Local CSEA Units Start Grass Roots Movement to Insure Pay Plan Success

ALBANY, Dec. 30—The Legislative Committee of the Civil Service Employees Association—spurred by a state-wide grassroots movement to implement a State employee salary program in the coming legislative session — last week began operations to coordinate the local legislative action of the entire CSEA membership.

The panel's chief chairman, Orace Nutty, has been besieged with inquiries as to what can be done on the local level to help secure a salary program.

As announced last week, Governor Rockefeller, as a result of negotiations with the Employees Association, will introduce to the Legislature next month a mandatory retirement program which would give all employees a seven to eleven per cent take-home pay increase next year.

Information Campaign

The Legislative Committee, which met immediately after announcement of the program, has recommended an information campaign for State legislators by CSEA members within each legislator's home district.

Under the committee recommendation, Assembly and Senate rosters would be broken down and assigned to the appropriate CSEA chapters. The chapters will be asked to appoint committees to visit their legislators to inform them of the need for the pay program, how it would work, and to get from the individual legislators their commitment to back the program in the Legislature, or to determine any objection they might have.

Local CSEA Units Start Grass Roots Movement To Insure Pay Plan Success

Hudson River Dines 7,000 At Christmas

(From Leader Correspondent)

POUGHKEEPSIE, Dec. 30 — Civil Service employees at the Hudson River State Hospital here helped to provide more than 7,000 Christmas dinners for patients and employees over the last holiday season. The hospital has just less than 5,000 patients and a staff of approximately 2,600. The dinner included turkey and all the trimmings.

Presents from relatives, veteran employees and municipal employee groups were presented to the patients and each was also decorated, by patients and employees, including a fireproof tree. Work had been started many weeks prior to the holiday to complete the project.

Protested Exam Being Analyzed

ALBANY, Dec. 30—The Civil Service Employees Association has been informed that an analysis is being made by the Civil Service Department of the combined principal examination No. 9108 given last May.

Mary Goode Kramer, president of the Civil Service Employees Association, indicated this in her reply to a protest filed by Joseph P. Peily, president of the Association's Salary Department, for a reexamination of the project.

Peily asked review

Peily asked for a review of the examination and the policy concerning the relationship of the total who took the examination and total who qualified.

In her reply, the Commissioner said, "We are having an analysis of certain aspects of this examination made, and I hope that within the next few months we will be able to review this matter again both with respect to the current list and in order to set guide lines for future tests of this kind."

The committee recommendation, Assembly and Senate rosters would be broken down and assigned to the appropriate CSEA chapters. The chapters will be asked to appoint committees to visit their legislators to inform them of the need for the pay program, how it would work, and to get from the individual legislators their commitment to back the program in the Legislature, or to determine any objection they might have.

Local CSEA Units Start Grass Roots Movement To Insure Pay Plan Success

WATERTOWN Honors Mrs. Fannie Smith

WATERTOWN, Dec. 30—Mrs. Fannie W. Smith, president of the Jefferson chapter, CSEA, has been presented with a distinguished service citation by retiring Mayor William O. Lachenter.

The award makes Mrs. Smith the first honorary citizen of Watertown.

"The recognition makes me very proud," Mrs. Smith said in accepting the official award.

The mayor, who left office Jan. 1, is executive secretary of the county civil service commission.
Statewide Model Code of Ethics
Governing Employees & Officials
Set for Legislative Consideration

ALBANY, Dec. 30 — Local government officials may now have a statewide Model Code of Ethics to govern possible conflict of interest cases.

State Comptroller Arthur Levitt has suggested adoption of a single statute, which he said would "cut through the maze of contradictory laws which govern business transactions of municipal officers and employees."

The proposed bill will be introduced for consideration by the 1964 Legislative session, which convenes Jan. 8.

Writing in the drawing of the bill was a Committee on Conflict of Interest, whose members had been appointed late last year to conduct a thorough study of the problem.

Objectives
The committee's three objectives, Levitt said, "were to protect the public from municipal contractors influenced by avaricious officers, to protect innocent public officials from unwarranted assaults on their integrity and to encourage community efforts to adopt an appropriate code of ethics."

