
checks prepared by machine.

CSEA amended Its constitution
to enable employees of political
subdivisions to join and changed
its name to “The Civil Service
Employees Association, Inc.”

Expanded the field
force to two
representatives.

1947

State employees received salary
increases totaling $2,500,000 un-
der administration’s salary plan
designed to offset losses in earnings.

CSEA is seeking a 12½ per cent, across-the-board
wage boost for all State employees.

CSEA SALARY COMPARISONS
CSEA: A Capsule Study Of Progress

(Continued from Page 10)

1948

Wage state salaries increased 6% to 15% on 1947 basic rates — CSEA conducted successful drive for funds and purchased new headquarters building at 6 Erie St., and operated same.

Gained unemployment insurance for local government employees on permissive basis.

Gained freeze-in of emergency pay into basic state college salary scales in education law.

CSEA annual dues increased to $5.00.

Capitol district and metropolitan conference of chapters organized.

CSEA legal staff expanded to give additional service to members.

Position of salary research analyst added to CSEA staff.

CSEA membership — 44,355, of which 4,000 is local government employees.

1949

Court of Appeals upheld CSEA in DeMarco case — thousands of state workers received approximately $3,000,000 withheld from them in 1947 salary computation.

Association successfully supported fair Newhall veterans preference amendment bill in Legislature, and added employment of veterans.

Regional attorneys in 6 areas of state established for better service to CSEA members.

Internal Revenue Bureau re-visited rule exempting income tax on maintenance provided for convenience of employer. CSEA appealed the ruling then took the case to court on behalf of thousands of public institutional employees affected.

Appeals for cost of living adjustment failed.

Association counsel appealed to Governor to commission to prepare plan for reorganization of civil service.

State classification and salary boards abolished. Division of classification and compensation created — headed by a director.

New classification and compensation system went into effect.

Association successfully opposed because creating "one-man" civil service band.

Association urged upgrading of clerical examiners.

Grading salary of DPUI claims examiner was increased to 3 cents to 8 cents per mile.

Gained job established to give better compensation into basic state police policy — which was protested by association.

Association successfully opposed because creating "one-man" civil service band.

Association urged upgrading of clerical examiners.

In State service—exempted 30,000 insured.

CSEA president.

1950

Won optional 55-year retirement privilege with increase in pension allowance by state for service prior to age 60.

Gained freeze-in of emergency compensation into basic pay rates in state service.

Legislature appropriated $50,000 for Commission to study and revise the civil service law.

Passed plea of Institutional employees who were being charged for meals they did not receive. Succeeded in securing withdrawal of order by classification and compensation division downward grading of salary of DPUI claims examiner.

Added position of director of public relations to CSEA staff.

Urged greater protection of DPUI employees from frequent layoffs based on work load.

Urged greater financial support of municipal civil service bureau to extend merit system practices in all municipalities.

Urged representatives in Congress for support of exemption from income tax of $2000 of retirement allowance.

Secured from major political party pledges for support to the civil service merit system.

Point preference for veterans became effective January 1, 1950.

1951

Won state salary increase of 7½% to 12%, total $120,000,000.

Appalled by Legislature and voters of amendment to Constitution making increase in pensions to retired employees possible.

Gratification established in State service — exempted 30,000.

Exercise of personal power to state and took their case to court.

Number of annuities for per diem employees who worked on full-time basis.

Adjusted Code of Ethics status for public employees — attractive copy for framing available from CSEA headquarters upon request.

Additional field representative job established to give better service to members.

Fought to successful conclusion for adequate salary adjustments. Complete data assembled and presented to executive and legislative branches of government, to the people through the press, by direct contacts, and by conference and chapter committees.

Purchased newspaper space and radio time; distributed special booklets setting forth salary facts; held special dinner meeting to support salary program.

Assisted large groups, including representatives and speakers. In their state salary appeals to classification and compensation division.

