CSEA Scores On Two Major Goals

Net Pay Raises Of 7 To 11% Are Proposed By Governor

How It Would Work In Various Grades

If the Legislature approves the Administration's proposal for improving the salaries and pension plan of State employees, here are some examples of what it will mean to State employees in some representative positions:

**GRADE 4—STENOGRAPHER**
- Sex - Female; Age - 24; Years of Service - 3; Incremental Step - sixth; Number of Dependents - 1.
- Present Annual Salary: $4,385
- Proposed for Oct. 1, 1964: $5,030
- Gross: $5,030
- Take Home Pay: $3,113
- Total Deductions: $1,917
- Net Pay Rises Of 7 To 11%
- Take Home Pay: $3,339
- Gross: $4,265
- Total Deductions: $926

**GRADE 4—STENOGRAPHER**
- Sex - Female; Age - 18; Years of Service - 1; Incremental Step - first; Number of Dependents - 1.
- Present Annual Salary: $3,420
- Proposed for Oct. 1, 1964: $4,060
- Gross: $4,060
- Take Home Pay: $2,140
- Total Deductions: $1,920
- Net Pay Rises Of 11%
- Take Home Pay: $2,540
- Gross: $3,530
- Total Deductions: $960

**GRADE 4—STENOGRAPHER**
- Sex - Female; Age - 34; Years of Service - 6 Incremental Step - six; Number of Dependents - 1.
- Present Annual Salary: $4,365
- Proposed for Oct. 1, 1964: $4,945
- Gross: $4,945
- Take Home Pay: $3,133
- Total Deductions: $1,812
- Net Pay Rises Of 11%
- Take Home Pay: $3,339
- Gross: $4,405
- Total Deductions: $960

GOVERNOR ROCKEFELLER

Seen earlier this year at CSEA Annual Dinner.

Christmas In Suffolk

CSEA Wins $5 Mile High Health Plan

(From Leader Correspondent)

RIVERHEAD, Dec. 23—The Suffolk County Board of Supervisors — as predicted two weeks ago in the Civil Service Leader — has voted a $1,200,000 pay raise to Suffolk County employees. The Board also granted approval of a new health insurance plan.

Both measures were approved by the Board at a special meeting last week. The action, climaxd a long battle for the benefit by the Suffolk chapter, Civil Service Employees Association.

The pay raise program provides that employees in grades 1-9 will receive increases equal to three grades plus the regular increment. Workers in grade 10 and up will be raised two grades plus a regular increment. Those will

(Continued on Page 18)

Governor OKs Equal Vacation Credit Rule

(Special To The Leader)

ALBANY, Dec. 23—Governor Rockefeller has approved an amendment to the State attendance rules which removes inequalities governing vacation credits to employees who entered State service since 1957.

Under the amendment, which was requested by the Civil Service Employees Association, vacation credits for employees with seven or more years of service will be accrued on an equivalent basis with State employees who were employed prior to 1957.

The rule change, which was effective Dec. 10, states:

Prosakl Promoted

ALBANY, Dec. 23—Herbert C. Prosakl of North Syracuse has been promoted to the position of senior bank examiner, a year following a civil service examination.

Seasons Greetings

To people of good will everywhere, the Civil Service Employees Assoc. sends sincerest wishes for a happy Christmas and a joyous New Year.

Joseph F. Felly, President
Civil Service Employees Assoc.

ALBANY, Dec. 23—A combination salary-retirement proposal that would give all State employees a net 7 to 11 percent take-home-pay increase has been made by Governor Rockefeller as a result of Administration negotiations with the Civil Service Employees Assoc., informed sources told The Leader late last week.

Under the proposal, the Board would assume an additional three percentage points of employee contributions to the State Retirement System, effective April 1, 1964, plus 3.1% effective October 1, 1964.

The total program for the upcoming State fiscal year, which begins April 1, 1964, would cost $11,000,000. Total cost of the proposal when fully implemented would be about $49,000,000, it was estimated.

Joseph F. Felly, CSEA president, told The Leader that the proposal "represents the culmination of an intensive period of negotiation with the Division of the Budget. After all available salary contributions relating to both private and public employment was fully explored in a scientific manner, it was concluded that an increasing gap existed between salaries paid by the State and those paid by private employment and that there was a definite need for immediate remedial action,"

Felly said the proposal made

(Continued on Page 20)

CSEA No Strike Study Unit Meets

ALBANY, Dec. 23—A special committee of the Civil Service Employees Association, which was appointed to study the advisability of removing from the Association's constitution a 56-year-old "No Strike" clause met in a five-hour organization session last week.

Chairman William Rosslter of Rochester State Hospital told members of the committee that the "strike" clause was met in a five-hour organization session last week.

Formation of the committee was approved by the delegates to the Association's annual meeting in New York City last October.

In addition to Rosslter, members of the committee are: Richard G. Biermalm, of the State Department of Correction; George L. Delong, Thomas Ranger, Nor- man Pyatt, William Cunningham, Edward Trapp, George Shemln and Henry Shumln.

Also: Ernest Flammuth, Marilyn Murray, Thomas J. Bra- laras, and consultants, Vernon Tagger and Fred Cave, Jr.

GOVERNOR ROCKEFELLER

Seen earlier this year at CSEA Annual Dinner.

The total program for the upcoming State fiscal year, which begins April 1, 1964, would cost $11,000,000. Total cost of the proposal when fully implemented would be about $49,000,000, it was estimated.

Joseph F. Felly, CSEA president, told The Leader that the proposal "represents the culmi- nation of an intensive period of negotiation with the Division of the Budget. After all available salary contributions relating to both private and public employment was fully explored in a scientific manner, it was concluded that an increasing gap existed between salaries paid by the State and those paid by private employment and that there was a definite need for immediate remedial action,"

Felly said the proposal made
CIVIL SERVICE LEADER

Tuesday, December 24, 1963

Housing and Renewal

Chapter Urged to Support CSEA Comm.

The first annual membership meeting of the Division of Housing and Renewal chapter, Civil Service Employees Association, was held recently at the Garden Restaurant in New York City. Mayor Poole, chapter president, announced the establishment of the current salary negotiations, and the status of the CSEA salary committee. He urged chapter support of the salary committee's action. Ben Sherman, New York City field representative, was the guest speaker for the meeting.

In another action, the chapter resolved a resolution to join the CSEA Metropolitan Conference.

144 Applications

There were a total of 144 applications received by the New York City Department of Personnel for the position of Taggart typist as of November 29.

CIVIL SERVICE LEADER

CIVIL SERVICE LEADER

Your Public Relations IQ

by LFO J. MARGOLIN

Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President of the New York Public Relations Association.

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

But Machines Can't Think ...

WHEN WE DISCOVER something which can improve the public relations of civil servants, we want everyone to know about it.

AUTOMATION HAS come to legal research via electronic computer!

WHAT THIS MEANS to civil service professionals handling the legal problems of thousands of New York State's government entities—departments of the state, cities, counties, townships, villages, school districts, commissions, authorities, etc.—is astounding.

MORE THAN 1,000,000 New York case references have been put on magnetic computer tape. At the rate of 120,000 cases per minute, a quarterback computer tests the relevance of these cases to specified legal problem.

"The MAGIC is accomplished by an electronic monster called Univac III. And just to put the icing on the cake, "Prof. Univac" types out all the cases applicable to the problem at breakneck speed. As if this wasn't enough, verified cases are printed in full by the automated professor."

WITHIN 24 HOURS after a subscribing attorney posed his legal problem, the total package—case citations, verified cases etc.—is mailed out by Law Research Service, Inc. which has headquarters in the Sperry Rand Building in New York City.

THE BENEFITS to government are happy to contemplate, since practically all government is law. Elias C. Hoppenfeld, president of Legal Research, declares that "Prof. Univac" will eliminate the tedium of legal research, "but we think he's dead wrong when he says we can junk "the skills and ambitions of employees." Either the IBM or the computing faculties have failed to appreciate the human factor. A trained lawyer will still have to devise the legal strategy and try the case.

