CSEA WINS 8% PAY RAISE FOR STATE WORKERS AFTER DOWN-TO-THE-WIRE TALKS

ALBANY—State employees will receive an eight percent, across the board salary increase this year as the result of intensive, last minute negotiations between the Rockefeller Administration and representatives of the Civil Service Employees Assn.

State Advance Expenses

The total money won for the 1966 increase, Bendet pointed out, was equivalent to the funds allotted for the 1962 and 1964 raises combined and is the highest single raise won by the CSEA in over 10 years. The bulk of this year's pay raises will go to some 90 percent of the State's working force who earn less than $8,000 a year.

CSEA delegates at their annual meeting in October asked for a 12 percent, $600 minimum across the board raise for all grades. Last year they sought an 8 1/2 percent increase.

CSEA Board Backs Raise

The appropriate agency to review the salary proposal is the Comptroller's Office which studies the proposal as a preliminary step before sending it to the various agencies involved.
Article V.

Grievance and Procedure

1. Each Appellate Division, the Court of Claims, the Court of Tax Appeals, the Supreme Court, the Court of Appeals, the Attorney General, the Board of Law Examiners, the Regents of the University of the State of New York and the Office of the State Comptroller shall adopt grievance procedures substantially as follows.

(A) The first stage shall consist of the employee's presentation of his grievance to his immediate supervisor who shall, to the extent appropriate, endeavor to effect a settlement or inform the employee of his procedures for the adjustment of grievances.

(B) The final stage of the grievance procedure shall be by appeal to the Appeals Panel of the Judicial Conference, and all determinations of the Board or the Appeals Panel shall be final. The rules shall provide that the Board shall review the record of the appeal and determine whether to sustain or overrule the recommendation of the Appeals Panel.

2. The procedures shall be applicable to complaints relating to salary or hours of work, assignment to work, promotion, tenure, assignment to work or change in working conditions, assignment to work or change in working conditions, or any other working conditions.

3. The rules shall contain procedures for the purpose of effecting a fair and impartial adjustment of grievances. The rules shall contain the following provisions:

(A) The employee shall have the right to consult with any person or persons and shall have the right to be represented by counsel, a representative of his union or any other representative of his choice.

(B) The employee shall have the right to present and to submit to the Board of Appeals such evidence and argument as he may desire.

(C) The Board of Appeals shall review the record of the appeal and determine whether to sustain or overrule the recommendation of the Appeals Panel.

4. All bills of special interest to any of the above-named officers or employees shall be subject to the provisions of the Civil Service Law.

5. All claims of the State Comptroller or any other public officer or employee against whom a claim is made shall be subjected to an investigation by the Board of Appeals of the Judicial Conference.

6. The rules shall provide that no compensation shall be paid to any person until the Board of Appeals has completed its investigation and that the salaries and all determinations of the Board of Appeals shall be final.

7. The rules shall contain provisions for the hearing of grievances and for the determination of grievances.

8. All grievances shall be heard by a duly designated representative of the Board of Appeals of the Judicial Conference.

9. All bills of special interest to any of the above-named officers or employees shall be subject to the provisions of the Civil Service Law.
I board members gave unanimous
"from 1945 until her retirement in
the Civil Service Employees Assn.,
Mental Hygiene Hospitals and
ence Wilson, both of Orlando,
Doolittle. Sydney, and Mrs. Mil-
James (Rita) Percival, Mt. Upton;
Cemetery, Mt. Upton.
Methodist.
CSEA. Mrs. Doolittle was a
attack.
Dr. Harold Ross, the family doc-
some titles in State service, it was
raise was sufficient to actually
close the gap.
The Rockefeller budget will also
asked The Leader to extend his
thanks to all those persons who
help to iron out some of the In-
and refreshments were served, fol-
lowed by dancing to the music
of some bands, and time was al-
allow the leaders 4 hours to arrive
at a new agreement on the nego-
tiation process.