CSEA legislative program included over 60 bills to improve public service and employee welfare.

Urged 1950 CSEA annual dinner in Rochester — large attendance.

State Committee on social security.

Number of chapters of CSEA cooperated in special employee groups in their appeals for improved salaries, work hours and improved working conditions.

Total membership — 58,013 — new record.

John F. Powers elected CSEA president.

(Continued on Page 12)
Secured pledges from political law of retirement allowances of vested interests in 26-page new salary plan work to make Blue Cross-Blue administrative and accounting retiree inequities.

Secured reduction of work week for state institutional employees.

Win law guaranteeing increased interest to particular employee.

Gained $7.50 per hour work week for state institutional employees.

Won five percentage points reduction in employer contributions for retirement in grandfathered cases, now written, over 200 cities, counties, and other political subdivisions adopted this benefit for their employees.

Secured creation of new statistics—benefiting all state and local government employees who are members of state retirement system.

Won overtime and vacation case affecting over 34,000 state positions.

Gained upward salary reallocation for state and local government employees.

CSEA annual dues increased to $7.200.

CSEA secured 13 additional actuarial improvements through the establishment of new statutes, some under certain conditions and other minor improvements in such rules.

CSEA secured closing state of-fices on Saturdays.

CSEA secured restoration of bi-weekly pay in state retirement system.

Secured reduction in work hours for state institutional employees.

Secured adjustment in 1962 to bring state retirement contributions down to 5% of salary but not less than $2,000.

Won $20,000,000 state pay raise for state police since 1917.

CSEA secured statute to authorize payroll deduction of CSEA dues in state and other political subdivisions.

Secured restoration of retirement system eligibility for those who retired in 1956 and before, based on cost of living.

CSEA secured law to authorize payroll deduction of CSEA dues on state and local government employees.

Secured law to authorize payroll deduction of CSEA dues in political subdivisions.

CSEA secured closure of state of-fices on Saturdays.

CSEA advocated and supported over 80 additional local governments.

CSEA won $27,000,000,000 state pay raises for state employees.

CSEA in 1957 sponsored legislation to establish grievance machinery in all state and political subdivisions.

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COMMITTEE CHAIRMEN —

Shown at the recent meeting of the Capital District Conference, CSEA, held in Albany; (seated, left to right), Russell Taylor, Public Works, Finance; Paul Maleski, Audit & Control, Auditing; Christine Tarbox, Youth Division, Performing Arts; Mildred Fuller, Mental Hygiene, Activities; (standing, left to right), Stanley Freedgood, Commerce, Publicity; Sylvester Riley, Workmen's Compensation, Parking; Larry Kerwin, Correction, Membership; Mike Morgan, Civil Defense, Bowling Tournament; Mary Hart, Education, Social; Abe Kranker, Law, Legislative; Margaret Fleming, Correction, Social; Benjamin Nyman, Law, Program; Leo Boland, Workmen's Compensation, Unitarian. Mike Cimorelli, Civil Service, chairman of the Constitution Committee is not pictured.

Devine to Board

ALBANY, Oct. 7 — The State Board of Regents has announced appointment of a new member of the State Dormitory Authority. He is David F. Devine, East Williston, who will succeed Robert H. McCarthy of Troy.

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Chas. Dain Named

ALBANY, Oct. 7 — Governor Rockefeller has named Charles L. Dain Jr., owner of a Oswego Funeral Home, to the Port of Oswego Authority. He succeeds James P. Glines after also of Oswego, whose term expired.

Rockefeller also announced he was reappointing Robert W. Parnam to the authority.

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Assistant Civil Engineer Prom. Exam Offered

The New York City Department of Personnel has announced that filing is open for the title of assistant civil engineer. The title is open for a promotion exam which will be given tentatively Jan. 18, 1964. The title has an annual salary of $7,800 to $9,600 and will remain open until Oct. 22.

