CSEA Meets With Court Aides On Title Survey, Seeks To End Exam Fees

ALBANY, Nov. 9—The Civil Service Employees Assn. last week met with representatives of courts throughout New York City whose employees are affected by a classification survey proposed by the State Judicial Conference.

Purpose of the meeting was to review the survey with the affected employees and to solicit any questions or comments that might be helpful to the Employees Assn. in representing employees interests before the Conference.

Survey Meeting Due

An early meeting on all aspects of the survey between CSEA and the Conference, is expected.

William L. Bloom, CSEA's director of research, and Thomas Coyer, a research analyst, conducted the meeting with the representatives from the various New York City courts. Following a detailed explanation of the survey, the CSEA team answered questions from the floor and solicited any comment on the plans the court representatives had to offer. The employees involved will be included with the study of the classification survey made by the Employes Assn. and will be the basis of CSEA-Judicial Conference discussions on the plan.

This week's meeting followed by two weeks an earlier meeting between CSEA and Conference representatives which dealt with Career Service Rules promulgated by the Conference which apply to some 10,000 employees of the Unified Court System throughout the state. CSEA currently is preparing detailed comment on the rules and regulations, including amendatory proposals for some facets of them, which also will be presented to the Conference at an early date.

Drop Filing Fees

Meanwhile, in a separate action, the Employees Assn. has asked the Conference to waive filing fees for both promotions and open competitive examinations.

Onondaga Delays Action On CSEA Group Life Plan

SYRACUSE, Nov. 9—Action has been postponed on a request by Onondaga Chapter, Civil Service Employees Assn., for permission to solicit county employee members for the group life insurance available through CSEA.

County officials said they are studying the question of life insurance for Onondaga County workers, and want to wait until the study is completed before deciding which plan would best fit needs and desires of employees.

Onondaga Chapter leaders said they plan to continue working for adoption of their proposal as the "best available plan."

Suffolk Meeting Is November 19

The Board of Directors of the Suffolk Chapter, Civil Service Employees Assn., will meet on Thursday, Nov. 19, at the Pyramidal Training Center, Yaphank Avenue, Yaphank, at 8 p.m.

The data was inadvertently given in last week's Leader a Nov. 17.
Coast Guard Academy
Annual Entrance Tests
To Open December 3

The annual competition for entrance to the U.S. Coast Guard Academy, New London, Conn., will commence with entrance examinations to be given at more than 3,000 test centers.

Appointments are made on the basis of competitive examination and prospective candidates should prepare for the examinations. The competitive examinations will be held in geographical areas in the United States and the world, and applicants may qualify without a postal mailing address. Applicants are expected to take the examination in their area. The dates of examination for each geographic area will be announced by the U.S. Coast Guard.

The Academy has authorized the administration of the entrance examinations by the Civil Service Commission. The U.S. Coast Guard Academy is an equal opportunity educational institution and does not discriminate in any of its educational programs and policies on the basis of race, color, national origin, age, sex or handicap.

State Introduces A New Species: Flying Biologist

A team of flying biologists has begun a 3,000 mile aerial survey of the eastern United States to determine the number and distribution of birds available to hunters. The survey, which began Dec. 5, will be made over Long Island waters in late November or early December.

According to Ralph B. Colson, chief of the Bureau of Game Conservation, the annual survey is important in keeping a finger on the pulse of the waterfowl migrations. "Few changes are expected in the number of birds which winter in eastern and central Canada," he said, "but we want to check the population in abundance of individual species. Local drought conditions may affect the distribution of individual species. Any information that we get about future trends will be of interest to our scientific and other groups that monitor the status of waterfowl populations."

Fourth Annual Cruise To Caribbean Jan. 4

The fourth annual Caribbean cruise for members of the Civil Service Employees Association, their families and guests, has been announced by the Knickerbocker Travel Service.

The cruise ship this year will be the luxury liner S.S. Constitution, which will depart from New York on Jan. 4 for an 11-day sailing to the Caribbean. Prices begin at $273 per man and application for space may be had now.

Free Shoe Examinations

Ports of call this year will include Antigua and the cruise will leave New York on Jan. 4 for an 11-day sailing to the Caribbean. Prices begin at $273 per man and application for space may be had now.

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CIVIL SERVICE LEADER

Dutchess Board Committee Rejects CSEA Salary Plan Despite Recruitement Lags

(From Leader Correspondent)

POUGHKEEPSIE, Nov. 9 — Supervisor Horace Kulp, a member of the Dutchess County Officers and Compensation Committee, said last week that he favors the retention of the present compensation plan and utilization of its built-in provisions for adjusting salaries. A new plan proposed by "after a thorough study."