WE WHOLEHEARTEDLY agree with Mr. Hoppenfeld, while sharply disagreeing with one state legislator who seems to think that legal brains can be canned in a machine. This state legislator favors putting state laws on computer tape, but is also quoted as saying:

"We would no longer have to depend on the skills and ambitions of employment."

THIS UNFORTunate observation was expressed during a computer demonstration in IBM's research laboratories. The legislator said that all state laws should be put on computer tape, and with that we heartily agree.

"What computers cant think. Huma.

Members Tour Camp

MASONVILLE, Dec. 31—Members of Delaware Valley chapter, Civil Service Employees Association, toured Camp Loring Brace, youth opportunity camp, in Masonville recently.

Speaker at the meeting after the tour was Thomas A. Dermody, first vice president of the State Civil Service Department.

Dermody was accompanied to the meeting by Charles I. Lanz, fourth vice president of the State Association, and Harry Albright, Jr., counsel for the Association.

Women Sergeants

The new total number of applicants who have filed for the position of police sergeant (for women only) is now 160. This total was reached as of the closing of the November filing period for exam no. 8980, according to the New York City Department of

Mr. Hoppenfeld is a University Professor of History with a doctorate in education. He has written many articles in leading newspapers and magazines. Mr. Hoppenfeld is one of the foremost authorities in the field of public relations.
$750 Idea  —  Arthur Levitt, State Comptroller, right, is shown presenting a check for $750 to Hugh Vaughn who recently performed well in the examination process for clerical positions. Vaughn, center, is shown with John O'Brien, president of the Civil Service Employees Association, at left. The check was the highest amount ever granted under the State's employee suggestion award program.

Watertown In Another Civil Service Hassle
(From Leader Correspondent)

WATERTOWN, Dec. 23 — A member of the Watertown city council, who said he has had no reply to his questions on the local civil service situation, has taken another shot at City Manager Ronald G. Forbes on the question.

Councilman Charles W. Hayes mentioned the fact that the police department has been short two sergeants "for some time."

"I'm about to make two provision appointments in the department," said City Manager Forbes. He said he would make provisional appointments for sergeants "in the absence of an eligible list."

"Can't you get that guy Ward moving?" said Hayes.

Ward did not comment further.

The city manager explained that he had been "busy" with major city problems of late but would get to the police appointments.

Hayes was referring to the recent resignation of the city's police commissioner, Attorney Norman P. Ward.

---

Glen Cove Employees

GLEN COVE, Dec. 23 — Five percent pay raise will be granted to 183 Glen Cove city employees on January 1, 1964, it was announced by Mayor Joseph M. Reilly. The city council also approved a series of employee benefits.

The pay raises, which will cost the city about $40,000, were praised by Irving Blumenbaum, president of the Nassau County Civil Service Employees Association. Blumenbaum said, "We are happy to hear the news of the raise."

Reilly also announced that the city police would begin to receive a pay increase of $3,400 for the year, totaling about $7,400 after five years instead of after 10 years.

Other benefits voted included:

1. Two personal leave days per year.
2. 12 paid holidays a year instead of the current 10, adding to the list.
3. Five personal leave days per year.
4. Adoption of general accepted grievance procedure.

---

Hill Is Selected

ALBANY, Dec. 31 — Dr. Joseph K. Hill of Pelham Manor is the joint chief administrative officer for the Downstate Medical Center, a part of the State University. Dr. Hill also is serving as acting dean of the college during the illness of Dr. Robert A. Moore, who is on sick leave.

MHEA Sends Its Holiday Greetings

John O'Brien, president of the Mental Hygiene Employees Association, sent greetings to all members, officers and representatives of the MHEA.

---

State Health Plan Rules On Transfers are Called "Restrictive And Unfair"

ALBANY, Dec. 23 — The Civil Service Employees Association has called for suspension of new rules governing transfers under the State Health Plan until a further review of the new regulations is made.

The CSEA cited Richard W. Goodroe, president of the Civil Service Commission, in its petition that new health plan rules and complaints received by the Employee Association concerning the changes which went into effect November 1, 1963.

Joseph F. Folly, president of the 114,900-member association, took issue with the implementation of the new rules and said that they are "unfair and un- fair to our members insured under the program."

Assn. Not Satisfied

"We are not satisfied with these new rules . . . we believe that to deny this to the CSEA would be discriminatory," the CSEA said.

The petition was signed by CSEA President Joseph F. Folly and George D. Clinkenbeard, a city worker.

CSEA Cites Code

CSEA cited a section of the Civil Service Employees Association which authorizes the city's fiscal officer to request and demand urban renewal in the plan.

CSEA also said that the city's ranking of eligible lists from which appointments may be made.

---

Grievance Procedure 'Status Quo' Is Assured

ALBANY, Dec. 23—The Civil Service Employees Association has assured that grievances between the State and its members will continue to be processed under existing rules until any new regulations are adopted by the new Grievance Appeals Board established this fall by Governor Rockefeller.

This assurance came last week from Andrew V. Clemens, dean of the Albany Law School and chairman of the new Grievance Appeals Board, following a request for such confirmation by Joseph F. Folly, president of CSEA.

Clemens also announced that the city policemen would begin to receive a pay increase of $3,400 for the year, totaling about $7,400 after five years instead of after 10 years.

Other benefits voted included:

1. Two personal leave days per year.
2. 12 paid holidays a year instead of 12 with an additional day for each year on the job, up to a maximum of 21 working days.
3. Five personal leave days per year.
4. Adoption of general accepted grievance procedure.

---

CHRISTMAS PARTY — Seven employees of the New York State Family Court and Broome County Probation Department are enjoying themselves at the annual joint Christmas party at the Sheraton Inn, Binghamton. Shown left to right are: Joseph O'Brien, probation officer; Mrs. George D. Clinkenbeard, a city worker; John O'Brien, president of the Civil Service Employees Association; and Mrs. Viola Van Sluys, a senior worker who served as the pianist accompanist.

---

In Rochester

Judge Henry Reserves Decision On CSEA Call For Deduction Of Dues

(From Leader Correspondent)

ROCHESTER, Dec. 23—State Supreme Court Justice Clarence J. Henry—reserved decision (Dec. 17) in a suit seeking payroll deductions for dues of city employees who are members of the Civil Service Employees Association.

The suit was brought by CSEA President Joseph F. Folly and George D. Clinkenbeard, a city worker.

CSEA Cites Code

CSEA cited a section of the Civil Service Employees Association which authorizes the city's fiscal officer to request and demand urban renewal in the plan.

CSEA also said that the city's ranking of eligible lists from which appointments may be made.

---

Gibson Is Named

ALBANY, Dec. 23—Supreme Court Justice James Gibson of Harrison Falls is the new proba- tion officer for the Appellate Di- vision of the Third Judicial De- partment. He will assume his new duties Jan. 1, 1964.

Justice Gibson succeeds Justice Francis Bogan, who has been elected to the State Court of Appeals.

---

Grievance Procedure 'Status Quo' Is Assured

ALBANY, Dec. 23—The Civil Service Employees Association has assured that grievances between the State and its members will continue to be processed under existing rules until any new regulations are adopted by the new Grievance Appeals Board established this fall by Governor Rockefeller.

This assurance came last week from Andrew V. Clemens, dean of the Albany Law School and chairman of the new Grievance Appeals Board, following a request for such confirmation by Joseph F. Folly, president of CSEA.

Clemens also announced that the city policemen would begin to receive a pay increase of $3,400 for the year, totaling about $7,400 after five years instead of after 10 years.

Other benefits voted included:

1. Two personal leave days per year.
2. 12 paid holidays a year instead of 12 with an additional day for each year on the job, up to a maximum of 21 working days.
3. Five personal leave days per year.
4. Adoption of general accepted grievance procedure.
**Keating States Arguments**

**New York Solons Fighting Defense Dept. Order to Close the Military Bases In State**

Since the rumblings first began in the halls of the Pentagon that a military economy cutback would involve the closing of New York State bases, New York legislators have been opposing the action. Let by Senators Kenneth B. Keating and Jacob Javits, these arguments have been attempted, and may yet succeed, to halt the Defense Department plans.