Employees permanently employed in the titles of junior civil engineer or civil engineer draftsman will be eligible to take the examination.

For further information and application forms contact the New York City Department of Personnel Applications, Division of Civil Service, 66 Duane St., New York 10007.

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G.I.'S NO WAITING
Houses vacant move right in
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Bayside Park - Detached
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Springfield Gdns.
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• Durable, high-impact polypropylene happen-type case
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• 4-speed automatic changer plays 6 records, shuts off after last record
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PEEK-A-BREW® COFFEE MAKER
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• Opens all standard size cans
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Pension Comm.  
(Continued from Page 5)  
does all proposals for improvements of this program—and anxious the Association in presenting. It requests to the State for the improvements of the program. The chairman of the Pension Committee advances the CSEA president relative to insurance coverage for Association property, staff, etc. In recent years, this Committee has met more frequently than ever because of increased responsibilities concerning pension programs and ever-expanding CSEA insurance programs, as well as the State Health Plan.

LEGAL NOTICE

(Continued from Page 4)

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...a special 1/4% per year on savings on deposit four consecutive quarters prior to the dividend period... with the continuance of favorable earnings.

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Public Relations Before, During And After The Act

By FOSTER POTTER, Chairman, Public Relations Committee.

One of the least understood and yet one of the most far reaching, influential committees of the Civil Service Employees Association is the Public Relations Committee. It is easy to see why there exists a general impression that the Public Relations Committee is concerned chiefly with publicity. That belief can be related to its name and the common assumption that public relations and publicity are inter-changeable terms.

Establishing and maintaining good relations with the Association's various publics are achieved by the Public Relations Committee, which represents the members and their families, the State officers and employees, and appointed representatives of the governmental bodies which employ our members as a public-service employee.

Members of the Committee are elected by the members of the Association and only serve limited terms. I, therefore, have been asked to present the Public Relations Committee's report for your consideration. "Your responsibility is publicity so what business is it regarding your field men receive specialized training for their work?" But the field men are important to the complete public relations effort and how they perform their job is definitely a facet of the work of the Public Relations Committee.

No Fire Company

The committee meets about twice a week. Still it does not think of itself as a fire company called only when the house is ablaze. Situations are considered. Ways to meet them are discussed by those who make up the committee. Well-defined actions are usually recommended to employees. In some cases it may mean the officers of the Board of Directors. Sometimes both. And in some cases the officer of the association presents the complaint. In other instances extensions of the association's public relations are considered and suggestions made for implementing the proposals. This long-range planning the committee has never been fully caught up in its recommendations although a great many of its ideas have been incorporated in the working structure of this Association.

The committee advises the president regarding policy decisions in grievances matters. It makes recommendations for more effective grievance machinery, and tries to resolve grievances which local chapters find difficult to settle.

A Major Accomplishment

The present grievance committee has sponsored or initiated significant improvements in grievance procedures for employees of the State of New York and its political subdivisions. A tremendous gain in the Association achieving its objectives by truly democratic method was achieved in 1962 by Section 601-605 of the general municipal law which provides a streamlined grievance procedure for political sub-divisions. At that time, reference was made to the $150,000 worth of good work which had been done.

Dedicated Members Brought CSSEA Dream of Fulfillment

By JOSEPH D. LOCHNER

Executive Director

Civil Service Employees Association

The Civil Service Employees Assn. was formed in 1910. Its first president was William M. Thomas, a court reporter who was director of the stenographic bureau of the State Law Department.

Grievance Committee Serves As Elders' Road to Justice

By RANDOLPH V. JACOBS

Chairman, CSSEA Grievance Committee

In rendering the use of the strike by public employees because of their conviction that their grievances were not being adequately met, the unapostolic governmental service, Civil Service Employees Assn. members rely heavily on their Grievance Committee for help in arriving at just and equitable solutions of their problems.