Former Tomkins CSEA President
Retired Recently
ITHACA — Kenneth Herm-
man, a past president of
the Union and an active member
of the State-wide CSEA, has
retired recently from State
Service.

CSEA Wins 8% Pay Hike

(Continued from Page 1
resolutions. These included death
benefits during retirement, a non-
contributory retirement of $60 per
month of final average salary for each
year of service and lump sum pay,
for accumulated sick leave on
retirement, deaths or separation
from service.

At a meeting of the CSEA pro-
directors the last week, board
members gave unanimous
support to the negotiations com-
pleted by the Salaries Commit-
tee in behalf of State employees.

Foley told The Leader that
the hard work of the Salaries Com-
mittee and the willingness of the
Rockefeller Administration to
conduct "fair and honest negotia-
tions with an open mind and contin-
tual attempt to arrive at a fair agree-
ment" resulted in an agreement
that met the needs of the vast
majority of employees.

Foley said the state employees
are still waiting for a new agree-
ment during this period of high in-
flation, but it may be expected
that they will receive additional
benefits in upcoming negotiations.

Mrs. Ruth Doolittle
UTICA — Mrs. Ruth Doolity who
is a retired nurse and a member of
the Civil Service Employees Assn.
died recently in Paxton Hospital.
Dr. Harold Ross, the family doc-
tor, said death was due to heart
attack.

Mrs. Doolittle was the nurse
assigned to the annual nurses' rece-
ception at the Utica State Hospi-

tal from 1945 until her retirement
in 1962. She was a member of the
St. Mary's Church and the United
American Legion, in addition to the
CSEA. Mrs. Doolittle was a

Besides her husband, she leaves
two daughters, Mrs. Mary (Rita)
Odel, Orland Park, Ill.; Mrs. James
(Rita) Perella, Mt. Upton; two
sisters, Mrs. Harold (Marion)
Doolittle, Sydney, and Mrs. Mil-
dred Finlee, and a brother, Claren-
ce Wilson, both of Orlando, Fl.

The burial was in Gedney Cem-
tery, Mt. Upton.

CIVIL SERVICE LEADER
Page Three

REMOIVATION — The
ers of the Buffalo State Hospital
with certificates by Dr. Joseph J. Souris. The
employees conducted removtation sessions for
the patients at the hospital.

Niagara CSEA First To Sign
As County Bargaining Agent

(From Leader Correspondent)
LOCKPORT — In a precedent-setting step, Niagara
chapter, Civil Service Employees Assn. and the
Niagara County Board of Supervisors have
signed a contract, designating the Chapter as bargaining
agent for about 650 Niagara County civil service
workers.

It is the first formal contract in the Western New York
region outside the City of Buffalo for the CSEA
and one of the first in New York State.

The Board of Supervisors, in a
ear-year action considered
politically, also recognized Local
182, American Federation of State
County & Municipal Employees
(AFL-CIO) "as the bargaining
agent for about 111 Niagara
County employees, members of
Local 182.

Control of the Niagara County Board of Supervisors passed
on Jan. 1.

Debt Payment
Local 119 began to gain some
strength during 1962 to 1963,
when Democrats had a Board
of Supervisors.

The year-end action recognizing
the AFL-CIO unit is considered a
victory for the State Federation
and by some outgoing Demo-
crats.

Mrs. Ruth Heezen is president of the Niagara County chapter.

In negotiations with the Board
of Supervisors James J. Pecaye
of Attica, CSEA representative,
and John H. Odula of Silver
Springs, aided the Niagara CSEA
contract personnel.

Esther Matthews
RetireS After 40
Years With NYS
ALBANY—Mrs. Esther Mat-
thews was honored at a retire-
ment luncheon at Jack's Restau-
rant recently. Mrs. Matthews had
almost 60 years of State service,
of which 54 have been in the
Department of Social Welfare,
where she was a supervisor.

Matthews was made by George
W. Chesbro, deputy commis-
sioner, and David M. Schneider,
who was Matthews' first super-
in Social Welfare. Kenneth
H. Edson, a past president of
the Civil Service Employees Assn.,
noted that last year's tour was
sold out within three months of
being offered.