Kulp pointed out objections from the Town of Clinton, and committee leaders, Robert D. Budd, Joseph Vitelli, Ina Fitzpatrick and Lee Comstock. Members of the Executive Council include Charles Lindmark, district shop; John Barden, district office; Frank Farquharson; and Members, Ina Fitzpatrick, chairman, Joseph Glocum and William Osten; Ordinance, Robert D. Budd, chair-

New Binghamton Unit Chartered By CSEA; Officers Are Named

(From Leader Correspondent)

BINGHAMTON, Nov. 9 — The Binghamton Unit of the Civil Service Employees Assoc. was created this week, with the presentation of a charter and the temporary appointment of officers.

The unit organized with the help of officials of the Broome County CSEA Chapter, contains about 1,000 employees at several locations of Binghamton City Hospital while a few work in the city Welfare Department.

The new officers, appointed for one-year terms are:

John Lovins, president; Crystal Kaufman, first vice president; Charles Olson, second vice president; Ian Anderson, secretary, and Alice Simms, treasurer.

The units directors are John Owen, Raymond Wells, Robert Jones, Caroline Camp, Mildred Darling, Eliza Ileri, Juanta Hall, Margaret Reebithwaite, and Robert Taylor.

The charter was presented Tuesday at a dinner attended by about 250 people at St. John's Memorial Center in Johnson City. Officers of the county chapter for 1964-65, also sworn in after the dinner, included the following:

James A. Burrows, president; Philip Bell, first vice president; Carl C. Ress, second vice president; Mary Battista, secretary, and Alfredo Sopp, treasurer.

Board of Director members of the county group, and the department they represent, as follows:

Ina O'Grailenna, superintendent's court; Thomas E. Whicker, probation; Larry Tkacuk, pupil works; Allen Fryer, probation; Julia Boven, bookkeeper; Frank Maines, welfare; Francis Varva, personnel; Charlotte Ingraham, supervisor's office; Dorothy Winters, health center, and Velma Taylor, infirmary.

Helena Mitchell, Troy Aide, Given Retirement Party

TROY, Nov. 9—Helena Mitchel

(From Leader Correspondent)

TROY, Nov. 9—Helena Mitchell, who recently resigned from the State of New York Department of Labor Department of Em

All 20 Thruway maintenance sections are rated on general appearance, maintenance of the road and safety features, and by authority teams. Then adjustments are made for the work load and the volume of traffic. Those attending the award dinners: Bixby, Executive Director; Holden A. Jr., General Manager; Warren Wells, Chair-
Where to Apply For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon.

Telephone 66-7300

Mailed requests for application forms must be typed, stamped, self-addressed business-size envelopes and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filled in by hand must be sent to the Personnel Department and must be postmarked no later than 5 o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the New York City department is near the Chambers Street stop of the main subways lines in the area.

These are the IRT 7th Avenue Line and the IND 6th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Bergen Street's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE—Room 1100 at 1270 Broadway New York 7, N.Y., corner of Chambers St., telephone Manhattan 1-1051; Governor Alfred E. Smith State Office Building and The State Campus, Albany. State Office Building Buffalo; State Office Building Syracuse; and 860 Midtown Tower, Rochester (Wednesday only).

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

Candidates may obtain applications for State jobs from local officials of the Governor's Personnel Office.

FEDERAL—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., is west of the United Nations building.

Take the IND Lexington Ave. Line to City Hall-City Center and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Lexington-Plaza Line train from any point on the line to the Grand Central stop.

Hours are 9 A.M. to 4:30 P.M. Monday through Friday. Telephone number 76-2828.

Applications are also obtainable at main post offices, except the New York 7, N.Y., Post Office.

Boards of examiners at the particular installations offering the tests also may be obtained to further information and application forms. No return envelopes are required with mailed requests for application forms.

U.S. Service News Items

Keating, Kennedy, Jacobs & Wagner Speak For 'Yard'

New York's two senators, his session-ties and the mayor of New York City all met last week with Secretary of Defense McNamara on behalf of the Brooklyn Navy Yard.

Robert F. Kennedy, the senator-elect, was fulfilling a campaign promise to speak out for the Navy Yard, while Senators Keating and Jacob Jacobs were repeating similar visits they have made in the past.

They were received by Secretary McNamara that no more layoffs would be made at the Yard until a study of all Government-run yards was completed.