It was said that "a milestone in Association history has been attained." Recognizing that, at times, grievances deal with bread and butter issues affecting individuals in making a living, the Association, the Grievance Committee at the October, 1964 delegates' convention, had approved unanimously a resolution which called for an expanded legal program, providing for full and complete legal representation of aggrieved members.

Other members of the grievance committee are, Vincent Alme, Anna August, L. Carl Bailey, Nicholas Climos, Daniel A. Daly, Thomas Dobbs, Helen Engle, Anna F. Fecteau, Isabelle F. George, C. Harold Raymond, Ivy Tessler and Claude E. Rowell, consultants.

Education To Be Good Must Be Continuous

By CELESTE ROSENKRANZ

Chairman, CSSEA Education Committee

The Education Committee of the Civil Service Employees Assn. has varied duties and responsibilities which fall within the wide scope of activities. In their main purposes are:

- Teaching the meaning of CSSEA to its members.
- Installing enthusiasm for and interest in CSSEA among individual and chapter level.
- Assisting in the training of chapter officers and members in effective chapter organization.
- Helping the chapter itself to be helpful, efficient and watchful for the welfare of its members.
- Assisting other CSSEA standing committees in informing chapter officers and members how to most effectively utilize the work of those committees as well as the general services offered by the Employees Association.

The Program

To accomplish all that is expected of this committee a scheduled intensive formal training sessions periodically for the field officers, the Grievance Committee had conducted training sessions on many subjects at the annual October convention. In addition, it has encouraged conference training sessions; and it has written and published several programs to assist the chapter in conducting the business of the chapter.

During the interim, the Education Committee revised the original manual for chapter officers so that it is up to date and expanding the contents.

Staying in Touch

In 1965, a meeting in touch with the conferences and general chapter membership, the program was expanded to include sessions at each conference each president as well as representation from the state, local, urban, and departmental chapters.
LEAD CAPITAL CONF.: Officers of the Capital District Conference, Civil Service Employees Association, are seen at the first meeting of the Conference, held at the Inn Towne Motel on Monday evening, recently. Left to right: Frank Corr, Department of Audit and Control, treasurer; Marion A. Farrelly, Correction Commission, secretary; A. Victor Costa, Workmen’s Compensation Board, president; Harry A. Kolothuros, Office of General Service, vice president.

Harry A. Kolothuros, chairman of the activities committee, introduced members of this newly-formed committee and outlined plans for an active social program for the year.

Other committee chairmen reported including Mike Moran, bowling; Russell Taylor, finance; Christine Tarbox, performing arts, and Stan Freppon, publicity.

ALBANY, Oct. 7—A total of 162 members, largest number ever to attend a regular conference meeting, welcomed candidates for state offices and elected a conference executive committee at the first meeting of the Capital District Conference, Civil Service Employees Assn., last week at the Inn Towne Motel here.

Visa Costa, president of the conference, held the sessions held by the officers, and the president.

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CORRECTION CORNER

By CHARLES LAMS

Mail Bag

THE FOLLOWING letter was received from CSEA delegate George F. Halbig, Eastern Correctional Institution: George, a sincere, hard working delegate on retirement legislation, had requested me to put the contents in the "Corner; as it is his intention to discuss it at the annual meeting this week of CSEA delegates. His letter said:

"I WROTE Al Foster, president of the Correction Commission, stating my points of view on the non-contributory 1/60th plan that the Resolutions Committee adopted. However, Correction is looking for a 25-year retirement at half pay and that can never be accomplished under the 1/60th plan. So let's get off the line and start talking facts and figures.

"OUR RESOLUTION (D-1) was disapproved. I do not have to explain it here as copies were sent to every delegate. It was well written in layman's language and the proposed retirement resolution was good for all State employees. But our CSEA committee on resolutions apparently have no idea how it would operate.