Persons in the New York Met-
ropolitan area should apply to
Mrs. Matthews, 47-30 9th Ave.,
West Brentwood, Long Island,
N.Y. Upstate members should ap-
ply to the Southern New York
Conference, 274 Monroe Ave.,
Kenmore, N.Y.

Southern Conference
Sets Winter Meeting

BUFFALO—The Southern
New York Conference,
Civil Service Employees Assn.,
will hold its annual meeting in
the County Room of the West-
chester County Center Building,
in White Plains, on Thursday,
Feb. 10.

T. W. Teather, Conference con-
venor, has announced that the
meeting will be held at 2:30 p.m.
and will be followed by a recep-
tion at the Letchworth Village
Home, and a "Southern Winter
Dance" at the Plaza-Brau-
haus in Latham.

Mrs. Matthews and Dr. Harold
Ross, the family doctor, said death
was due to heart attack.

Mrs. Doolittle was the nurse
assigned to the annual nurses' rece-
ception at the Utica State Hospi-
tal from 1945 until her retirement
in 1962. She was a member of the
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American Legion, in addition to the
CSEA. Mrs. Doolittle was a

Mrs. Matthews retired on
Jan. 1, at the beautiful home of
Mrs. Matthews.

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60 years of State service,
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Kenmore, N.Y.
sought the Association's support outlined to the Federal Bar Association a plan for setting up a career system for attorneys this year. The Chairman recently was a guest at a meeting of the General Society budgeting group. Johnson's recent State of the Union message, Federal employees are confident of a continued salary increase in 1966 for the fifth consecutive year. It is unlikely however that any salary hike this year will bring Government employees up to the comparability standard which the Democratic Administration sought to achieve as of just a few short years ago.

Pedro employee representatives are expected to ask for at least a five percent increase this time around and the likelihood is that the resulting legislation will allow between three and five percent.

Oddly enough, the victory of John V. Lindsay over a well entrenched Democratic organization in New York City may have a lot to do with legislation calling for any Federal pay hikes passing in both Houses of Congress. Lindsay's big win in the City has given his constituents Democratic Congressman, up for election this year, cause to believe that their constituents may very well find some attraction to certain Republican candidates in the coming local campaigns. A vote against a pay raise for the ubiquitous Federal work force would not be a vote against Lindsay nor of any other Federal employee legislative needs.

Non-Inflationary budgeting is becoming more and more an accepted reality as the cost of the war and the expense of domestic programs are being viewed now as the identity of the two sides.

Proposals for improvements in the insurance and health benefits programs seem likely in the next session as do changes for major changes in the retirement program. Annuity increases for all Federal employees are expected to be pushed, but similar legislation has been tabled in the Senate.

Other Effects

For Full Information call Mr. Gray, 315 FL, 2849. BR 3, "KNOCK! KNOCK! WHO'S THERE?"

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CIVIL SERVICE LEADER

Tuesday, January 18, 1966

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 Civil Service Commission is located in 49 Thomas St., New York 7, N.Y. (Manhattan). It is between 4th and 5th Avenues, 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 566-4730.

Mailed requests for application blanks must be accompanied by a self-addressed business-size envelope and must be received by the last day for filing application. The resulting legislation will allow between three and five percent.

Completed application forms which are filled by mail must be sent to the Personnel Department and must be postmarked no later than the last day for filing application. Failure to state otherwise in the examination announcement.

The Applications Section of the New York City Civil Service Commission is located in the Chambers Street stop of the main subway line that goes through the stations at the 4th Avenue Line and the 110th Avenue Line. The BMT Lexington Avenue Line, the 6th Avenue Line and the BMT Broadway Street stop and the BMT Brighton local stop is City Hall Bridge, the last station, a short walk from the Personnel Department.