Senator Keating summarized his opposition in a statement a New York Times. He said that "a look at many of the in- stitutions being closed reveals that either the physical plant or the work being performed is ob- sessed, but the people on whose job the cutback of these particular bases is bracketed over a trustee, and the base, this time with the two major New York activities to be eliminated."

He further cited "specific stu- dies which completed less than six months ago by the Army and the Air Force reviewed the Rome and Schenectady activities and recommended that both be retained. Both of the activities stated to be closed in upstate New York – one in Schenectady involving 1,736 jobs, the one in Rome involving 3,886 employees – are in areas of large surplus, eligible for direct Federal assistance under a number of other programs. Since the work now done at these in- stitutions is to continue, and probably expand somewhere, the decision faced by Defense officials, of course, whether to close on facility or another.

**Displaced Area**

"In both cases," he stated, "they decided to close an instal- lation in a depressed area and transfer the jobs to installation in areas with plenty of jobs."

Keating pointed out that..."it now costs the Federal Govern- ment $4,230 to re-create a single job for one year in such an area."

Yet in arguing the great economy of its moves, the Defense Depart- ment took no consideration what- ever of the additional Federal cost which might result from adding unemployment to unemploy- ment in a depressed area of New York.

**Important Function**

The Senator reported "the ac- tivities that are now being per- formed at Schenectady Army De- pot and even more so at Rome Air Materiel Area are not obsolete activities. At Rome, the main work is buying parts of the Air Force electronic supplies such as radar and radio transmission equipment, one of the most ad- vanced parts of modern defense.

"Army and Air Force officials admit that the physical plants at Rome and Schenectady are in many respects the best and most up to date possible. In fact, they were only recently re-equipped," added Keating.

He concluded, "...in the long run these economies, at least as far as New York facilities are concerned, are certain to cost United States taxpayers and the citizens of New York many millions of dollars to counteract the devastating effects of these trans- fer. And unless the members of Congress from New York point the finger anywhere in the Government, the new has specific responsibility of considering such factors."

**Gilday Honored**

Oxford, Dec. 16 – Cecil Gilday, chief account clerk at the Women’s Relief Corps Home was honored Tuesday at the annual Christmas Party of Oxford chapter 416, Civil Service Employees Association. Members of the Association and its visitors also were honored guests.

**Army Personnel At Bases Threatened With Closing Will Not Become Jobless**

By MARY ANN BANKS

Although no official word has been given. The Leader learned last week that most of the seven military bases affected by Secretary of Defense McNamara’s announcement (regarding the seven military bases in New York State which will be partially or fully inactivated) will not necessarily be rendered jobless. In fact, informed sources report that every eff- ort will be made to relocate these employees in another Government job.

Centers of the other two Army bases, Ft. Tilden on Long Island and Ft. Totten in New Rochelle, will remain open. The Mike station which are now at Ft. Tilden, will be transferred to Montauk Point (Camp Brok) and Lido Beach. Ft. Totten’s family housing units will remain in operation.

**The Woman’s Angle**

By MARY ANN BANKS

City, State and Federal civil servants are urged to become members of professional societies. Members of the Leader with Women’s Editor of the Leader with service. Deadline for this material is Thursday at noon for publication in the following week’s paper.

There have always been plenty of female em- ployees but some recent “facts” obtained from special studies made by the Civil Service Commission for the President’s Commission on the status of Wo- men, point out the role of women.

Theory: Women workers take expensive sick leave in comparison with men.

Fact: Active Federal employees (those not selecting from the service for disability in earlier years) some used on average of 3.8 days of sick leave per employee during first year of job. Women employees averaged a little over one and a half days more sick leave during the same period. The difference between the two tended to diminish proportion- ately with age. Up to age 35, women averaged two and a half days more sick leave than men. At age 60 and above, women aged a half day more than men.

**Quit Jobs Offered**

Theory: Women leave their jobs more frequently than men.

Fact: Preliminary studies indicate a high rate of turnover of women employees, by grade, occupa- tion, and age groups, are con- sidered to be one of the reasons these women leave.

The greatest vari- ances, however, do not occur be- tween different age groups, oc- cupations, and grade levels irres- pective of sex. The highest rates of turnover, including those of both men and women, are among the oldest, or least skilled, or least of age, and among men in lower grade clerical positions. The emphasis of both sexes move into more responsible positions at higher grades; they less inclined to leave their agencies. The turnover among women and men women draw closer together at the highest grade levels of GS-9 and above. Men and women in GS-9 and above positions, because of their age, appear to play a minor role in the work environment and involve them- selves less in the office activities related to their jobs.

Facts: Grade, for grade, from GS-9 and above, women particip- ate in as many, and in many in- stances considerably more career- orientated activities as do men. Participation in meetings of membership professional societies, publications more professional activities, spend more time after hours in job-related activities, and take more special college courses.
DON'T REPEAT THIS

(Continued from Page 1)

include conservation, desalination and improved use of our natural resources.

Signs in recent days in the halls of Congress already point to strong positions on a number of important national issues. Opponents throughout America disagree as to how this matter should be handled. President Kennedy and President Johnson indicated strong positions on these issues of vital interest both to domestic and international politics. Congress, at the same time, has been taking its time deciding these pending bills, looking ahead to the national elections in the Fall of 1964.

Early in the New Year, President Johnson will submit his State of the Union message to Congress. In his Thirteenth Annual Message to Congress, delivered on December 3, 1963, JFK said:

"Optimism is a good characteristic, but if carried to an excess it becomes foolishness. We are prone to speak of the resources of this country as inexhaustible; this is not so." These words, delivered more than a half-century ago, could well be the keynote at both political party conventions next summer, just as they led the "Roughrider" to call a conference of governors, congressmen, some court justices, members of the cabinet and other distinguished citizens to consider the broad problem of conservation during 1908. The conference adopted a resolution, which in part, reads as follows:

"Threatened With Exhaustion"

"We agree, in the light of facts brought to our knowledge and from information received from sources which we can not doubt, that this material basis (on which our civilization is based) is threatened with exhaustion. Even as each succeeding generation from the birth of the Nation has performed its part in promoting the increase and development of the Republic, so do we in this generation recognize it as a high duty to perform our part; and this duty in large degree lies in the adoption of measures for the conservation of the natural wealth of the country.

We recognize in our waters a most valuable asset of the People of the United States, and we recommend the enactment of laws looking to the conservation of water resources."

Rarely has a political platform been written about without calling attention to these thoughts. And, despite, strong strides forward in developing water resources, these problems are still with us.

Re-evaluations

Only the other day, the New York Times reported that the Citizen's Budget Commission accused the city of an "inexcusable blunder" in the construction of the new reservoir and dam at Catskillon, New York, New York. The group said the city could have turned to the Hudson River as a major water supply source and could have set up the machinery for taking "an inexhaustible supply of pure water" from the Hudson.

(Continued on Page 16)
Seasons Greetings

HE was called the Prince of Peace and this is but one of the many reasons why the spirit of Christmas is the spirit of good will. To all its readers, The Leader wishes to extend its deepest wishes for a Christmas of peace and happiness and to send greetings for a joyous and prosperous New Year.

Only The First Step

GOVERNOR Rockefeller has proposed a salary and retirement program for State employees that will raise the pay of all State workers from 6 to 11 percent in two steps. This will be accomplished by adding new money to pay grades, picking up three more retirement contributions points and security benefits because I had been noted that while the Governor proposes the Legislature to close the gap between private and public pay scales. However, you may qualify if you earn credit for another job well done. — by everybody.