Of special interest to local officials and employees was this statement: "The proposal recognizes the harshness and inequity of condemning a public official for a wholly technical interest in a contract he did not seek and forces upon employees and employers who in fact may be favored, approve, prepare or otherwise connive for the right to execute the transaction from both ends."

Summary
In summary, the following is the substance of the proposed single general law:

- Seventy-eight various and often conflicting laws are condensed to one statute.
- Compromise is assured by elimination of inconsistency.
- Codification and popular acceptance of this statute makes it difficult to undo.
- Officials can truthfully and accurately publicize the statute and the code of ethics adopted in accordance therewith.

State Offers 5
Promotion Exams

The New York State Department of Civil Service has announced that five promotional exams will be offered until January 6, 1964. The exams, the retiring departments, the Objectives and the number of positions are below:

<table>
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<tr>
<th>Department</th>
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<th>Objectives</th>
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<td>Bureau of Employment</td>
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<tr>
<td>Trainingoring</td>
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The Transit Authority Police Department was brought up to its 972 quota recently when 30 probationary transit policemen were graduated and two veteran transit policemen promoted during ceremonies at the Brooklyn War Memorial Building.

TA Commissioner John J. Gilhooley presided at the ceremonies and presented the Commissioner's Trophy — a newly inaugurated annual award — to the graduate attaining the highest average for general excellence.

The Commissioner's Trophy and two other trophies which were presented are reserved.

TA Acting General Manager William D. Welling worked as a harmonious team with Dick McGehee to administer the National Committee.

The President is expected to make a tour of each city in the months following the November elections. Currently, the Democratic members of the legislature are traveling throughout the country to continue working with him.

This handsome coupon is available at the New York Civil Service office.

Charles S. Lewis - Room 721
Statehouse, New York, N. Y.

Please send me information and application blanks for the examination. If this is not available I will keep me informed on future tests. Thank you.

Name _____________________________________________
Address ___________________________________________
City __________________________ State ____________
Busv Schedule For
Mrs. Anna Bessette
(From Leader Correspondent)
WINGDALE, Dec. 30—Mrs. Anna Bessette of the Harleim Valley State Hospital said today she is scheduled to attend three meetings in Albany next month, plus has an invitation to attend a meeting of the Mental Hygiene Employees Association at the Wellington Hotel in Albany on Jan. 25.

The Performance Work Ratines Committee will meet Jan. 9 at the DeWitt Clinton Hotel under the direction of Kenton Holmes, chairman of Division of Employment cloud, CSEA, Bethesda. This group will formulate plans for a report in March.

The Directors' Charter Committee of CSEA will have a dinner meeting Jan. 17 at 6:30 at the Hotel DeWitt Clinton, Albany, at which a report will be considered for additional regional conferences from the Long Island area chapter. Chairman of this group will be Richard A. Tarmey of Amster-
dam. The meeting of the Board of Directors of CSEA is scheduled for late January.

Cayuga Triples Its Membership
(From Leader Correspondent)
AUBURN, Dec. 30—Cayuga chapter, Civil Service Employee Association, nearly tripled the number of paid members in a membership drive ended last week.

Carroll B. Hester, chapter representative on the CSEA executive committee, who headed the drive, said membership has reached nearly 400 city and county employees. The chapter had 139 paid members before the campaign began, he said. Cayuga chapter has both city and county employees as members.

Chairman for the campaign were Edward Maco, for the city, and Jack Clifford, for the county workers.

Assisting the local campaign workers were Jack Pender and Benjamin Roberts, area CSEA field representatives.

BUFFALO, Dec. 30—Albert C. Killian, a CSEA vice president, has been honored by the New York State Division of Veterans Affairs.

A division employee for 17 years, Killian was presented a certificate to the recognition and appreciation of more than 15 years of dedicated and devoted service to New York state and its veterans and their families.

Frank J. Votto, state director of Veterans Affairs, signed the certificate.

Killian, active in CSEA affairs for nearly 20 years, is now Buffalo park commissioner.

Webcr Renamed
ALBANY, Dec. 30—Arthur W. Wever of Cooper St. has been reappointed to the State Board of Examiners of Professional Engineers and Land Surveyors. It is a three-year term.