The impact of the promise was slightly lessened by Senator Keating's statement that he had already received such assurances, and by the statement of Jim Donlon, president of the Brooklyn Metal Trades Council. He said the assurance was "meaningless," since the Yard already has enough space to handle the present force of 9,500 busy until Jan. 1, the approximate date for the release of the study.

Suggestion Awards
Reach New High

A growing state of Federal employees reached record highs during the observance of the 10th anniversary of the Federal Employee Incentive Awards Act of 1954, Civil Service Commission Chairman John W. Macy, has reported.

Adopted suggestions for increasing efficiency and economy of Government operations totaled 113,564 and returned measurable benefits of more than $76 million during the period ending June 30, 1964.

13,000 Higher

The number of suggestions adopted by Federal agencies was 13,000 higher than the previous year, and measurable benefits were more than $7.3 million higher—a better than 10 percent increase in both areas. More employees took part in the program, too; the 683,014 suggestions collecting reflected an increase of 272 over the previous year.

Three trends were observed. First, the suggestions were adopted shared $3,356,400 in cash awards, also a new high and some $177,500 more than was awarded in 1963.

U.S. Site-Hunting For New Brooklyn GPO

The Post Office Department has provided New York City officials with an outline of its site requirements for a new central Post Office in Brooklyn, it has reported.

The suggested site is located in the heart of the Atlantic Term-
Railroad Clerks Needed By City; Pays $2.45 & Up

The filing of some 300 vacancies a year is expected for the next four years as a result of a railroad clerk examination which was ordered by the Department of Personnel last week. Filing for this examination will be held within the next few months although an exact date has not been set.

This position pays from $2.45 to $2.975 an hour for a standard 40-hour week. There are no formal education or experience requirements although a competitive general knowledge and intelligence examination will be given.

Testing will include questions on general knowledge, reasoning ability, understanding, contacts with the public, safety concepts, elementary arithmetic, location of points of interest and interpretation of rules and procedures. Past elections and study material are available through The Leader for the examination. Tills position pays from $2.45 to $2.5975 an hour for a standard 40-hour week.

COLLEGE GRADS

Enjoy a Rewarding Career as a SOCIAL INVESTIGATOR

WITH N. Y. C. PUBLIC WELFARE PROGRAM

TRAINEES START AT $5,150
Advance to $7,500 in 1 Year

Any Major, No Experience Necessary, No Residence Requirements.

LIBERAL PENSION, VACATION, OTHER BENEFITS
(Appointments Expected to Begin Dec. 19)

APPLY IN PERSON
TUESDAY, NOV. 17 — 9 A.M. to 12 Noon

N. Y. C. PERSONNEL DEPT.
40 Worth Street, Mezzanine, New York City

(Short Aptitude Test Required)

Sanitation Assistant Foreman Key Ans.

The tentative key answers for the promotion to assistant foreman in Sanitation exam have been released. The test was given Oct. 11.

Candidates who wish to file protests against these answers have until November 25, to submit their protests in writing; together with the evidence upon which each protest is based.

The answers are:


92,226 In Schools

ALBANY, Nov. 9 — The State University has experienced its greatest enrollment surge in history Preliminary figures above a full-time population of 92,226 students at the 58 units of the University. This is an increase of 20 per cent over last fall.

The DELEHANTY INSTITUTE


50 Years of Successful Specialized Education For Career Opportunities and Personal Advancement

Be Our Guest at a Class Session of Any Delehanty Course or Phone

or Write for Class Schedules and FREE GUEST CARD.

BEE FULLY PREPARED!

IF WE DON'T have some

we'd rather not.

Be Our Guest at a Class Session of Any Delehanty Course or Phone

or Write for Class Schedules and FREE GUEST CARD.

P. R. Column

(Continued from Page 9) won't work. We would more codes of ethics do the job. Only a legal penalty can set as a deterrent. If WE DON'T have some action soon, then any decent, competent citizen will shy from public office as if it were a plague. Inevitably, good government will suffer as good man run for the storm cellar. And you couldn't blame them.

THE DELEHANTY INSTITUTE


REGISTRAR'S OFFICE OPEN: SATURDAY 10 A.M. - 2 P.M. OPEN ALL DAY VETERANS DAY — WED. NOV. 11

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• HIGH SCHOOL EQUIVALENCY DIPLOMA
• PATROLMAN — New York Police Dept.
• POLICE TRAINEE — N. Y. Police Dept.
• TRANSIT PATROLMAN
Classes in Manhattan and Jamaica
• CORRECTION OFFICER MEN

Through Preparation for NEXT

• N. Y. CITY LICENSE EXAMS for
• MASTER PLUMBER — Tues. & Thurs. at 7 P.M.
• MASTER ELECTRICIAN — Fridays at 7 P.M.
• STATIONARY ENGINEER — Class Forming.