A Job Well Done

It is a sad day when so many people who do not have any connection with the Civil Service Employees Association and the Division of the Budget. While the plan will not fulfill the highest hopes of State employees, it should be considered as a step toward two-steps and much desired goals — a non-corporate retirement system and closing of the gap between private and public pay scales.

Before any undue optimism or criticism arises, it should be noted that while the Governor proposes the Legislature to close the gap between private and public pay scales. However, you may qualify if you earn credit for another job well done. — by everybody.

Questions Answered On Social Security

Below are questions on Social Security and answers to them by our readers and answered by a legal expert. The following is a question on Social Security should write it out and send it to the Social Security Administration, Civil Service Leader, 17 Duane St., N.Y. 7, N.Y.

We have reached age 65 in 1956. I was turned down for social security benefits because I had not worked for one year’s work under social security. I have not worked since then but want to know if I now can qualify under the new law. No. The minimum amount of social security credits on which benefits can be paid is still 6.

The new law did not change this provision. However, it may qualify if you earn credit for another six months of work under social security.

“My handsman told me he is 65 and receiving social security checks and that I do not have to pay social security taxes. I am still withholding the taxes but he insists that I should not. Who is correct in this matter?”

You are as long as a person works under social security you are required to report social security taxes for him regardless of whether he is of legal age and even though he get social security payments.

New York Representative

To Contest Sten

For Supervising Sten

Box 101

Your application was submitted in the promotion test for supervising stenographer on June 30. You received the aid of those other candidates who failed by one or two points for the stenographer position. The action with respect to certain questions asked on that promotion test was about the new City Charter.

If you would print this appeal I would be very grateful as it is my desire to contact anyone interested in contesting the said questions and do it under the new charter. I am a constant reader of your paper which is most informative and useful to every civil service employees and topics of interest to all civil employees.

ADELE F. LEE

New York Representative

This Week’s Civil Service Television List

Television programs of interest to civil service employees are telecast in the following programs.

Tuesday, Dec. 31

9:30 a.m. Career Development—Police Dept. promotional course: "Personnel Management" with Sgt. Ryback.

4:00 p.m.—Around the Clock—Police Dept. training course: "Traffic Safety".

4:30 p.m.—The Big Picture—Film series.

5:00 p.m.—Nutrition and Your Nutrition Bureau series, with guest.

6:00 p.m.—Nutrition and You—Holiday Parties and Weight Control with Dr. Loring.

Wednesday, Dec. 25

1:30 p.m.—Your Lion’s Share—Film series: "Long Christmas," moderator, Mary Strang.

3:30 p.m.—Around the Clock—Police Dept. training course: "Traffic Safety".

5:00 p.m.—Nutrition and You—Nutrition Bureau series, with guest.

7:30 p.m.—On the Job—Fire Dept. training course, "Direction of Streams".

7:45 p.m.—On the Job—Fire Dept. training course, "Traffic Safety".

7:45 p.m.—Police Dept. training course: "Traffic Safety".

7:00 p.m.—On the Job—Fire Dept. training course.

Friday, Dec. 27

4:00 p.m.—Around the Clock—Police Dept. training program, "Traffic Safety".

4:00 p.m.—Around the Clock—Police Dept. training program, "Traffic Safety".

5:00 p.m.—Nutrition and You—Nutrition Bureau and guest. "Holiday Parties and Weight Control".

6:00 p.m.—Your Lion’s Share—Film series: "Long Christmas," moderator, Mary Strang.

The PAROCZAY CASE was returned to the District Court to determine the actual facts. One June 2, 1963, United States District Judge Youngahl, ordered Paroczay reinstated, finding that his resignation was involuntary and his separation was not valid. Then the employee was given three days reasonable time to make a choice.

NOT EVERY CONFRONTATION with unpleasant altercations signifies coercion. The test is whether the employee resigned or of any organization.)

Resignation by Intimidation

You are a public employee. Your personnel officer informs you that he has derogatory information about you and your family.

The NEXT DAY, upon your denial of the derogatory allegations, the personnel officer warns you that unless you resign then and there, he will immediately institute disciplinary proceedings.

FEARING PUBLICITY and without an opportunity to consult with your family or legal counsel, you sign a form resignation effective a month later. Have you voluntarily resigned? Impairment of efficiency is a major charge.

This was essentially the situation alleged by the employee in Paroczay v. Hodges. A week after the "resignation," the attorney for Paroczay, an employee of the Weather Bureau, wrote to the Secretary of Commerce requesting withdrawal of the resignation. Nevertheless, it was treated as final.

THEREAFTER, AN APPEAL was denied by the U.S. Civil Service Commission on the ground that Paroczay had voluntarily resigned and that therefore no adverse personnel action had occurred from which he could appeal.

Paroczay then sued for a judgment to declare his resignation ineffective and to restore him to his position. In the United States District Court, however, he secured a reversal in the United States Court of Appeals for the District of Columbia Circuit in a significant decision for employees, (271 F.2d 339).

THE CHIEF HELD that if Paroczay was, in fact told to "sign now" under threat of immediate charges and was refused an opportunity to consult family and friends, his resignation must be considered a coerced one as demonstrated by this case from Rich v. Mitchell (271 F.2d 78, cert. den. 368 U.S. 854) where the employee was given three days to decide.

The Paroczay case was returned to the District Court to determine the actual facts. One June 2, 1963, United States District Judge Youngahl, ordered Paroczay reinstated, finding that his resignation was involuntary and his separation, therefore, was an improper one.

EPILOGUE TO one man's legal battle is not only valuable but also the promulgation of a new administrative policy.

The Civil Service Commission, this September, issued a memorandum to Federal agencies on the implications of the Paroczay case. It stated that in future appeals, it would look beyond the form of the personnel action to determine whether the separation was, in substance, voluntary or involuntary.

The principle of Paroczay will be applied by the Commission to any appeal where an agency has deprived an employee of his freedom of choice. Thus, some of the procedures that are condemned, whatever the reason for those legislative changes, will not be considered as effective as denial of reasonable time to make a choice.

All of these tactics are condemned, whatever the objectives: to exact a resignation, to impair efficiency or a reduction in rank or compensation.

Not every confrontation with unpleasant alternatives signifies coercion. The test is whether the employee is given a real opportunity to make the choice.

This is a reasonable time to decide whether to comply with the circumstances. The Commission has suggested certain criteria. Undoubtedly, differences of opinion will occur, with resulting litigation. Complaints will be fewer, however, if agencies abide by the spirit of the Paroczay decisions and the useful suggestions of the Civil Service Commission.

The same principles should be applicable to personnel actions in the civil service systems of New York State.
INCLUDED IN THIS BULOUS PREVIEW ARE:

• Self-Winding Watches
• Waterproof* Watches
• Diamond Dial Watches
• Diamond Watches
• Fashion Watches
• Calendar Watches
• Embraceable Watches

Priced from $59.50

TABCO
1225 BROADWAY
NEW YORK 1, N. Y.
MU 6-3391
NEW from SONY

AN FM/AM QUALITY RADIO THAT FITS IN THE POCKET!

You'll have to listen to the remarkable little TFM-825 to believe you could get such high quality FM and AM reception from a tiny pocketable set. With 8 transistors and just a bit bigger than a pack of cigarettes, it has a large oval speaker to get the most out of the advanced Mesa transistor circuitry that's extra sensitive on both FM and AM. You'll have to listen to the remarkable little TFM-825 to believe you could get such high quality FM and AM reception from a tiny pocketable set.

Moviechrome 8 Type A

In black or bone white, complete with batteries, earphone and carrying case.

CIVIL SERVICE LEADER

Page Eight

Tuesday, December 24, 1963

1

The Local For All Civil Service Employees

Get the "Natural Look" in Your Color Home Movies!