KINGSTON, Dec. 30—Thomas Brann, field representative from the Office of the New York State Civil Service Employees Association represented the members of the Ulster County chapter at a public hearing conducted in the Supreme Court Chamber of the courthouse, Kingston, on December 19th on the 1964 Ulster County budget.

The supervisors' action brought murmurs of discontent from a number of rank and file employees. One man pressed the feeling of many rank and file employees that they considered seriously increasing the longevity increment starting with the 10th year from $120 to $240 after five years of service.

Asks Permanent Schedule
He requested that the Board of Supervisors give further consideration to the Ulster County Association's request for a 10 percent across the board increase in salary for all Civil Service employees. He also suggested that they consider seriously increasing the longevity increment starting with the 15th year from $150 to $250 after five years of service.

The representatives of the association consisted of James P. Martin, president, Alfred Ochner, vice president, Leonard B. Mears, vice chairman, and Dorothy Lacey, publicity chairman.

BUFFALO Ed. Board Creates New Post
BUFFALO, Dec. 30—The Board of Education here, which operates one of the largest school systems in the state, has created the post of director of civil service personnel.

The director, with a salary range of $8500 to $10,000 a year, would recruit, replace and supervise Civil Service personnel in the school system. The position is currently distributed in several divisions.

The Board plans to set up an examination schedule for the new job.

Lewis Named
ALBANY, Dec. 30—Alexander Lewis has been named executive assistant to Dr. Robert Finn, chairman of the State Health Commission. The appointment is subject to senate confirmation.

Lewis formerly was press relations manager for Bishopslaw, and Ford.
Incentive Program Now Decade Old; Special Ceremonies Planned in D.C.

By Mary Ann Banks

A decade of progress toward increasing efficiency and economy in Government operations through the presentation of special improvements and special achievements during the year.

The awards will be presented at a ceremony in Washington, D.C., to employees who made the most notable improvements in Federal operations through suggestions or special achievements during the year.

The special 10th Anniversary Awards, Mr. Macy said, "will serve to focus national attention on the way in which alert and ingenious Federal employees are making substantial on-the-job contributions to economy and greater efficiency in the Federal Government."

The award winners will be selected from among those nominated by their agencies for achievements in a range of categories such as cost reduction, increased productivity, methods improvement, improved personnel, and advancement of agency missions. Separate award winners will be designated from defense agencies, and smaller agencies (with less than 5000 employees).

Encouraging Supervisors

Awards will also go to selected supervisors who have done a particularly effective job in encouraging or helping their employees to make valuable contributions.

In addition, managers or program officials at the operational level who have made the most significant contributions of the year to cost reduction or productivity will be selected for honorary distinction.

A continuing effort will be made during the year by agency management and supervision to encourage and guide employees to search for useful and valuable ideas that will increase efficiency. Mr. Macy said.

Each agency is expected to make its nominations by October 1 for Civil Service Commission awards consideration and selection of the winners.

Reflects Ingenuity

"Since it was established in 1954 the program has proved to be a rich source for economies and greater efficiency in Federal Government, reflecting the ingenuity and alertness on which we Americans pride ourselves," Mr. Macy said.

"With the interest and participation of Federal officials and employees of all levels," he said, "we can make this tenth year truly a banner year and finally cap a decade of progress of employee contributions to more effective and economical operations."

Cash Incentive Awards earned by Federal employees during the past year were $31,716,000 for adopted work-improvement suggestions, and $41,642,000 for superior performance beyond job requirements, Mr. Macy said. The total was less than one tenth of one percent of payroll costs.

Under the suggestion category, Mr. Macy said, 401,000 ideas for improving Government operations were submitted last year, of which more than 103,000 were adopted, resulting in measurable first-year cost reductions of nearly $28.8 million. This is an increase of $4 million over the previous year's measurable benefits from employee suggestions. The adoption rate of suggestions also increased, from 25 to 27 percent, and the average cash award increased from $40 to $45, indicating more valuable suggestions.

Employees Responded

"The higher quality of work submission reflected last year," Chairman Macy said, "is evidence that employees have responded to the President's drive to increase productivity and reduced cost with even greater contributions of their imagination and energy."

The Bureau of the Budget and the Civil Service Commission have announced formation of an interagency work group to develop plans for general review of the administration of the Federal wage board pay systems. Under the systems, a wage board for nearly 700,000 Federal employees are fixed and adjusted in accordance with the provisions.