STATE—Room 1100 at 270 Madison Avenue between 32nd and 33rd Street, corner of Chamber St., telephone BACARY 7-1816; Governor Alfred E. Smith Building, 110 Wall Street, Room 2020, New York 5, N.Y., and The State Campus, Albany, State Office Building, Buffalo; State Office Building, Rochester; State Office Building, Schenectady; and State Office Building, Utica. Examinations Seotion of the New York City Office of the Personnel Department's headquarter office and the New York State Personnel Department's headquarter office are now at New York City on the transit system.

The City of New York Civil Service Commission is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is between 4th and 5th Avenues, one block west of Broadway.

To reach the Personnel Department's headquarter office and the New York State Personnel Department's headquarter office are now at New York City on the transit system.

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Applications are also available at the Personnel Department's headquarter office and the New York State Personnel Department's headquarter office are now at New York City on the transit system.

Bosons of examiners at the Personnel Department's headquarter office and the New York State Personnel Department's headquarter office are now at New York City on the transit system.

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Applications are also available at the Personnel Department's headquarter office and the New York State Personnel Department's headquarter office are now at New York City on the transit system.
Summer Park Job Openings For 3,500

The Department of Parks is looking for seasonal help for next summer.

Applicants for seasonal employment will be considered in the order of filing applications. However, those who are hired will be given to applicants who had been previously employed by the Park Department or who had performed satisfactory service.

Listed below are details relative to each seasonal position:

Seasonal Parkman

There are approximately 1,100 seasonal positions in the Department of Parks at salaries not to exceed $12 per day. The employment period may extend from March 15 to Nov. 30 for a maximum of 240 days a year, not to exceed six days a week.

There are no formal educational or experience requirements for this position. Since this job requires the ability for outside physical effort, applicants will be required to be in good physical condition.

Under supervision the ground assistant supervises or assists in supervising the program of recreational activities in a park area, small neighborhood park, playground or similar unit; performs related work.

This position is open to persons who are 24 years of age on or before the date of filing their application. Applicants under 18 years of age may be employed only if they have obtained a peace officer's certificate or vacation work permits.

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Rockefeller Pay Proposal

We tend—as do the State's 121,000 employees—our enthusiasm to support to Governor Rockefeller's proposal this week to raise the wages of all State workers in all grades by eight percent. The negotiations between his administration and the Civil Service Employees Association were conducted these past months in an atmosphere of scrupulous honesty and fairness. There was a thorough attempt by both sides to get the best possible salary increase for these employees.

Last year, State workers' wages lagged behind the wages of their counterparts in private industry by an average of eight percent. This year, the gap in wages has reached about 12 percent. It can be seen that this year's pay increase, then, would be more than due.

But this routine isn't good enough. There is nothing inflationary about trying to bring them up to par. There are other areas of improvement in State employment that still to be fought for, particularly in the area of better retirement and a fair solution to the problem of unused sick leave. Vast strides have been made in these areas but there are still improvements that can be made.

One byproduct, however, of Rockefeller's pay proposal has once again kept his word to State employees and the Legislature is expected to give his wage proposals quick approval.

Your Public Relations

By LEO J. MARGOLIN

Mr. Margolin is Dean of Administration and Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

Importance of "Clip Squad"

OUR READERS are well aware that public relations is a two-way street, which simply means that you can't solve a public relations problem unless you know about it.

PRINCIPAL METHOD of ferreting out public relations is a daily and arduous task. It's a habit of the press to see what is going on in your area, but this routine isn't good enough.

MOST NEWSPAPER readers are not trained to be "clipping detectives," which describes a person with the training and instinct to put together a jig-saw puzzle of seemingly unrelated events into a picture of a total public relations trouble spot.

UNKNOWN TO most people in government are a small corps of civil service workers, many of a title unrelated to what they really do. Some are information specialists; some have been trained in public relations and are used in government departments.

The important skill all good "clippers" must have is a nose for truth, actual or potential. An amazing large number of civil service people in New York State possess this ability and have headed off public relations crises before they happened.