THREE WEEKS STARTS NOV. 12

For Information on All Courses Phone FR 3-4900
A New Responsibility

For the first time in several decades, both houses of the State Legislature are under Democratic control and with this control comes serious responsibilities.

In the main, Democrats in Albany have given support to civil service programs during their long stretch of being in the minority position. The job of organizing, let alone supporting, public employee legislation of benefit to both civil servants and the general public now lies on their shoulders.

Under the old administration, workers have fared well. There is no reason to believe that sentiment in this area will change in the executive branch. There is no reason to doubt that public employees should fare well under a Democratic state Legislature.

It is obvious, however, that there will be struggles between the executive and legislative branches of State government next year. Because of politics, we trust that both sides will see to it that the Merit System does not become the victim of these politics.

Court Examining Filing Fees

Among the many proposals being made to the newly-formed Judicial Conference by the Civil Service Employees Assn. is one to drop filing fees for examinations.

State Civil Service Commissioner, James J. McNeil, has the charge for promotion and open competitive examinations for many years.

After a long campaign by The Leader, New York City did the same. But State Civil Service has never charged people for applying for a job. We are sure the Judicial Conference will want to exercise its authority in this area and eliminate filing fees.

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our reader service director, a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York, New York.

Suppose I work until I'm 62. As I understand it, I'll get a check from my husband's record when he retires. What will happen to my own social security? When you are 62, 65, or 70, your benefit amount will be calculated as if you had retired at age 62, 65, or 70. The amount you receive will be increased to what you would collect if you retired at your own age.

Tell me what I need when you retire. You need what you earned and what you earned. If you make enough to replace the average upon which your social security is based, you may get a larger check.

Comment Absenteeism Encouraged by State

Claims Absenteeism, Encouraged by State

Editor, The Leader:

To employees who make frequent claims for sick leave, the State imposes additional rules. Claimed absences exceeding 1,125 hours is automatic. The latter are in agreement that from the viewpoint of long-time health it is better for the employee to stay home and get proper treatment and to avoid going to work. Let us say that 60 percent of employees fall into this category. The remaining 40 percent are on the job more of the time. The remaining 40 percent are on the job more of the time. The following from a sergeant promotional examination:

THE OFFICIAL answer was "C." Yet answer "C" had decidedly superior support from the acceptable authorities. The latter are in agreement that from the viewpoint of long-time health it is better for the employee to stay home and get proper treatment and to avoid going to work. Let us say that 60 percent of employees fall into this category. The remaining 40 percent are on the job more of the time. THE REMAINING suggested answers were also incorrect.

THE REMAINING suggested answers were also incorrect. Nevertheless, the Court gave no relief because the Commission asserted that its function is to choose among conflicting experts. The Commission asserted that its function is to choose among conflicting experts.
The Department of Personnel has released the eligible lists for 19 examinations. These lists are available for inspection any weekday from 10 a.m. to 4:30 p.m. at The Leader Book Store, 97 Duane Street, N.Y., N.Y., 10007.

The lists released last week are: social investigator trainee (group B)—146 names; senior shorthand reporter TA (two lists, general administration and general list) 1 name each; youth guidance project supervisor (Youth Board)—1 name; senior chemist (biochemistry) (HD) 4 names (TD) 1 name; assistant curator (two lists, general administration and general list) 2 names; public information officer—1 name; assistant chief (TA construction) 1 name; supervisor (TA lighting) 2 names; supervising parole officer—3 names; laundry foreman (DE male)—11 names; assistant architect (BE) 2 names; (general list) 5 names; marine engineer (MA)—7 names; supervisor (pay, social work)—7 names; youth guidance project supervisor—2 names; housing supply man—79 names.

Oneida Seeking Head of Hospital

The City of Oneida Civil Service Commission has announced an examination for hospital administration to fill the vacancy existing in the city hospital.

Candidates must meet the following requirements on or before the date of the written test: a master's degree in hospital administration and seven years of responsible experience.

The last date for filing for this examination is November 12, and applications may be obtained by calling Oneida PN 3-3363 or by calling Civil Service Department, Oneida. The date of the examination will be December 12.

This is New York State's No. forest region...

The Adirondack Forest Preserve is one of the largest forest preserves in the United States. While some areas are open to the public for recreation, others are kept in their natural, unspoiled wilderness state... to provide a home for the many wild creatures which share our State with us.

...and these are New York State's No. 1 Get-Well Cards!