The agencies expect the study to cover all aspects of the systems—the statute itself, pay principles, wage survey activities, determination, within-grade provisions and the relationship of those provisions to the applicable performance appraisal, and employee-management relations.

In addition to the Bureau of the Budget, which is heading the study, the work group consists of representatives of the Civil Service Commission, the Veterans Administration, and the Department of Labor, Defense, and Interior.

Competence Level

Pay Off for 99% of Federal Aide

About 99 percent of eligible Federal employees received within-grade increases during the past year, a trend which has continued through the first half of the current year.

The CSC Chairman said the survey shows no evidence of general abuse of the new provisions and there seems to be general employee acceptance of them, too.

Although the new provisions are generally being applied properly, Mr. Macy indicated that not all agencies have placed the new concepts into full operation as promptly as the Commission has hoped. The time lag is being overcome, however, and Chairman Macy emphasized that steps are being taken to improve the use of within-grade increases whenever difficulties show up.

Quality increases, also a new provision under the pay reform law, were renumerated for 866 of the 155,810 employees served, or one for every 154 workers.

Traffic increases are given no more than once a year in recognition of high-quality performance in the type of position. With 212 actions still pending at the time of the report, 560 of the increases were approved and 113 denied. Agency recommendations ranged from none to one for every 39 employees.

General Acceptance

"Managers and supervisors," Mr. Macy said, "generally accept and welcome the new concepts of within-grade and quality increases. In providing new incentives for workers, the new provisions have required managers and supervisors to give more attention to employee performance and performance standards, they also have added stimuli to performance, attendance, and employee counseling."

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McDonnell Named Mediation Chairman

ALBANY, Dec. 30 — Vincent D. McDonnell of New York City has been named chairman of the State Board of Mediation at $32,354 a year.

He succeeds Joseph P. Fitzsimons from the board who resigned last month.

A former personnel director of the New York Regional Office of the Veterans Administration, Mr. McDonnell also has served as a labor relations specialist with several large corporations and as a negotiator for the Atomic Energy Commission.

Author

ALBANY, Dec. 30 — George S. Bobinski, librarian at the State College at Cortland, is the author of an article in the New York Library Association Bulletin entitled "Outlining High School Students to College Library Use."

"LET'S MAKE '64 A GREAT YEAR!"
Career Positions

College Seniors and Graduates Start At $100+

A salary of over $100 a week during the training period is being offered for successful applicants to any of five trainee titles open for filing from January 7 through March 13 at the New York City Department of Personnel, 96 Duane St., N.Y., N.Y. 10007.

Only one application form need be submitted for any or all of these examinations which require a baccalaureate degree from any four-year accredited college or university. Those who expect to be graduated by June, 1964 will be admitted to the exam but must submit evidence at the time of investigation that they have completed the necessary requirements. The examination will be given on April 11, 1964 and will be weighted as follows: written — weight 60, 75% required; oral — weight 20, 70% required and education — weight 10, 55% required.

The specialties offered are:

1. BUDGET EXAMINING TRAINEE
At the conclusion of the one-year trainee period, satisfactory employees will be appointed to the position of assistant budget examiner. During the trainee period, the trainee assists in field surveys of departmental operations to secure information on expense budget requirements, assists in the examination of requests for budget allowances, assists in salary, wage and classification studies, assists in the preparation of comprehensive reports and in discussions or recommendation proposals with department heads and assists in the preparation of comprehensive reports for the Mayor's office relating to proposed budget modifications.

2. HOUSING, PLANNING AND REDEVELOPMENT AIDE
At the conclusion of the one-year trainee period, employees are appointed at junior planner, grade 15 at a salary of from $6,050 to $7,490 per annum.

The trainees in this title, under close supervision, are trained in the conduct of management surveys and studies of the operations of City agencies, involving analyses of organizational structures, manpower requirements, programs, forms design, utilization of machines and equipment, management reporting systems, budget programs and other aspects of administrative management and management analysis; assists in the preparation of reports of findings.