ANSCO "IECHROME" 8-

Anso

CADET II

CAMERA OUTFIT

Brand new Cadet II camera has color and black and white film, and can be used with film slides on 127 film. Double exposure prevention. Complete outfit includes Cadet II outfit, 1 roll 127 color film, and 1 roll 127 black and white film. For indoor scenes. Outdoors, use Moviechrome 8-

Try this Big ANSCO Value only $1.99

ALLIANCE

342 BROADWAY RE 2-4811
Film Processing—Hallmark Gards—Photo Engravers—Art Supplies

PENNSYLVANIA LUGGAGE SHOP

436 SEVENTH AVENUE
Near cor. 34th Street New York 1, N.Y.
LA 4-0321

SEASONS GREETINGS

AND A

HAPPY 832

TO OUR MEMBERS AND OUR MANY FRIENDS FROM THE
OFFICERS AND EXECUTIVE BOARD OF
TERMINAL EMPLOYEES LOCAL 832 I.B.T.
325 BROADWAY NEW YORK 7, N.Y.

D.A.DAVY AND NIGHT TEL. NO. HERBERT S. BAUCH

TERMINAL EMPLOYEES LOCAL 832 I.B.T.

OFFICERS AND EXECUTIVE BOARD

HERBERT S. BAUCH President and General Manager

EMMA CROWIN Trustee

ELIZABETH BOND Executive Board Member

FRED CASTIGLIONE Trustee Field Representative

KAY CUMMEN Recording Secretary Field Representative

PENNSYLVANIA LUGGAGE SHOP

436 SEVENTH AVENUE
Near cor. 34th Street New York 1, N.Y.
LA 4-0321

FRANK MANCUSO Executive Board Member

AL WEINSTOCK Business Agent

MAY MURRAY Trustee

ELIZABETH MCGEE Secretary-Treasurer

CRILA LEVINE Executive Board Member

KAT CUMMEN Recording Secretary Field Representative

(Continued on Page 9)
Executive Chapter Nominating Comm. Has Been App'ted.

ALBANY, Dec. 23—May De Vine, president of the Executive chapter, Civil Service Employees Association, announced the names of the members of the nominating committee at a recent chapter meeting.

Those appointed were: Joseph Matthews, Division of the Budget, chairman; Mrs. Dorothy Mac Hille, Commission for the Capital City; and Warren Doctor, Division of Veterans Affairs.

The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.


Those appointed were: Joseph Matthews, Division of the Budget, chairman; Mrs. Dorothy Mac Hille, Commission for the Capital City; and Warren Doctor, Division of Veterans Affairs.

The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.


The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.


The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.


The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.


The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.


'Succeeding At First', Two Employees Try Again And Win Again In State Awards

ALBANY, Dec. 23—J. Burch McMorran, State superintendent of Public Works, has presented State merit awards to two department employees.

For one employee, Nicholas Barbera, a clerk in the department's Division of Architecture, two separate $15 awards constituted the seventh and eighth time he had won such recognition.

Walter F. Chovance, an electronic computer tab librarian in the Bureau of Electronic Data Processing, won a $25 award which was his second under the program.

Both employees were commended by McMorran for their interest in improved procedures and economies.

Barbera suggested use of tinted paper in adding addenda to specification books and use of a new type of locator card for architectural drawings.

Chovance's award was presented for his suggestion that surplus electronic control panels and panel wires be returned to the Office of General Services for redistribution to other agencies.

There were 595 applications received by the New York City Department of Personnel during the September filing period for the position of assistant rent examiner.

OFFICE OF GENERAL SERVICES

For one employee, Nicholas Barbera, a clerk in the department's Division of Architecture, two separate $15 awards constituted the seventh and eighth time he had won such recognition.

Walter F. Chovance, an electronic computer tab librarian in the Bureau of Electronic Data Processing, won a $25 award which was his second under the program.

Both employees were commended by McMorran for their interest in improved procedures and economies. Barbera suggested use of tinted paper in adding addenda to specification books and use of a new type of locator card for architectural drawings.

Chovance's award was presented for his suggestion that surplus electronic control panels and panel wires be returned to the Office of General Services for redistribution to other agencies.
UNITED CAMERA EXCHANGE brings you a NEW AMERICAN BEAUTY!

CARTRIDGE LOADING Bell & Howell "AUTOLOAD" ZOOM REFLEX 8mm MOVIE CAMERA

This snazzy styled Bell & Howell camera brings out the quintessence—the lens automatically...sets the lens automatically...lets you shoot perfectly exposed full color movies with your first, easy-to-load cartridge of film. And because you use regular 8mm roll film, you enjoy big savings. Fast REFLEX VIEWING and a Fast 1.2 FULL-RANGE ZOOM LEV are other way-out-in-front features that are yours with this wonderful camera!

WE CARRY A COMPLETE LINE OF BELL & HOWELL FINE CAMERAS

UNITED CAMERA EXCHANGE

AUTOMATIC 538 COLOR SLIDE PROJECTOR

Here's a budget-priced color slide projector with many features found only in more expensive models...universal 4"/f/3.5 lens shows all 2"x2" slides in perfect focus...brilliant 300-watt illumination gives sparkling pictures...single slide dialer that permits editing of slides during projection and long-play 60-slide indexed tray for longer shows than any other comparably priced projectors. Add to these: turn-down cooling fan prevents slides from "popping out of focus"...modern self-contained all metal construction with multi-in-carrying handle, plus focus and elevation controls...and here's everything needed for enjoyable action-packed slide shows.

$5.95 Down

KING OF THE COMPACTS

CENTURY GRAPHIC 23

The larger the negative, the more critically sharp the enlargement! Century Graphic uses a big 2" x 2½ negative—over four times larger than 35mm negative. Excellent for color. You can use improved, faster film or fine grain high speed black and white film for quality results...alternately switch from sheet film to roll film in seconds. In addition, Century Graphic has the same versatility as famous Pacemaker Graphic in a compact size...interchangeable lenses, ground glass focusing, double extension bellows, adjustable front standard.

$20.00 Down

Let us show you how economical it is to own and use the Century Graphic

VIEW-MASTER® Library Chest

$2.25

Handsome two-toned plastic file for picture packets and viewer. Compact, durable, holds large library of picture reels.

ROLLIECORD Vb

A real Rollei at an amazingly low price. Five picture sizes in one camera, from miniature to 2½" x 2½" inch...ideal for color shots.

1122 AVENUE OF THE AMERICAS
96 Chambers Street
1140 Ave. Of The Americas
265 Madison Avenue
132 East 43rd Street
EVERY BENrus WATCH MOVEMENT MUST PERFORM PROPERLY FOR 3 FULL YEARS OR BENRUS WILL REPAIR OR REPLACE IT FREE

"ORBIT nn SW"

Every room with private bath, radio and television, 100% Air-Conditioned.

The "DAWN MIST" portrait is a beautiful wedding
thing of Old World charm and stonework, designed
through the symbolically designed of Ayres, the first
light of morning, on the
top issues.

Four-poster bed, bathroom, suite of

Every room with private bath, radio and television, most air-conditioned.

TEST AND LIST PROGRESS - N.Y.C.

Below are the eligible lists from which certifications were made during the past week. A complete listing of all eligible lists and the last number certified from them will appear on this page the first Tuesday of each month.