MOST GOVERNMENT departments and agencies subscribe to one or more clipping services to detect trouble. But this type of information is of such great importance to government operations that these same departments and agencies supplement the commercial clipping services with their own "clip squads." These "clip squads" are part of a government organization's public information program and are considered to be an integral part of any good reason. The government information specialist has a dual role— an employee of his own agency and as an outside public relations consultant to the public. He is always thinking what the public thinks about your agency and is always thinking what affects the agency's operation.

THE ADMINISTRATIVE Code empowers the Police Commissioner to compel the retirement of an officer for ordinary, disability. Upon the retirement of an officer in good health, but that if she were forced to retire, there would be created a "tremendous void" which might lead to a "paranoid defense system."
"Somewhere in this purse is the most valuable credit card I possess—my Statewide Plan ‘ID’ card!"

Yes, indeed, my Statewide Plan ‘ID’ card is without question the best credit card I could possibly carry.

Why?
For one thing, if I have to go to the hospital in the middle of the night, or over the week-end, it establishes my credit. I’ll be admitted without making a deposit or a lot of other fuss.
And when I have, no worry about cash — Blue Cross will pay for me.

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See your payroll or personnel officer and get all the facts about the Statewide Plan.
Subwayless City Continues to Function Through Efforts of 500 Sleepless Employees

By JOE DEASY, JR.

Behind a desk, in a room far below the streets of New York City sat a grey-haired middle-aged man, showing obvious signs of fatigue. He had not seen daylight since New Year's Eve. It had happened on two prior New Year's Eves—only then he was able to leave his post thanks to last-minute agreements between the Transit Authority and Michael Quill, quick-tongued leader of the Transport Workers Union of America.

This year, however, Quill left the bargaining table without the usual glow of victory. He walked out of the room and announced his decision to the members of the press waiting for the word. He didn't need to say the words—it was evident. There were no representatives of the TA or the mediation team with them—the usual sign of accord.

"Gentlemen," he said, "the strike is on." The word was flashed to Novis in the emergency control room—the location of which was known only to a few top City aides and certain members of the press with security clearance, as well as those employees assigned there.

"Well," he groaned, "let's go to work." Within minutes, alerts were telephoned to a group of 500 City employees who were standing by waiting for the word. Soon they flocked into the center and, by 3 a.m., every one of the emergency telephones were manned.

The New York Telephone Company had two representatives standing by watching for trouble on any of the lines. While we were talking, an aide ran into the director's office with a new rumor: Rumors during an emergency like the transit strike are generated continuously and before long, someone calls the emergency number to ask if it is true or not. This time the rumor had it that the employees of the Staten Island Ferry System were also leaving their posts and even more City residents were being stranded on the mainland.

(Continued on Page 14)
Last Call Is Near For Annual Cruise

Last call for the annual Caribbean cruise for members of the Civil Service Employees Union, their families and friends is near. The cruise will depart from New York City for three days in the Virgin Islands, Trinidad, and Port de France. Meetings, sightseeing, and activities will include a masquerade ball, a first-run movie, concerts and cocktails, ballet, mini-games, and a number of social activities.

The cruise departs Jan. 28 and cabin prices are as low as $310.00, with a late booking for Jan. 29. For further information, call the Municipal Civil Service Commission, New Rochelle.

Social Activities

The luxury sailing will take place from Jan. 27 to Jan. 30, 1966, with calls at St. Thomas, St. Vincent, and Port of France. Activities will include a masquerade ball, a first-run movie, concerts and cocktails, mini-games, mini-ballet, mini-games, and a number of social activities.

Open-Competitive

Requirements for filling the open-competitive test include at least one year of satisfactory full-time paid experience.

Applicants, to be appointed, must have completed their high school education or possess either a high school equivalency diploma or a C.H.D.C. certificate issued by the armed forces.

Promotion

To file for the promotion examination, applicants must be employed in a permanent position in salary grades 10 or lower in the City of New York. Candidates may file if they are in one of many groups, a few of which follow:

Clerical — administrative occupational: stenographic and typi-
BUFFALO—The Buffalo Municipal Civil Service Commission has scheduled examinations for the period February through August in 45 City job titles.