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MANAGEMENT ANALYSIS TRAINEE
At the completion of the one-year trainee period, employees are appointed at grade 17 positions as assistant management analyst. During this period, a trainee under close supervision, is trained in and performs the following tasks: assists in the conduct of management surveys and studies of the operations of City agencies, involving analyses of organizational structures, manpower requirements, programs, forms design, utilization of machines and equipment, management reporting systems, budget programs and other aspects of administrative management and management analysis; assists in the preparation of reports of findings.

REAL ESTATE MANAGEMENT TRAINEE
There are opportunities in two City departments for employees in the title of real estate management trainee. After the first year training period, employees in this class will receive appointment to the position of real estate manage-
Grass Roots Homework

What will 1964 bring to the public employee? In large measure, this depends on what the public employee will do for himself and we suggest that employees make a New Year’s resolution to lend a shoulder to the wheel of progress by getting more active on their own behalf.

As an example, Governor Rockefeller has proposed a salary and retirement program for State workers that was rejected last year. This program is assured of automatic success in the Legislature. Individual legislators must feel that employees are concerned about their future. They can even be made to feel that more must be done by individuals in securing their own future. Legislators and tell them directly what they want, the law-makers will have little by which to guide their actions.

The same applies to local employees, whether they work in the City or a Town. A City or a Town official must hear from his constituents in order to be impressed by their needs.

Grass roots homework is still the key to success when employee gains must be legislated.

Questions Answered

Social Security

Below are questions on Social Security that have recently been asked by readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and mail it to the Social Security Section, Civil Service Leader, 97 Daniel St., New York 7, N.Y.

"I understand that at age 71 I am entitled to receive all my unlimited earnings and all receive social security payments. Is this true? In social security, now that I have reached that age, have I not applied for benefits? If so, do immediately. If you filed an application previously you need not notify the office because your checks will automatically be issued to you for the month you are 72 and over. You are, however, required to file an annual report of your earnings for the year you received the $115 monthly benefit. This report must be filed before April 15 of the following year and include all earnings received from January 1 to December 31, regardless of what month you reach 72.

"I will be age 65 next month. I have obtained a private pension and I wonder if I have to continue to work. However, in eight months I plan to go on to Washington for a visit of one month. I wonder if I can receive my checks be sent to my address in New York?"

Yes, you may stay home—unless you must notify the Social Security Administration of your address in New York before leaving for Europe.

"I will be age 65 next month. I have been told that if I retire before 72, I will not receive my pension in full. What is the difference?"

For the most part, retirement pension benefits are paid to you in full when you retire at age 65. However, if you retire before age 65, you will receive a reduced retirement pension. The size of the reduction depends on the number of months you retired before your full retirement age.

"I am over 65, but still working. I make over $450 a month and I work every month. There is no reason for me to put in a social security claim unless I retire or partly retire, is there?"

"I was told there are two reasons. It’s true we can’t pay you anything right now because of your high earnings and social security work. However, if you apply now, we’ll be ready with a check for you if you had no earnings or don’t have earnings in some months in the future. Also, your payments will be cut down for the year if you do retire. When that happens we can start your retirement payments in full, as soon as you wish to apply."

"How does a person earning over $1,200 a year in the Social Security Administration?"

By completing a simple "annual report of earnings" form. This form (called Form OA-1 or OA-2) can be obtained from any social security district office. The social security office will also help a person complete the annual report form.

VETERAN’S COUNSELOR

By FRANK V. YOTTO

Director, N. Y. State Division of Veteran’s Affairs

LEADER BOX 101

Letters To The Editor

Preflled Bill

Box 101: In the November 26th edition of the Leader was a list of bills that had been certified in the State Legislature for the benefit of public employees.

Mr. Hill may not have meant that final sentence as praise, but of course all governments in the United States is political.

Bill 101: We review the progress and work of the Civil Service Employees Association. We support the bills that are pending in the Legislature for the benefit of public employees. We will appreciate it if you would inform your readers that this bill was certified.
Trainees In 5 Fields Earn $100+

(Continued from Page 5) aged in grade 16 at a salary of $6,750 to $8,500 per annum. During the trainee period, the personnel under close supervision, including maintenance and safety services for site tenants, requesting repairs, and inspecting work performed by contractors and maintenance personnel; on large Title I sites, supervisors, guides, and central management and relocation activities of private site sponsors to assure conformance to federal and municipal standards, and approves bills for repairs; cooperates with private neighborhood and community groups to facilitate relocation; assists in the preparation of statistical reports; assists in developing, planning, and conducting training courses; assists in the preparation of materials and other publications; assists in evaluating performance reports; assists in conducting safety programs; assists in the preparation and maintenance of a standard classification manual; assists in the study and analysis of positions for classification purposes; and assists in the preparation of materials for recruitment purposes and participation in personnel activities.