- Administrative clerk, (Women), 4 certified Dec. 11.
- Ant. station, 38 certified Dec. 11.
- Ant. technician, 37 certified Dec. 11.
- Ant. technician, 45 certified Dec. 11.
- Junior radio technician, 2 certified Dec. 11.
- Junior radio technician, 1 certified Dec. 13.
- Junior radio technician, 3 certified Dec. 11.
- Junior radio technician, 4 certified Dec. 11.
- Senior radio technician, 2 certified Dec. 11.
- Senior radio technician, 3 certified Dec. 13.
- Senior radio technician, 4 certified Dec. 11.
- Senior radio technician, 5 certified Dec. 13.
- Senior radio technician, 6 certified Dec. 11.
- Senior radio technician, 7 certified Dec. 13.
- Senior radio technician, 8 certified Dec. 11.
- Senior radio technician, 9 certified Dec. 13.
- Senior radio technician, 10 certified Dec. 11.
- Senior radio technician, 11 certified Dec. 13.
- Senior radio technician, 12 certified Dec. 11.
- Senior radio technician, 13 certified Dec. 13.
- Senior radio technician, 14 certified Dec. 11.
- Senior radio technician, 15 certified Dec. 13.
- Senior radio technician, 16 certified Dec. 11.
- Senior radio technician, 17 certified Dec. 13.
- Senior radio technician, 18 certified Dec. 11.
- Senior radio technician, 19 certified Dec. 13.
- Senior radio technician, 20 certified Dec. 11.
- Senior radio technician, 21 certified Dec. 13.
- Senior radio technician, 22 certified Dec. 11.
- Senior radio technician, 23 certified Dec. 13.
- Senior radio technician, 24 certified Dec. 11.
- Senior radio technician, 26 certified Dec. 11.
- Senior radio technician, 27 certified Dec. 13.
- Senior radio technician, 28 certified Dec. 11.
- Senior radio technician, 29 certified Dec. 13.
- Senior radio technician, 30 certified Dec. 11.
- Senior radio technician, 31 certified Dec. 13.
- Senior radio technician, 32 certified Dec. 11.
- Senior radio technician, 33 certified Dec. 13.
- Senior radio technician, 34 certified Dec. 11.
- Senior radio technician, 35 certified Dec. 13.
- Senior radio technician, 36 certified Dec. 11.
- Senior radio technician, 37 certified Dec. 13.
- Senior radio technician, 38 certified Dec. 11.
- Senior radio technician, 39 certified Dec. 13.
- Senior radio technician, 40 certified Dec. 11.
- Senior radio technician, 41 certified Dec. 13.
- Senior radio technician, 42 certified Dec. 11.
- Senior radio technician, 43 certified Dec. 13.
- Senior radio technician, 44 certified Dec. 11.
- Senior radio technician, 45 certified Dec. 13.
- Senior radio technician, 46 certified Dec. 11.
- Senior radio technician, 47 certified Dec. 13.
- Senior radio technician, 48 certified Dec. 11.
- Senior radio technician, 49 certified Dec. 13.
- Senior radio technician, 50 certified Dec. 11.
- Senior radio technician, 51 certified Dec. 13.
- Senior radio technician, 52 certified Dec. 11.
- Senior radio technician, 53 certified Dec. 13.
- Senior radio technician, 54 certified Dec. 11.
- Senior radio technician, 55 certified Dec. 13.
- Senior radio technician, 56 certified Dec. 11.
- Senior radio technician, 57 certified Dec. 13.
- Senior radio technician, 58 certified Dec. 11.
- Senior radio technician, 60 certified Dec. 11.
- Senior radio technician, 61 certified Dec. 13.
- Senior radio technician, 62 certified Dec. 11.
- Senior radio technician, 63 certified Dec. 13.
- Senior radio technician, 64 certified Dec. 11.
- Senior radio technician, 65 certified Dec. 13.
- Senior radio technician, 66 certified Dec. 11.
- Senior radio technician, 67 certified Dec. 13.
- Senior radio technician, 68 certified Dec. 11.
- Senior radio technician, 69 certified Dec. 13.
- Senior radio technician, 70 certified Dec. 11.
- Senior radio technician, 71 certified Dec. 13.
- Senior radio technician, 72 certified Dec. 11.
- Senior radio technician, 73 certified Dec. 13.
- Senior radio technician, 74 certified Dec. 11.
- Senior radio technician, 75 certified Dec. 13.
- Senior radio technician, 76 certified Dec. 11.
- Senior radio technician, 77 certified Dec. 13.
- Senior radio technician, 78 certified Dec. 11.
- Senior radio technician, 80 certified Dec. 11.
- Senior radio technician, 81 certified Dec. 13.
- Senior radio technician, 82 certified Dec. 11.
- Senior radio technician, 83 certified Dec. 13.
- Senior radio technician, 84 certified Dec. 11.
- Senior radio technician, 85 certified Dec. 13.
- Senior radio technician, 86 certified Dec. 11.
- Senior radio technician, 87 certified Dec. 13.
- Senior radio technician, 88 certified Dec. 11.
- Senior radio technician, 89 certified Dec. 13.
- Senior radio technician, 90 certified Dec. 11.
- Senior radio technician, 91 certified Dec. 13.
- Senior radio technician, 92 certified Dec. 11.
- Senior radio technician, 93 certified Dec. 13.
- Senior radio technician, 94 certified Dec. 11.
- Senior radio technician, 95 certified Dec. 13.
- Senior radio technician, 96 certified Dec. 11.
- Senior radio technician, 97 certified Dec. 13.
- Senior radio technician, 98 certified Dec. 11.
- Senior radio technician, 100 certified Dec. 11.

The "DAWN MIST" portrait is a beautiful wedding thing of Old World charm and stonework, designed through the symbolically designed of Ayres, the first light of morning, on the top issues.

Four-poster bed, bathroom, suite of

"ORBIT nn SW"

Every room with private bath, radio and television, 100% Air-Conditioned.

The "DAWN MIST" portrait is a beautiful wedding thing of Old World charm and stonework, designed through the symbolically designed of Ayres, the first light of morning, on the top issues.

Four-poster bed, bathroom, suite of

"ORBIT nn SW"

Every room with private bath, radio and television, 100% Air-Conditioned.

The "DAWN MIST" portrait is a beautiful wedding thing of Old World charm and stonework, designed through the symbolically designed of Ayres, the first light of morning, on the top issues.

Four-poster bed, bathroom, suite of

"ORBIT nn SW"

Every room with private bath, radio and television, 100% Air-Conditioned.
BENRUS
Available at H. ZACKS

SAY
MERRIEST
CHRISTMAS
WITH BENRUS

GIFT WATCHES

INCLUDED IN THIS FABULOUS PREVIEW ARE:

• Self-Winding Watches
• Waterproof* Watches
• Diamond Dial Watches
• Diamond Watches
• Fashion Watches
• Calendar Watches
• Embraceable Watches

Priced from
$5.95

BENRUS
 EVERY BENRUS WATCH MOVEMENT MUST PERFORM PROPERLY FOR 3 FULL YEARS OR BENRUS WILL REPAIR OR REPLACE IT FREE.

H. ZACKS
86 BOWERY
NEW YORK 13, N.Y. WO 6-0977 - 0978
DIAMONDS — JEWELRY
stereophonic performance
equalled only by the finest cosmes
in the most compact system yet!

The KLH Model Fifteen Compact Phonograph System
Nothing with such sound quality was ever so compact
and convenient to own. Or so modestly priced. A complete
stereophonic music center in 300 cubic inches of space,
designed to fit in any room, home, or office.

• ALL TRANSISTORIZED — no tubes
• 15 WATT—multi-mode solid state pre-amplifier/amplifier
• GARRARD AT-6 automatic-speed-change changer
• PICKERING 320C magnetic pickup with diamond stylus
The Model Fifteen delivers a level of performance that
equals or surpasses the finest consoles in any price range.
Exchange your stereo for a compact pair of K.L.H.
before you replace your present system.

THIS IS A NEW KIND OF FOUNTAIN PEN.
It's a convertible pen... the first of its kind. It can be
loaded with a big Super Quink cartridge or ink bottle
and it will write up to 10,000 words before it runs dry.

It's "convertible" because a clever little device takes the place of a cartridge, and lets you fill the
45 from an ink bottle.

7 Instantly Replaceable Points
They're all 14K gold. If you damage one it can be
replaced instantly, right at the pen counter. The points
range from American (extremely fine) to broad broad.
These tapered barrel. Colors: Blue, black, green, charcoal and deep blue. Converter and 
gift box FREE with each pen. Attractive matching pencil $3.95.

This is a brand new kind of a fountain pen. It's a "convertible" pen... the first of its kind. It can be
loaded with a big Super Quink cartridge or ink bottle
and it will write up to 10,000 words before it runs dry.

It's "convertible" because a clever little device takes the place of a cartridge, and lets you fill the
45 from an ink bottle.