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Dr. Meister To Retire

ALBANY—Dr. Morris Meister, president of the Bronx Community College, retired recently.

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v Versatile 3-speed operation.

SEE IT — HEAR IT TODAY!
YOU'LL BE GLAD YOU DID!

P.R. Column
(Continued from Page 6)

which ignores press clipping as a source of information or pending trouble is playing a dangerous game of "blind man's bluff."

MANY GOVERNMENT agencies make other use of the results from the "clip squad's" efforts. They use it as a measure of the effectiveness of their public information programs.

BUT GOVERNMENT executives, particularly public information specialists, should not permit the arithmetic of clippings—huge numbers in bushel baskets—to dull them into a false sense of achievement.

IT'S ONE THING to fill the bushel baskets. It's a totally different thing to achieve the objectives of the public information or public relations program. This can be measured only by action—or as Edward L. Bernays puts it, "getting action by engineering the consent of your publics."

WHATEVER THE motive for using the press clippings, the important thing is to make the clippings work for improvement of government operations. No matter which way you clip it, this must be good for civil service.

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Trainee Jobs In City To Be Filled By Walk-In Test On March 26

According to the New York City Department of Personnel, no filing will be necessary for the examinations for professional trainee positions which will be held on March 26. These tests will be of the walk-in variety at various locations, to be announced throughout the City. Candidates need only to appear at the test site for admission to the examinations.

This is one of the biggest examinations in the City’s annual schedule and through it college graduates enter the City service, without previous work experience; and train for middle management positions.

Housing, planning and redevelopment aides; management analysts; training personal examining trainee and real estate management trainee.

Although the examination requires a baccalaureate degree after the completion of a four year college curriculum which will meet the requirements by June, 1966, will also be allowed to participate. They will, however, be required to present their degree to the Department of Personnel at the time of their investigation.

The written examination will consist of a multiple choice type, will be designed to evaluate the candidate’s intelligence, general knowledge, cultural background and familiarity with pertinent information. Facts on the oral test will be speech and manner.

The housing planning and redevelopment aide is a trainee position lasting one year with appointment to a permanent position as a junior lasting one year with appointments to a permanent position as a junior lasting one year with appointments to a permanent position. Those who wish to be considered for the exam. They will, however, be required to present their degree to the Department of Personnel at the time of their investigation.
$1,000 For Best Idea

Dear Mayor Lindsay:

Hits Delays In Exam Processing

From (Leader Correspondent)

SYRACUSE—The State Civil Service Department came in for harsh criticism recently from the Onondaga County Probation Director.

Norman V. Malure hit "delays" in processing examinations and said "such delay causes problems in making appointments. Some of the candidates have had to take other work or are close to death," and others have moved, he said.

Results of tests taken June 5 by candidates for counselors at the Hillbrook Detention Home (for youths) were not received by the Department, Malure said. There are 11 vacancies.

Of the 12 persons on the eligibles list, one is no longer available for appointment because of leaving the area or taking other positions.

"Therefore, I must request another examination be given. Similar problems may result if I have to wait another six months for an eligibility list," he said.

Named To County Civil Service Comm.

WATERTOWN—Hugh E. Hamilton, retired Watertown member of the Jefferson County Board of Supervisors and a past president of the New York State Supervisors Association, has been appointed a member of the County Civil Service Commission.

Hamilton succeeds to the unexpired term of Brannard B. Brown, Henderson, who was elected supervisor of his town in the November general election. Brown was appointed a year ago as a civil service commissioner to replace Dudley Chapman, Dexter banker, who became executive secretary of the County Commission.

Albany—John E. Doyle, assistant industrial commissioner of the State Law Department in New York City, has received a plaque, citation for 25 years of outstanding service and community contributions as a leader of Hibernia.

The plaque was presented to Doyle by the Ancient Order of Hibernians of New York County.