PERSONNEL EXAMINING ENGINEER

After completing the trainee year, the personnel examining engineer is appointed to the positions of assistant personnel examiner at the grade 17 salary of $7,600 to $8,500 per annum.

TA Police Graduates

(Continued from Page 2)

Pataki, William T. Jackson, and Holts, appointed to the force April 1, 1965, was promoted to sergeant. Those graduating were in addition to the award winners:

Ralph J. De Palma of Middle Village; Dominic A. Lugo of Rosedale; Thomas F. Finder, Jr. of Bellmore; Robert Dalk of Fordham; Daniel P. Duffy of the Bronx; Timothy Graham of Mott Haven; Clement Levine, Jr. of Wakedale; Walter Ramsey of Hunt Point; Herman Richardson of Harlem; Raymond Riles of Manhattanville; Donald Stone of Inwood; William P. Manjeveski of Gracie; Robert M. Bolick of Bath Beach; William J. Brandt of Gowanus; Robert E. Brock of Mill Basin; Richard Calabrese of Bay Ridge; Leonard J. Capoccia of Sands Point; Arnold J. Ercole of Flatlands; Paul Evans, Jr. of Williamsburg; Walter L. Ford of Williamsburg; Joseph Magill of Brownsville; Roberts A. Magone of East New York; Joseph N. Motta of the Bronx. No results for the fifth training class are expected to be released until the end of the academic year.

Highway Construction Foreman Positions

An open competitive examination for highway construction foreman will be held on February 15 in Suffolk County.

The resultant eligible list will be used to fill vacancies in county town and village governments within the county.

Graduation from a standard high school and four years of experience in highway maintenance or construction work, including one year in a supervisory capacity for a satisfactory equivalent commission will be accepted.

Pitting will continue until January 31. For further information, contact the Suffolk County Civil Service Commission, County Center, Riverhead, Telephone 515-7400, ext. 248.
Board of Regents has named Arnold Spaner of the State University of Albany to Council on Financial Assistance to College Students.

New York State residence is not necessary. To be eligible, applicants need a high school diploma and four years experience in mining.

Applications will be accepted through January 27.
Mine Safety Engrs. Sought by N.Y. State

(Continued from Page 8)

must also have involved responsibility for inspecting or supervising mining or tunnelling operations. Only two years' experience is required of an applicant who has an associate's degree in engineering technology. Those with a bachelor's degree in mining engineering need no additional experience.

The major duties of a construction safety inspector are to ensure that subsurface construction projects comply with health and safety regulations, to report violations and to investigate accidents. For more information and applications, write to Recruitment Unit 37, New York State Department of Civil Service, The State Campus, Albany, New York 12226 or apply at The Civil Service office at 270 Broadway, New York, N.Y. 10007.

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Starting the year right
with a
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One luscious lace poesy 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!

Scalloped embroideries blossom 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.

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CIVIL SERVICE LEADER

Tuesday, December 31, 1963

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DEPT. SUPER CLERK
Board of Estimate
Bar, Retirement & Pensions:

Shoppers Service Guide

Help Wanted - Male
LEEDEN, First Class, $1,750. Village of High Bridge, N.Y. 12. Mr. Charles O'Sullivan, Village Clerk, High Bridge, N.Y.

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Eligibles On City Lists

(Continued from Page 10)

Boro Pres. Queens

Markets


Youth Board
1. Irene Smith; 2. Kathleen R. Jones; 3. Anna E. Green.

State Island Community College
1. Ellen T. Mahoney; 2. Ellen M. Pribylauskis.

Standard & Appeals

Labor

Comm. on Human Rights

Boro Pres. Bronx

Parole Commission
1. Frank B. McNeal.