7 Instantly Replaceable Points
They're all 14K gold. If you damage one it can be
replaced instantly, right at the pen counter. The points
range from American (extremely fine) to broad broad.
These tapered barrel. Colors: Blue, black, green, charcoal and deep blue. Converter and 
gift box FREE with each pen. Attractive matching pencil $3.95.

1. Insert converter in place of cartridge. Fill from ink bottle in your usual ordinary pen.

2. Insert converter is place of cartridge. Fill from ink bottle in your usual ordinary pen.

1. Insert converter in place of cartridge. Fill from ink bottle in your usual ordinary pen.

2. Insert converter is place of cartridge. Fill from ink bottle in your usual ordinary pen.

A "convertible" Fountain Pen with a 14K gold point

Fills with a cartridge or from an ink bottle

This is a brand new kind of a fountain pen. It's a "convertible" pen... the first of its kind. It can be
loaded with a big Super Quink cartridge or ink bottle
and it will write up to 10,000 words before it runs dry.

It's "convertible" because a clever little device takes the place of a cartridge, and lets you fill the
45 from an ink bottle.

7 Instantly Replaceable Points
They're all 14K gold. If you damage one it can be
replaced instantly, right at the pen counter. The points
range from American (extremely fine) to broad broad.
These tapered barrel. Colors: Blue, black, green, charcoal and deep blue. Converter and 
gift box FREE with each pen. Attractive matching pencil $3.95.

This is a brand new kind of a fountain pen. It's a "convertible" pen... the first of its kind. It can be
loaded with a big Super Quink cartridge or ink bottle
and it will write up to 10,000 words before it runs dry.

It's "convertible" because a clever little device takes the place of a cartridge, and lets you fill the
45 from an ink bottle.

7 Instantly Replaceable Points
They're all 14K gold. If you damage one it can be
replaced instantly, right at the pen counter. The points
range from American (extremely fine) to broad broad.
These tapered barrel. Colors: Blue, black, green, charcoal and deep blue. Converter and 
gift box FREE with each pen. Attractive matching pencil $3.95.

This is a brand new kind of a fountain pen. It's a "convertible" pen... the first of its kind. It can be
loaded with a big Super Quink cartridge or ink bottle
and it will write up to 10,000 words before it runs dry.

It's "convertible" because a clever little device takes the place of a cartridge, and lets you fill the
45 from an ink bottle.

7 Instantly Replaceable Points
They're all 14K gold. If you damage one it can be
replaced instantly, right at the pen counter. The points
range from American (extremely fine) to broad broad.
These tapered barrel. Colors: Blue, black, green, charcoal and deep blue. Converter and 
gift box FREE with each pen. Attractive matching pencil $3.95.
Thank You and Best Wishes.  
We enjoyed serving you throughout the year.  
And to all our Happy Clients and Friends  
Our Holiday Greeting.
Don't Repeat This
(Continued from Page 5)
theme that will have to be reck- 
and the Federal Executive have 
noned with on all levels of govern-
which already exhibited an awareness of 
ment in the next year. Congress 
this national mood. 
Considers for a water and other 
resources, therefore, will soon filter 
down to state and local levels and 
is expected to assume a growing 
importance in gubernatorial and 
mayoral elections in the coming 
years.

DeVeneau Promoted
ALBANY, Dec. 23—George De-
Veneau of the State Thruway 
Authority has been promoted 
provisionally as supervisor of 
office services, pending an ex-
amination. DeVeneau formerly 
was assistant accountant in the 
Bureau of Finance.

ALBANY, Dec. 23—George De-
Veneau of the State Thruway 
Authority has been promoted 
provisionally as supervisor of 
office services, pending an ex-
amination. DeVeneau formerly 
was assistant accountant in the 
Bureau of Finance.

CORLAINE suggests 
Flowers and Flatteries 
by 
Vanity Fair

One luscious lace posy applique after 
another blooms in this bouquet of matched nylon tricots. 
In colors worth their weight in compliments, the effect 
is absolute luxury but the upkeep is practically nil. That’s because it all flicks in and out of 
the laundry without a care in the world!

Scallop embroidered 
blooms at the bodice 
and at the hem of this 

wonderfully becoming slip. Exactly 
what you want in at least two colors—
and why not? The price is so nice, 
and the upkeep is nothing because 
nylon tricot flicks in and out of the suds 
without a care in the world!

Sized 32 to 42 in Short, Average and Tall.

$5.95

CORLAINE SHOPS, INC.
501 Madison Avenue
New York, New York

Please send me ..............................................
Size ........ Amount Enclosed ......................
Name ..................................................
Address ..............................................
City ..................................................
Zone ....... State .................................

CORLAINE SHOPS, INC.
501 Madison Avenue
New York, New York

Please send me ..............................................
Size ........ Amount Enclosed ......................
Name ..................................................
Address ..............................................
City ..................................................
Zone ....... State .................................

CORLAINE SHOPS, INC.
501 Madison Avenue
New York, New York

Please send me ..............................................
Size ........ Amount Enclosed ......................
Name ..................................................
Address ..............................................
City ..................................................
Zone ....... State .................................

ALICE SHOP
723 Madison Avenue
New York City

LINGERIE

BRENDA SHOP, LTD.
369 Madison Avenue
New York City
(Roosevelt Hotel)

HOSIERY

UNI-CARD

SPORTSWEAR
BENRUS WATCHES

INCLUDED IN THIS FABULOUS PREVIEW ARE:

• Self-Winding Watches
• Waterproof* Watches
• Diamond Dial Watches
• Diamond Watches
• Fashion Watches
• Calendar Watches
• Embraceable Watches

Priced from $59.50

TABCO
1225 BROADWAY
NEW YORK 1, N. Y.
MU 6-3391

BENRUS
EVERY BENRUS WATCH MOVEMENT MUST PERFORM PROPERLY FOR 3 FULL YEARS OR BENRUS WILL REPAIR OR REPLACE IT FREE

Your Choice of A $59.50 Benrus Watch
$20.00 For Your Old Watch
You Pay Only $39.50
NEW OFFICERS — Newly elected officers of the Gowanda State Hospital chapter, Civil Service Employees Association, are shown with various officers and officials of the State Association, at the installation dinner. Seated in the front row (from left to right) are: Robert Caruso, treasurer; Carolyn Gobla, secretary; Victor New, president; Joseph Paulicci, vice president, and Celeste Ruscizka, delegates. Others at the ceremonies standing were (in the same order): Roy Lee, president of the Western State chapter; Jack Henderson, state treasurer; Henry Gudla, CSEA field representative; Robert Cuthbert, business officer at Gowanda; Governor DeLancey, president of the Western Conference; William Rossiter, Rochester Hospital chapter president, and Noel McDonald, Southwestern Conservation chapter president.

RECEIVES PORTRAIT — Dr. Louis Carp, president of the Board of Visitors at Rockland State Hospital, is shown receiving a portrait which was painted by Mrs. Edmund M. Brugeman (standing) at a reception and dinner for 25-year employees. Seated at right is Mrs. Clarence Low, wife of the former president of the Board of Visitors. At right is Mrs. Charles Haller, secretary of the Board.

Rockland State Honors Dr. Carp With Portrait

（From Leader Correspondent）

ORANGE m., Dec. 23—At a reception and dinner recently at the Rockland State Hospital, employees who have completed 25 years of service with the Department of Mental Hygiene were honored.

Dr. Louis Carp, president of the Board of Trustees, received a portrait by Mrs. Edmund M. Brugeman, a member of the Board, for "his years of devoted service to the department." Dr. Carp has been a member of the Board of Visitors for 27 years and his wife presided at the dinner on October 19, 1962.