Hibernian Order Salutes Doyle

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Filing For Lab Aide To Close

On January 25

Applications will be accepted through Jan. 25 for the open-competitive examination for laboratory aide by the New York City Department of Personnel.

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**New Rules Proposed by Judicial Conference**

(Continued from Page 2) By a penalty or punishment of suspension or removal, or suspension without pay, of a person who violates any rule adopted by a disciplinary board, or by an order of such board, on the ground of misconduct, or for any cause which would be sufficient for the removal of such person from the service, or suspension without pay, of a person imposed upon the person charged by such board, and if the case relates to the discharge of a person who holds an office or position in a State or other political subdivision of the United States, shall be final and conclusive, and shall be subject to review by any court.

Compensation of Officers and Employees Removed by Court Order

Any officer or employee who is removed from a position in the service of the unified court system, or who is discharged, from such a position by such court, shall be entitled to a court order directing reinstatement of the officer or employee, and the court shall order the payment of his compensation from the date of the (such) removal to the date of the (such) reinstatement, less the amount of compensation which he would have been entitled to had he not been discharged from the (such) position.

CLASS I, 2, 3 LICENSE SPECIAL COURSES

Civil Service Applicants

SANITATION DEPARTMENT POST OFFICE

Driver Training Institute

ALL BOROS 200-400

WASHINGTON ST., N.Y.

OPEN TUES. & WED.

LOW COST — MORE HOURS

COMMERCIAL PROGRAM

653 Broadway (Corner 14th St.)

YU 2-4000

**Learn to Be a Legal Secretary**

EARN UP TO $150 A WEEK

Free placement in an exciting and lucrative field. Full or part-time, future. 3 month, day, eve. or Sat. Mon. thru Thur. 9 A.M. to 5 P.M. PHONE AT HOME 8-8307.

**Insurance License Courses Open Jan. 24**

The next term in Insurance Brokerage for men and women who want to qualify for state license opening Jan. 24, at Eastern School of Insurance, 2 Broadway, N.Y. 5, A. 6-0869.

This evening course is approved by the States of New York and New Jersey as fulfilling the requirements for admission to the state examinations for a broker's license. No other experience or education is needed.

**Mediterranean Cruise Open For Bookings**

Africa, Italy, France, Spain, Portugal and the islands of Sardinia, Gibraltar and Malta will be the exciting ports of call during a 7-day cruise of the Mediterranean, which is now open for bookings by members of the Civil Service Employees Assn., their families and friends.

Sailing from the SS Atlantic, the world's largest ocean liner, on May 14. Cabin prices start at $402 and the ship is your hotel for the entire 7 days. Artists and celebrities are featured in an effort to entertain the eastern and Mediterranean seaports.

Learn Tractor Trailer Bus Driving In The Bronx


**Because of Space, We Cannot Publish All Advertisements**
CSEA Urges That Queens County Court Reporters Be Put Back On State Rolls

ALBANY — The Civil Service Employees Assn. has urged that Supreme Court reporters in the 11th Judicial District (Queens County) be placed back on the State payroll in order to correct salary and other inequities they have been subjected to since they were involuntarily transferred to the New York City payroll several years ago.

The payroll transfer took place in 1962 when the County of Queens was separated from the 10th Judicial District and designated the 11th district, under the Court Reorganization Act.

In calling for the action, CSEA president Joseph F. Pefly, told the administrator of the State Judicial Conference, Thomas F. Morley, that, despite assurances at the time of the transfer that their rights and benefits would not be impaired in any way, the court reporters had been denied salary increases that their former colleagues in the 10th District have received, and have been inconvenienced in other ways.

For instance, Pefly noted, the affected employees are now required to make direct payments to the State Retirement System, covering contributions and loan repayment, and to the Association and an insurance company for items that were formerly routine payroll deductions.

Pefly pointed out that various laws enacted in 1962 guaranteed the employees that their rights, privileges and compensation would not be affected or impaired by the transfer.