Family Court
1. Marjorie M. Hollingsworth.

2. Joseph Butler.

Bureau of the Secretary
1. Edward J. Dillon.

Board of Water Supply
1. William E. Delson.

Bureau of Engr. Design Dept.
1. Marie J. Orlando.

Boro Pres. Manhattan

City Planning
1. Jeanne McKeen.

Boro Pres. Richmond
1. Louis W. Brady, Jr.

Reelection
1. Thomas P. Fagan.

Promotion Super. Clerk
Board of Water Supply
1. Frank B. McNeal.

1. Frank B. McNeal.


NYCTA Surface


Controller's Office

Bur. of Administration

NYCTA Manuf. of War

Mayor's Office

(Continued on Page 13)
Eligible Lists
(Continued from Page 13)

Ruth H. Catron;  5. Hazel R. Kier-
Simari;  3. Helen Degan;  4. Wilba A. J. Stein;

Sherrill

Eligible Lists
O
nan;  6. Florence K. Barnes.

Stoopacic;  3. Helene C. Henry;
Madge M. Hunt.

C.
Burch.

Key Answ.
at Jules for Jewelry

Elgin

The following are the ten-
candidates who wish to pro-
file their protests before January
19, 186 women on Saturday,

Candidates who wish to pro-
hibit their protests before January
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Wparking meter attendants ex-
mit their protests before January
19, 186 women on Saturday,

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stereophonic music center in 3 handsome oiled walnut

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Tentative
Key Ans.
The following are the ten-

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Newburgh Unit Aids The Salvation Army

(From Leader Correspondent)

NEWBURGH, Dec. 30 — At the December meeting conducted at P.A.L. headquarters, the Newburgh Unit of the Orange County Civil Service Employees Association presented $100 to Captain Kenneth Sickles of the Salvation Army. Traditionally the unit makes the presentation at its Christmas party.

Acting City Manager Kenneth Jones and president Frank English, in making the presentation, expressed the warm regard of the Association for not just holiday cheer, but year round devotion to those in need within which the Salvation Army demonstrates. Present at the meeting were Councilman-elect Samuel Cronin and Mr. and Mrs. Daniel Ahern of the firm of DeVitt and Deitjen lawyers for the Newburgh unit.

Named Consultant

ALBANY, Dec. 30 — Dr. Griswold O'Geran, a professor of economics at the State University and president of the Syracuse Community College, has been named a consultant to the State Tax Structure Study Group.

An appointment was announced by Joseph H. Murphy, president of the New York Employees Association.

"We are fortunate in getting the services of a man whose capabilities stand so high in the field of economic analysis. His work is a tribute to the system of the State University and to the Syracuse Community College." (Letter from Mr. Murphy)

Mr. O'Geran has been a member of the Board of Regents of the State University, has served as chairman of the Institute of Public Administration and has been a member of the American Economic Association.

Named To Board

ALBANY, Dec. 30 — Governor Rockefeller has named two new appointees to the Pure Safety Advisory Board. They are: Michael J. Zerucha of Franklin County and Charles M. Weaver of Ithaca.

State and County Eligible Lists

Associated Labor Examiner—Related State Service

<table>
<thead>
<tr>
<th>Name</th>
<th>Chapter</th>
<th>Old Address</th>
<th>City</th>
<th>New Address</th>
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Civil Service Employees Association, Inc.
8 Elk Street
Albany, N.Y.
**The Woman's Angle**

**BY MARY ANN BANKS**

City, State and Federal civil servants are urged to contact the Women's Edition of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

Some common misconceptions regarding women in civil service were recently debunked by a study made by the U.S. Civil Service Commission on the Status of Women.

The assumptions and their factual answers follow:

**Assumption:** Women have limited career aspirations.

**Facts:** Men fare better in their career progress than women who have the same educational background or length of service. The average aspiration level of men is to attain or exceed his current position; for women, one grade. About two-thirds of the men at GS-15 expect to reach GS-13 sometime in their working careers; about one-third of the women do.

**Assumption:** Women are not considered good training risks.

**Facts:** In the upper grade levels there were few major differences in the extent of training opportunities which have been made available to men and women. For all employees in these levels, training opportunities have increased with years of service. For employees in the lower grades, women consistently have had fewer training opportunities, regardless of years of service, than have men.