More than 485,000 State employees and employees of many local subdivisions of New York State and their dependents are glad they have them. These New Yorkers depend on the three-way STATEWIDE PLAN—Blue Cross, Blue Shield and Major Medical to protect them against the costs of hospital, surgical-medical and major medical care.

If you're not a subscriber and would like to learn how the STATEWIDE PLAN offers the most liberal benefits at the lowest possible cost... see your payroll or personnel officer.

Blue Cross Symbol of Security

Blue Shield
Trainmaster Promotion Open
To TA Aides In Six Titles

Transit employees and six different titles are eligible for a promotion to trainmaster exam, open for the filing of applications until Nov. 24. Trainmasters earn from $10,094 to $11,191 a year.

This test is open to Transit Authority employees who have been permanently employed as assistant trainmaster, motorman-instructor, assistant motorman-instructor, schedule maker, train dispatcher or yardmaster for two years with the exception of assistant trainmaster and motorman-instructor which requires only one year.

The examination is expected to be held on January 30, 1965, according to present plans of the Department of Personnel.

Trainmasters assist the superintendent and are responsible for the safe and proper operation of all trains in their assigned area, study traffic conditions, detections, adequacy of service and maintenance service records.

For further information and application forms, contact the applications section of the Department of Personnel, 49 Thomas St., N.Y.C. 10013.

Train Dispatcher Promotion Ans.

The following are the tentative key answers for last Saturday’s examination for promotion to train dispatcher (part 1 of written test) in the New York City Transit Authority. The test was taken by 453 candidates.

Answers are expected to be available from the Department of Personnel by Nov. 27 to submit their protests in writing to the Civil Service Commission, 625 Madison Ave., N.Y.C. 10022, together with the evidence upon which such protests are based.

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Criminal Behavior

Norman Dix To Appear

On The Expert Radio Show Wednesday

Norman Dix, of Fresh Meadows, a member of the community relations committee, Supreme Court Probation Officers Association, will appear on "Ask the Expert," a CBS radio program, on Wednesday, November 11, from 2:15 to 3 p.m. This appearance was arranged by Irwin Scheinbaun, chairman of the Community Relations Committee.

Among the topics slated for discussion are the various aspects of criminal behavior and the effect on the community. Special questions telephoned in by the public will be answered by Dix. Norman Dix's professional achievements make him extra-ordinarily qualified for his role on this program. Since receiving his master's degree in social work from Teachers College, Columbia University, he has acquired 17 years of professional experience. He has served as an attorney in the United States Army maximum custody prison; has been affiliated with the Fordham and New York University Schools of Social Work as a field instructor; has served as a probation officer in the New York Family Court and is presently serving as probation supervisor in the Queens Supreme Court.

He is also a member of the National Association of Social Workers-Social Action Committee on Crime and Delinquency, the Supreme Court and Surrogates Court Judges and of several local civic associations.

San Foreman

Key Answers

The tentative key answers for the Oct. 31 exam for probation officers in the borough of Manhattan have been released and appear below.

Criminal Behavior

1. A; 2, C; 3, B; 4, C; 5, B; 6, D; 7, A; 8, B; 9, D; 10, A; 11, C

Caribbean Tour

For Only $275

They have turned $1,000 into $10,000 in as little as a single year. Turned $10,000 into $250,000 in as little as thirty months. You're the one they are talking about. They are the ones who have profit or a weekly salary, or a permanent income-tax exempt. They are the ones who earn your fortune. They are the ones who actually earn your fortune. They are the "Insider" investors.

The moment they arise. The one that lets you buy the "Inside" price. The one that lets you turn from the average investor to a man who is actually the "lion's share" of the profits that still arise every day. How to turn somebody else's business — realize as much as 30% annual return on your money — then sell out in the next rise, in case after case for as much as thousands of dollars profit in one hundred and forty times. Turned $1,000 into $10,000 in as little as a single year. Turned $10,000 into $250,000 in as little as thirty months.

Welcome to the Insider

Let us teach you how to turn your business — or even income-tax exempt. They are the ones who are the "Insider" investors.

To Increase Your Money-Making

Every year, the Hartford Guardian, and now the amazing book "Secrets of the Insider" is brought to you between the covers of this book. And now he has taken the experience and condensed it in one simple, easy-to-read guide to "The Inside Money-Making Treasures, or being satisfied with the "Inside" value — realize as much as 30% annual return on your money — then sell out in the next rise, in case after case for as much as thousands of dollars profit in one hundred and forty times. Turned $1,000 into $10,000 in as little as a single year. Turned $10,000 into $250,000 in as little as thirty months.