"I am grateful that there have been several plans of retirement. One is the 1/146th at a rate of contribution of four percent of annual salary, which will produce half pay after 35 years of service, the State providing an equal amount. However, under this plan for workers paying 5 percent, one percent more than is necessary as a token or special benefit for these State employees who have been taking more pay and that can never be accomplished under the 1/60th plan. So let's get off the line and start talking facts and figures.

"UNDER THE second plan, those who join the 55-year plan would receive 1/120th annuity portion at 55 years of age. It leaves me with no deficiencies in the annuity. However, due to the delegates action at the 1948 convention when they voted that it may be made optional to pay up these deficiencies or only pay a token of them, most employees can never hope to retire at half pay.

"THE RATE of contribution when the 55 year plan was formulated was only slightly raised from 4.23 percent to 6.33 percent in my case. This did not provide enough for a 1/120th annuity portion at 55 years of age. It leaves me with a deficiency of some $2,240, now with the State picking up five per cent. I still must pay 1.25 percent and still take home less than the first group who originally paid four percent and now pay nothing and receive one percent free.

"THEN WE have the State Police who pay about 13 percent, with the State picking up five per cent so their pay checks are still lower by eight per cent than this group. This all adds up to one thing: we must take a stand at the convention in New York City and voice our disapproval of that 1/66th portion because it will be equal to the full 1/120th for all State employees. We are all State employees and tax payers and should be entitled to an equal retirement allowance.

"I BELIEVE if you write this in your column and give these points of views and reasons, we should be able to pass and adopt one retirement resolution that would cover the new and old state employees."

Elected to the executive committee were Charles Rapazzo, Civil Service, and Frank Corr, Department of Audit and Control, treasurer; Marion A. Farrelly, Correction Commission, secretary; A. Victor Costa, Workmen’s Compensation Board, president; Harry A. Kolothuros, Office of General Service, vice president.

First Capital Conference Meeting Draws Big Crowd

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Parties And Meetings Make For Detailed, Hard Work

By LEA LEMIEUX, Chairman, Social Committee

Although the activities of the Social Committee of the Civil Service Employees Association are confined, generally, to two main functions annually—the delegate meetings in the fall, and the President's Spouses' Dinners, which is an event prepared for two years before it takes place.

Our committee is especially active during the annual meetings preparing papers for consideration and writing resolutions on matters of concern to U.C.E.A. members at all state-wide meetings and affairs approved by the president. The Social Committee has taken on more and more responsibility necessary in making the Association's annual meetings the success we trust they are.

Plenty of Detail

In addition to working closely with the president in choosing the site for the annual meetings, we also assist in making complete arrangements with the management of the site chosen for the annual dinner and other social activities offered at each of the meetings.

It is the responsibility of our committee to not only set up and execute the complete dinner plans, from selection of menu to seating arrangements of all guests and delegations, but to be physically present at the dinner to receive guests, supervise staff, handle reservations, greet unexpected guests, accommodate late arrivals, and cope with all the many last minute details that necessarily arise at complex affairs to which 700 people are in attendance.

Program Arrangements The committee also supervises contracts and works with the CSEA staff in preparing the annual dinner program, which is then contributed to each guest and delegate.

In addition to the dinners throughout the year, our committee plans both annual meetings, the committee is charged with arranging recreational and entertainment activities for guests and other honored guests, and for any other special social events for employees of the State, and for employees of the Civil Service in general, e.g., that are held in connection with the annual meetings.

At the same time the committee's responsibilities is the annual CSEA Charts Pay Arguments

(Continued from Page 1)

Pensions, as compared to pay for such titles in the Federal service, California, Michigan and New York City. Their illustration graphically how much New York State loses in such popular titles as clerk, typist, account executive, etc.

Haberdashers are not the only group to benefit from these rules. The City should also be included in the group of interest to keep the New York State's Image in the Federal service. California, Michigan and New York City. Their illustration graphically how much New York State loses in such popular titles as clerk, typist, account executive, etc.

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