**Assumption:** Women prefer men supervisors and dislike working with other women.

**Facts:** The data revealed particularly interesting in that the assumption apparently describes the attitude of men, not that of women. Most women have no preference either for men or women as supervisors or as co-workers. Men prefer men in all responsible jobs requiring ability and even more strongly as supervisors. Men clearly show a negative attitude toward advancement of women either as upper level supervisors or as upper level co-workers in their own occupational fields. More than 88 percent of all positions at GS-13 and above in the Federal service are held by men.

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**School Directory**

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DA 9-4145
Governor’s Salary Program:
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 3 — CLERK**
- Sex: Female; Age: 18; Years of Service: 1; Incremental Step: First; Number of Dependents: 1
- Present Annual Salary: $4,070
- Proposed for Oct. 1, 1964: $4,460
- Total Deductions: $976
- Gross: $4,094
- Take-Home Pay: $3,456
- Per Cent Increase in Take-Home Pay: 7.7%

**GRADE 9 — STAFF NURSE**
- Sex: Female; Age: 23; Years of Service: 1; Incremental Step: Sixth; Number of Dependents: 1
- Present Annual Salary: $5,322
- Proposed for Oct. 1, 1964: $5,510
- Total Deductions: $1,004
- Gross: $4,318
- Take-Home Pay: $3,321
- Per Cent Increase in Take-Home Pay: 7.2%

**GRADE 12 — EMPLOYMENT INTERVIEWER**
- Sex: Male; Age: 30; Years of Service: 1; Incremental Step: Sixth; Number of Dependents: 1
- Present Annual Salary: $4,631
- Proposed for Oct. 1, 1964: $5,177
- Total Deductions: $1,065
- Gross: $3,566
- Take-Home Pay: $2,615
- Per Cent Increase in Take-Home Pay: 7.9%

WATERTOWN CSEA Votes Two $150 Scholarships
(From Leader Correspondent)

WATERTOWN, Dec. 30 — Children of members of Water-town chapter, Civil Service Employees Association, will be eligible for two $150 scholarships to be awarded annually by the chapter.

Chapter members voted to es-tablish the two annual scholarships at a recent meeting.

Can Use School of Choice

"The recipients of the scholarships may use them at the school of their choice," said Charles J. Walsworth, local chapter pres-i dent.

The award winners will be selected by an independent panel of three prominent residents of Jefferson and Lewis Counties who are not CSEA members.

"This will insure complete impartiality in selecting recipients," Walsworth added.

Further details and application forms are available from Wals-worth or Alfred P. Long, chapter education committee chairman.

Pass your copy of the Leader To a Non-Member

**32-YEARS SERVICE — Clarence W. Schmitt**

Schmitt (center), a member of the Buffalo chapter, Civil Service Employees Assn., was recently honored at a retirement party given by the chapter. Schmitt started to work for the State over 22 years ago and recalled in his speech at the party that he had started at 50 cents per hour. L. P. Fornesi, super-intendent of Maintenance District No. 5 (left), and H. W. Stephens, superintendent of Hamburg Maintenance Shop, made the gifts presentations at the party.

**CREW HONORED** — Alexander Gray, center, Monroe County public works director, and Edward Houtens, left, manager of Rochester-Monroe County Airport, receive plaque from Vincent (Jim) Alexun, president of Monroe Chapter, CSEA, honoring airport crash truck crew for its rescue work in July crash of a Mohawk Airlines plane. Presentation was at Three Acres Party House, at annual Christmas dinner of the chapter. Francis Flagg, who heads air-port crash division, also was honored. Crew and wives were guests of the chapter.

**HONORED — Employees of Creedmoor State Hospital who completed 25 years of service were honored at a recent silver anniversary party. Standing from second left to second last right are: Berger Sable; Irving Kasmann; Stephen Beulla; Twiller McGraw; Joseph Kelly; Robert Fox. Flanking them are Dr. Frank M. Cridden, assistant director (far left), and Dr. Harry A. LaBurt, director, both previously honored 25 year employees. Seated, left to right, are: Christine Kendrick; Edna Oser; Dorothy L. Leonard; Mary Douglas and Hazel B. Otte.