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Have you put up almost nothing more — and sold the "Inside" profit or a weekly salary, or a permanent income-tax exempt. They are the ones who earn your fortune. They are the ones who actually earn your fortune. They are the "Insider" investors.

How to turn somebody else's business — realize as much as 30% annual return on your money — then sell out in the next rise, in case after case for as much as thousands of dollars profit in one hundred and forty times. Turned $1,000 into $10,000 in as little as a single year. Turned $10,000 into $250,000 in as little as thirty months.

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Numerous positions with the Federal service are being offered on a continuous basis throughout the United States and overseas. The U.S. Civil Service Commission at 220 East 42nd Street, New York, New York City will supply detailed application forms and job descriptions.

Agricultural
Agricultural commodity grader (fresh fruits and vegetables), $5,650 to $11,725.—Jobs are with the Secretary of Agriculture and the U.S. Forest Service.

Business and Economics
Account and auditor, $3,620 to $5,795.—Announcement 26 B.
Account and auditor, $7,030 to $8,410.—Jobs are in General Accounting Office. Announcement 186 B.
Auditor, $7,030 to $8,410.—Announcement 199 B.
Auditor, $7,030 to $8,410.—Announcement 192 B.
Agricultural extension specialist (program leadership, agricultural research and training), $9,690 to $15,665; subject-matter specialization, agricultural media, $9,690 to $13,615.—Jobs are in the Washington, D.C., area. Extensive travel throughout the United States.—Announcement 4 B.

Auditor, $7,030 to $8,410.—Announcement 147 B.
Account and auditor, $4,690 to $7,030.—Announcement 21 B.

Biological research assistant, $4,690 to $7,030; administrative assistant, $5,650 to $11,725.—Positions are with the Veterans Administration. Announcement 124 B.

Biological research associate, $7,030 to $13,615; administrative assistant, $5,650 to $11,725.—Announcement 24 B.

Biologist, $7,030 to $13,615; biochemist, physicist, $6,770 to $13,615 (in the field of radiotherapy).—Positions with the Veterans Administration. Announcement 150 B.

Biology, microbiology, physiology, $5,795 to $11,725.—Jobs are in the Washington, D.C., area. Announcement 204 B.

Business and Economics
Account and auditor, $7,030 to $8,410.—Announcement 186 B.
Account and auditor, $7,030 to $8,410.—Jobs are in General Accounting Office. Announcement 186 B.

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DON'T REPEAT THIS

(Copied from Page 1)

for promotion. It could be
accurate. From some of the com-
ments written to us it was clear that
not only people feeling for Goldwater
was a reaction to the "bureaucratic d
in Wash-
-properly defended.

Many patrolmen felt, and wrote
The Longest Day was another example
Why the people of your great city
I want you, personally, to know
of the Police Safety Division re-
I will never forget the De-
many patrolmen felt, and wrote
1. Longevity pay for all county
employees. Burke said about 17
counties in the state now give

Bubble, Nov. 9—Erie Chapter, Civil Service
Employee Association today asked the Erie
County Board of Supervisors for a 15% across-the-board pay increase for the coun-

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Erie CSEA Says 15%
Pay Hike Is Needed

(From Leader Correspondent)

BUFFALO, Nov. 9—Erie Chapter, Civil Service Employees
Assoc. today asked the Erie County Board of Super-
visors for a 15% across-the-board pay increase for the coun-

3,700 employees.
The Board begins hearings next week on Erie County's 1965
budget.

"This increase is needed," said
Al Burke, Sr., Chapter president.

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week on Erie County's 1965
budget.

"This increase is needed," said
Al Burke, Sr., Chapter president.

Harlem Valley Students
Officers In Nurse Group

Two senior students at Harlem Valley State Hospital, School of Nursing, were elected to posts in the Student Nurse Association of New York State at its convention in Albany recently.

Edward Morris of New Paltz
was elected Association Treasurer, and Robert Monroe, Coxsacki, was elected chairman of the member-
ship committee.

Debra Beville, Poughkeepsie,
represented the Harlem Valley
Nurse Assn. as voting delegate.

David Austin of Johnstown,
secretary of the School, also attended
the convention.

A woman could feel him across a room.

YOUNGBLOOD HAWKE

All the blistering heat of the best-selling novel that scorched the Jet Set!

JAMES FRANCISCO-SU/AIIE PIESHEIIE • GENEVIEVE PAGE

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CSEA Committee Reports To Delegates

Subsistence & Mileage

By Roy Mackay

This Committee met in the middle of September and reviewed matters within the province of its jurisdiction.