Honored Guests

Employees receiving 25-year pins from Dr. Alfred M. Skalsky, director of the hospital, were: Louise Bauscher, Frances Bilodeau, Milly Bryan, George Bullis, Stephen Bullis, George Cemelanto, Mrs. Aurelia F. Chudalin, Mrs. Moe Dukman, William Donovan, Mrs. Grace Dow, Nicholas Durandito, Mrs. Adele Fleisher, Arthur Gilford, Mrs. Helen Goetry, Thomas A. Broome, Bernard Grubbs, Harry, Harrison, Miss Helen Hobbs, Mrs. Margaret James, Mrs. Charles Keller, Home Lucero, Mrs. Anna Moore, Herbert Frutig, Nicholas Puzziferri, George Slater, Harry Temmer, Howard Van Nunn, Ernest R. Womack, Virgil Woodard and John Cunningham.

Examples Show How Proposal Would Work

（Continued from Page 1）

GRADE 5 — ATTENDANT

Sex — Male; Age: 39; Years of Service: 1; Incremental Step — first; Number of Dependents: 2.

Present Annual Salary

Gross: $5,990
Annual Salary (excl. effect of annual increments)
Gross: $3,700
Take-Home Pay: $2,859
Total Deductions: $721
Per Cent Increase in Take-Home Pay: 6.9%*
Per Cent Increase in Annual Salary: 7.0%*

GRADE 5 — ATTENDANT

Sex — Male; Age: 28; Years of Service: 6; Incremental Step — sixth; Number of Dependents: 2.

Present Annual Salary

Gross: $4,855
Annual Salary (excl. effect of annual increments)
Gross: $4,615
Total Deductions: $860
Take-Home Pay: $3,039
Per Cent Increase in Take-Home Pay: 6.8%*
Per Cent Increase in Annual Salary: 7.3%*

GRADE 6 — SENIOR ACCOUNT CLERK

Sex — Male; Age: 21; Years of Service: 1; Incremental Step — first; Number of Dependents: 2.

Present Annual Salary

Gross: $4,320
Annual Salary (excl. effect of annual increments)
Gross: $4,375
Total Deductions: $809
Take-Home Pay: $3,511
Per Cent Increase in Take-Home Pay: 7.7%*
Per Cent Increase in Annual Salary: 8.0%*

GRADE 7 — SENIOR ACCOUNT CLERK

Sex — Male; Age: 37; Years of Service: 12; Incremental Step — sixth; Number of Dependents: 4.

Present Annual Salary

Gross: $5,000
Annual Salary (excl. effect of annual increments)
Gross: $4,615
Total Deductions: $860
Take-Home Pay: $3,039
Per Cent Increase in Take-Home Pay: 6.8%*
Per Cent Increase in Annual Salary: 7.3%*

GRADE 8 — PRINCIPAL ACCOUNT CLERK

Sex — Male; Age: 21; Years of Service: 1; Incremental Step — first; Number of Dependents: 4.

Present Annual Salary

Gross: $5,000
Annual Salary (excl. effect of annual increments)
Gross: $5,000
Total Deductions: $860
Take-Home Pay: $4,140
Per Cent Increase in Take-Home Pay: 7.0%*
Per Cent Increase in Annual Salary: 7.3%*

GRADE 9 — CORRECTION OFFICER

Sex — Male; Age: 27; Years of Service: 1; Incremental Step — first; Number of Dependents: 4.

Present Annual Salary

Gross: $5,000
Annual Salary (excl. effect of annual increments)
Gross: $5,000
Total Deductions: $860
Take-Home Pay: $4,140
Per Cent Increase in Take-Home Pay: 7.0%*
Per Cent Increase in Annual Salary: 7.3%*

GRADE 10 — PRINCIPAL CORRECTION OFFICER

Sex — Male; Age: 21; Years of Service: 1; Incremental Step — first; Number of Dependents: 4.

Present Annual Salary

Gross: $6,140
Annual Salary (excl. effect of annual increments)
Gross: $6,140
Total Deductions: $976
Take-Home Pay: $5,164
Per Cent Increase in Take-Home Pay: 7.0%*
Per Cent Increase in Annual Salary: 7.3%*

GRADE 11 — PRINCIPAL ACCOUNT CLERK

Sex — Male; Age: 21; Years of Service: 1; Incremental Step — first; Number of Dependents: 4.

Present Annual Salary

Gross: $5,000
Annual Salary (excl. effect of annual increments)
Gross: $5,000
Total Deductions: $860
Take-Home Pay: $4,140
Per Cent Increase in Take-Home Pay: 7.0%*
Per Cent Increase in Annual Salary: 7.3%*

New Meeting Place For Nassau Chapter

WESTBURY. Dec. 23—Irving Hall Memorial Union, Flasheim and president of the Nassau County chapter, Civil Service Employees Association, announced that the chapter will change its regular meeting place for future chapter meetings. The new location will be the Westbury Manor at Kari Hopi's, Jericho Turnpike and Garden Woods Rd. (near the Red Coach Inn) in Westbury, L.I. The next regularly scheduled chapter meeting will be held January 15, 1964.
The engineering and drafting side titles, which offer annual salaries of $3,536, are now open for filing with the New York State Department of Civil Service. These titles will remain open for filing until Jan. 6, 1964. The exam for these positions will be open-competitive.

The title also offers five annual increments up to $4,420. Most of the positions are open in the ten district offices of the Department of Public Works with more than 200 of them potentially open.

For further information and application forms contact the department at 270 Broadway, New York City or at the State Campus, Albany.
Governor Makes 2-Step Combination Proposal

(Continued from Page 1) by the Governor is fully supported by himself, Senator Boehm, our Salary Committee chairman, and his entire committee, by our negotiating committee and by the presidents of our regional conferences.

How It Works
The CSEA president stated further that the proposal, "is fully supported by our negotiating committee and by the entire CSEA conference. In any case, members who are contributing less than five per cent to the Retirement System would have the pension portion of their retirement allowance increased by five per cent. This group would then be contributing less than five per cent towards the salary, the three per cent the State would assume under the proposal.

Could Be Permissive
The retirement program, taken with their present five per cent contributions, would provide a total salary adjustment of from 7 to 11 per cent for all State employees. Therefore, the Governor believes that the legislation necessary for this purpose would provide a permissive clause for local government.

Benedict Calls Meeting
The Leader also has learned that Benedict has called for a full meeting of his Salary Committee, the negotiating committee of the CSEA, and the proposal president for this Thursday Dec. 30 in Albany.

Oneida Christmas Party Draws 200

The annual Christmas Dinner-Dance of the Oneida County chapter, Civil Service Employees Association, was held last week at the Twin Pond Country Club. Some 250 members and guests attended, according to Joseph Mathews, chapter president.

Included among the guests at the affair were: Mayor Frank M. Dulan, of Utica; Leonard Novak, Utica Comptroller, Oneida County Executive Charles L. Van den Bosch, District Attorney Arthur Daviass and Frank Seiler, County Clerk. Serving on the committee were; Robert Blandino, general chairman; Mrs. Ruth Mann and Mrs. Julia O'Keefe, co-chairmen; Mrs. Edna Fredericks and Josephine Manze, dinner; Virginia Mohal and John Polera, program; Mrs. Mary Lucas and Mrs. Thomas McCarty, reception; Mrs. Beatrice Manzo and Mrs. Donato Brosen, entertainment; Mrs. William Collins and Mrs. Jean Colley, decorations.

The toys are being collected in a section of the building on the floor as employees of all departments contribute to a concerted drive to provide toys and games for the children at the Center. At 270 Broadway, operated by the New York State Department of Social Services. It is assumed that the legislation necessary for this purpose will provide a permissive clause for local government.

Suffolk Victory

(Continued from Page 1) by only a few exception to this pattern.

We have won.

Thomas Dobbs, president of chapter, said immediately after the Board acted, "We have won our fights we have instantly. It is time that the supervisors recognized the need of public employees. We think if it is a fair contract, the public will be satisfied."

This offer, which was made by the building superintendent, Paul Gwy, has been most cooperative. He set up a special area near the main floor elevator bays and provided boxes with shelves. The toys are coming in thick and fast and we feel quite sure we will have a fine collection for the Center."