Pefly urged that the Judicial Conference take immediate remedial action "to correct this injustice to the Supreme Court Reporters of the 11th Judicial District," and that these employees be placed back on the State payroll and their salaries be adjusted in accordance with the increases accorded all State employees in October, 1964.

W. Seneca State School Grievance Is Resolved

WEST SENeca — A grievance concerning out-of-title work of cottage personnel at West Seneca State School, brought through the Civil Service Employees Assn., recently was settled with the announcement that new job items accorded those employees would be provided.

The grievance was over the use of ward personnel as food service attendants at the school's cottage area.

The grievance had been brought to the State Grievance Appeals Board, alleging that the continued employment of the affected personnel as food service workers constituted a clear-cut case of out-of-title work.

The Appeals Board said the grievance was out of its jurisdiction "... until a determination has been made by the Director of Classification and Compensation with respect to the proper classification of the duties involved."

Direct Action

As a result of the impasse, CSEA brought the matter up directly with the Commissioner of Mental Hygiene and subsequently, with the State Budget Director in whose power it was, CSEA contended, to establish the food service items.

As a result, N. Norman Hurd, director of the budget, told the Employees Association that his office "has approved six positions of food service worker for the cottages at West Seneca, with the understanding that if experience indicates this number to be insufficient, additional positions will be considered."

In addition, Hurd told CSEA, "to further improve the situation, two supervising attendant items have been approved for the eight cottages."

"It is expected," he said, "that these new positions will enable the ward service attendants to give improved care to the patients and also resolve the employees' grievances."

CSEA had complained that "the kitchen and dining room was being performed by these ward attendants in the eight cottages in such a manner that the care that can be given to the patient." CSEA said it was in violation of Section 41 of the Civil Service Law prohibiting out-of-title work.

Port Jervis Unit, CSEA, Honors Retirees At Annual Dinner At Karsten's Inn

PORT JERVIS — Gifts and honors were bestowed on retired persons at the annual dinner meeting of the Port Jervis unit, Civil Service Employees Assn., conducted recently at Karsten's Inn.

William Coniton, president, introduced the Rev. Michael Bell, pastor of St. Mary's Church, who gave the invocation. The next speaker was Jack Harland, who introduced the guests with a special mention of all those members who had retired in the present year.

Some members who had recently retired were Edward T. Capp, William D. Deane, Elizabeth C. Dwyer, John E. Fennelly, and others.

Gifts were presented to the retirees by president Coniton, who also introduced the officers of the Port Jervis unit, including Stephen Healy, vice president; Clarence Coslick, secretary, and Nelson Hammond, treasurer.

The dinner committee included Coniton, Judy Revel Oray, Florence England, George Drew and Ross Down.

Elmira Unit Names Officers

ELMIRA — The new officers of the Elmira Reformatorio and Recreation chapter of the Civil Service Employees Assn. were elected recently.

They are: president, Joseph Torona; vice president, Michael Johnson; secretary, Mary Burns; treasurer, Stanley Rodsil and delegate, Edward O'Leary.

ENGINEER RETIRES

Jay K. Putnam, engineer in the State Department of Public Works for 42 years recently was presented with a scroll and gift from fellow workers in connection with his retirement. He is shown with Jack Eisenbach, director of the Bureau of Programming, left, and Edward V. Houlihan, principal engineer in charge of the programming section, center, and CSEA engineer in the Bureau, seated on the right. He began his service with the Department at Ulica before he worked at the main office in Albany for the past 28 years.

What's On Your Mind? It May Be Worth $1,000

Thinking public employees can turn brainstorm into money by participating in a contest to come up with the best idea for improving New York City and making it a safer, happier place to live.

There is a top prize of $1,000 and $500 in second, or gold medals to the State, County, City or Federal employee who comes up with the best idea for helping Mayor John V. Lindsay solve the City's many problems.

The idea contest is being sponsored by the Jerry Finklestein Foundation, a philanthropic fund established by the publisher of The Leader. For full details on the contest see Page 14.

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