It considered the resolutions that had been submitted to the Resolutions Committee that concerned subsistence and mileage and other related matters. It came in contact with several of these resolutions. It feels that there should be an increase in the mileage and subsistence allowance for official field work.

The Committee feels strongly that mileage allowance should be allowed for miles actually incurred whether from home or office. Present practice is unfair and always works to the advantage of the State.

It also feels that the discriminatory travel allowance rates in the State Department of Public Works should be removed and that employees of that Department should have the same rules applicable to them as to other employees who travel on State business. It recommends that under this resolution, which also affects whether from home or office, employees who travel on State business are required to drive their own cars on construction or emergency work, the cost of which should be 2 cents per mile should be specifically provided.

In conclusion, the Committee is pleased to note the recent accomplishment by the Association of increasing the lodging allowance from $2 to $4 of State employees who work on construction jobs. It holds the view that it is unfortunate that in implementing these rules there should be an effort to restrict lunch allowances of employees who work in the field. It is aware that the Association is continuing its efforts to fully clarify this situation and more in the near future it should be desirable to provide employees with lunch allowances when working in the field.

This Committee reviewed recent efforts that had been made by the Association to persuade the Department of Audit and Control to take action to allow mileage payments for lodging on expense vouchers and expressed its concern as to whether this had not seemed possible to the Department of Audit and Control. It urges that efforts be made continually to remind the State employees an opportunity to report what they actually pay for lodging rather than to report the State allowance.

It is the feeling of the Committee, who have analyzed a full and accurate set of facts as developed to what is actually paid by State employees for lodging. Under the present practice the Association contends that it is not possible for employees to accurately report what actually happens and further requires them to submit expense vouchers that are not in keeping with what actually happened to respect lodging costs.

The Committee also reviewed the matter of permanent car assignment by the State and described the facts that cases had been brought to the attention of the Association's staff clearly showing that employees had not had adequate opportunity or warning that they would be assigned a car in spite of efforts on the part of the employees that they expected that a car might be assigned. The situation may be reversed wherein an employee suddenly has his state car taken from him and has to provide his own transportation through car purchase.

In one case, and after these efforts were made to no avail, the employee did purchase a new car in order to have adequate transportation to fulfill his employment requirements only to find shortly thereafter that he was assigned a car. The Association is urged to continue its efforts to get assurance from the State that employees will receive adequate notice prior to permanent car assignment.

Concern

The Committee also expressed concern over the fact that reimbursement of expenses paid for lodging on expense vouchers and expressed its concern as to whether this had not seemed possible to the Department of Audit and Control. It urges that efforts be made continually to remind the State employees an opportunity to report what they actually pay for lodging rather than to report the State allowance.

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The Committee also considered the problem of how and to what extent their activities could be best utilized at this time, informs the delegates that the Board's action is contrary to the Senate and urges the Senate to reconsider its position and to make a report at this time.

The Committee continued its efforts to get assurance from the State that employees will receive adequate notice prior to permanent car assignment.

By Frank Wallace

Since the October 1963 Delegates' Meeting, the Special Civil Rights Committee has been established and has since met on two occasions. At its first organizational meeting President Felly made certain recommendations to the Committee concerning the need for the Committee and highlighting certain areas in which the Committee would most effectively operate.

The Committee feels some concern in that it is unable at this time to define the exact scope, type, or ambit of its activities so that the Committee would most effectively operate.

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The Committee has continued to operate and which would be cal- The Committee decided that its 10 areas of activity could be best In areas of activities not pertinent to the reasons for the existence of this Committee.

First Problem

With these thoughts in mind, the Committee's first problem was one of ascertaining certain general guidelines and procedures which would and which would be calculated to most effectively serve the best interest of the Association, but all employees employed in the public service in New York State. One of the first of several programs contemplated by this Committee is the educational programs within the service of the State and political subdivisions of the State. Too often minority groups have come into public service with insufficient training and background to advance to positions of leadership within the service. We, therefore, recommend the expansion of the type of training for minority groups to affect minority groups, but to affect all other employees on an equal basis so that they may advance in the Merit System and not be penalized for known grade positions by virtue of economic deprivation or the absence of adequate educational requirements. It is possible that the members of the Association of all races and creedsteach and learn from one another, but it is folly to teach them to themselves or to remain oblivious to the fact that the leadership in this movement is predominantly made up of college graduates. We urge that the members of the Association of all races and creeds be made aware of the importance of this fact and be encouraged to be more aware of the importance of the thinking of the responsible college citizens of this State. It is the recommendation of the Special Civil Rights Committee to conduct investigations in the field of educational programs throughout this State and other States to determine whether or not educational programs are being withheld from any groups.

Another aspect of the civil rights program is concerned with the services of the State and political subdivisions of the State. Too often, efforts that had been made to light certain areas in which the Association is urged to continue its efforts to get assurance from the State Department of Public Works to determine whether work will be performed by professional employees or by employees who are not so qualified.

There are too few experts available on a consultation basis to governmental employees. This area would be the best position at this time. The Committee decided that it is unable at this time to define the exact scope, type, or ambit of its activities so that the Committee would most effectively operate.

The Committee considered the problem of how and to what extent their activities could be best utilized at this time, informs the delegates that the Board's action is contrary to the Senate and urges the Senate to reconsider its position and to make a report at this time.

The Committee continued its efforts to get assurance from the State that employees will receive adequate notice prior to permanent car assignment.

Civil Rights

By Randolph V. Jacobs

The Grievance Committee met in Albany on the afternoon of June 24, 1964 and for several hours discussed a number of matters. Pamphlet

A draft of a pamphlet on grievance procedure, prepared by staff members under the direction of the Chairman of the Committee, was revised and final approval given. The pamphlet is being included in the delegates' envelopes and addition to the changes delineate in the delegate registration area. Supply of one each per member will be sent each chapter president following the annual meeting. The delegates were informed of staff members in the preparation of the material. Subsequent, the Chairman of the Committee moved that the following three items were discussed at length by the Committee, and the Chairman was requested to make a report to the Resolutions Committee which would (1) provide instructions on the Grievance Procedure by statute instead of by executive Order; (2) extend the limitation on the Grievance Committee had in mind which the Grievance Appeals Board would make a determination of the grievance; and (3) provide for the adoption of a uniform set of rules for the Grievance Committee, for the Grievance Board of political subdivisions.

Resolution adopted at the Special Delegates' Meeting in March instructed the Grievance Committee to provide the various grievances to the Grievance Committee, the committee, and the Committee of Grievance. The Chairman of the Committee decided that its best position at this time would be to continue to develop the grievance procedure as it had been and to continue the meetings which were held. This area of civil rights is a very delicate area and it is hoped that this Committee that we shall not go too wide afield and involve ourselves in areas of activities not pertinent to the reasons for the existence of this Committee.

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Broome Dinner Honors Burrows and Roberts; 13th Other Aides Cited

(From Leader Correspondent)

BINGHAMTON, Nov. 9 — More than 125 Broome County employees were honored recently at the 13th annual dinner of the Broome Chapter of the Civil Service Employee Association.

The dinner, held at St. John’s Memorial Center in Johnson City, was attended by more than 350 people.

Special awards were given to James A. Burrows, who was elected chapter president, and Benjamin Roberts, local field representative. Burrows received a plaque for "outstanding services performed" during the 1963-64 year.

Guest speaker was James Terry of the state, who explained the New York State retirement system.

Other guests were Henry M. Baldwin, Broome County Board of Supervisors chairman, and supervisors Richard H. Knoll of the Seventh Ward, and Michael D. Riibey of the Sixth Ward.

Roberts is chairman of the county board’s Employees Committee, which recently recommended a system of higher increment rates for county workers. His committee also noted that employees who have given 10 or more years of service in their county jobs, or 15 years, or more, should receive a higher share of the employee contribution to the state retirement system.

Both recommendations were approved by the supervisors.

Burrows and Roberts were given special plaques designed by Carl C. Reagan of the Planning Board and hand made by the men of the Engineering Department.

Special awards went to 81 employees who have given 10 or more years of service in their county jobs, 35 who have worked 15 or more years, 22 with at least 20 years, and 26 people who have been county employees for at least 35 years.

These people received awards:


Newburgh School Unit Elects

NEWBURGH, Nov. 9 — Mrs. Marion Shira of Vails Gate, N.Y., has been elected president of the Newburgh School District Unit at a meeting conducted Oct. 26 at the Odeny Avenue Memorial Library.

James Z. Paezalos, a member of the Newburgh Board of Education, was the guest speaker. Other guests were Mrs. Charlotte Brug- gish, president of the Orange County Chamber, and Thomas Brann, field representative.

VOCATIONAL DANCE— Employees of the New York State Vocational Edu-

calate held their annual dinner-dance recently in Freehold. Shown above are several of those who attended. From left are: toastmaster Frank Huguenot; Mrs. W. Stillman, retired; Donald D. Bear-

brough, retired Ford Remington; and superinten-