Sweeping Reallocations Program
Sought by Employees Association

CSEA Pushes On Thruway Workers Pay And Benefits

ALBANY—Representatives of the Civil Service Employees Assn. last week pressed for additional wage and fringe benefits for rank-and-file State Thruway workers, at a meeting with top-level officials of the super highway.

It was learned also that CSEA representatives feel strongly that, as a result of their demands, the authority will act on the question of time-and-one-half pay for overtime work in the near future, hopefully in time to include necessary funds in its 1967 budget.

On its demands for 600 across-the-board salary increases, the Employees Assn. said, "The internal salary relationship among State titles promised... in 1964, has been altered to the extent that it is absolutely necessary to reallocate upward these clerical and clerical titles to remove the present inequities and recover the original relationship..." CSEA pointed out that over the past few years, many State titles have been reallocated upward, but,... very few, if any, of the general office and clerical titles have been included in these reallocations.

Duties Stressed
In stressing that the duties of office and clerical personnel have changed considerably over the past ten years, the Employees Assn. said, that "One cannot strictly categorize clerical duties and responsibilities to the extent that progressive changes can be shown to receive recognition. A higher degree of skill is required of the clerks than ever was necessary in the past," CSEA contended.

"The whole area of general office administration, including new programs and procedures, has affected all of the positions for which we are requesting upward reallocations," CSEA pointed out.

Other Points
Another point stressed by CSEA was that "The state of New York has embarked upon new programs over the past decade that were not even conceived before that period. The success or failure of most of these programs depends upon the work being done by general office and clerical employees. Though the credit for many successful programs usually is attributed to professional adminis...

ALBANY—Sweeping salary reallocations affecting some 28,000 State employees in office and clerical titles have been filed by the Civil Service Employees Assn., it was announced today.

The reallocation requests, covering some 180 individual titles, were submitted last week by 28,000 members of the State Division of Classification and Compensation. The requests were compiled and presented by the State Department of Economic Development, and three new committee meetings were held by CSEA's Special Committee on Reallocation of Office and Clerical Workers, in conjunction with the organization's research staff there.

In supporting the data, the Employees Assn. said, "The internal salary relationship among State titles promised... in 1964, has been altered to the extent that it is absolutely necessary to reallocate upward these clerical and clerical titles to remove the present inequities and recover the original relationship..." CSEA pointed out that over the past few years, many State titles have been reallocated upward, but,... very few, if any, of the general office and clerical titles have been included in these reallocations.

In releasing the regulations, Dr. Hugh Lafave and Vito Ferro, Metcalf Conf. Meet Is At Manhattan State Hospital

The Metropolitan Conference of the Civil Service Employees Assn. will meet at noon in the Ascension Hall of the State Hospital, Ward's Island, New York City.

In last week's issue of The Leader, it was inadvertently reported that the meeting would be held in Gauber's Restaurant.

Ward's Island may be reached by taking the East Side BRT to 125th St. and using bus service to the island automobiles should go to the Triboro Bridge, and then taking toll, exit left to Ward's Island.

Rochester CSEA

Rochester chapter of the Civil Service Employees Assn. will meet Sept. 28 at 8 p.m. in the 46th Club, Calvin Rosenthal, chapter president has announced. Harry W. Albright, Jr., CSEA council will be principal speaker.

Rules For Cash Advances Given

ALBANY—Regulations governing cash advances to State employees who travel involve overnight travel, as authorized by legislation won in the recent session of the Legislature by the Civil Service Employees Assn., have been issued by all State Departments and Agencies by State Comptroller Arthur Levitt.

In releasing the regulations, Levitt noted that the advances are intended to cover daily meal allowances and pay out-of-pocket expenses of employees who must be away from their regular stations overnight.

Under the new Section of the Comptroller's Rules and Regulations concerning employee travel, two types of travel advances may be made—one for employees in continuing travel status and the other for employees whose duties involve occasional travel.

A full explanation of eligibility, documentation etc. is contained in amendments to the rules and regulations, which have been sent to all agencies for distribution to all employees.

Lefkowitz Will Install NYC Chap.

State Attorney General Louis J. Lefkowitz will install recently-elected officials of the New York City chapter at the regular delegates' meeting of the chapter on Sept. 28 at 8:30 p.m. in Gauber's Restaurant, Dunne St.

Mental Hygiene Meet —
Representatives of the Civil Service Employees Assn. met last week with Dr. Alan Miller, Mental Hygiene Dept. Commissioner, and two of his staff members to discuss a wide range of departmental problems.

Dr. Miller assured CSEA that a high level of mental hygiene directors would be assigned to all State Departments and Agencies by the Civil Service Employees Assn. said, "The internal salary relationship among State titles promised... in 1964, has been altered to the extent that it is absolutely necessary to reallocate upward these clerical and clerical titles to remove the present inequities and recover the original relationship..." CSEA pointed out that over the past few years, many State titles have been reallocated upward, but,... very few, if any, of the general office and clerical titles have been included in these reallocations.
(Continued from Page 1)

1968, the year when the philosophical bone of the GOP will be set. 1972 is the assumption that President Johnson will be re-elected in 1968 for a final term.

Unfortunately, what ex-White House aide Ken O'Donnell was to the late President John Kennedy, Ken Price is to Mayor Lindsay. Like O'Donnell, Price is known as a most controversial and arguable figure, and he is the practical and idealistic nature of the Deputy Mayor. He enjoys his close, warm daily relationship with Mayor John V. Lindsay. On the other hand, the routine affairs of the Deputy Mayor's office bore him immensely. He still is a figure. Lately, however, it seems that his political image has been produced in 1968 with the help of campaign organizers, who affect the working conditions, and the laws that people who affect the working conditions, and the laws that people who work in the civil service corps get to oust the actual running of a political candidate In the inept office of the Department of Personnel.

However, the professional campaign organizers, who affect the working conditions, and the laws that people who affect the working conditions, and the laws that people who work in the civil service corps get to oust the actual running of a political candidate In the inept office of the Department of Personnel.

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

MEMORANDUM to all civil servants:

CIVIL SERVICE LEADER

Toll Collector Exam: Nov. 5

Applications are being accepted until Oct. 3 for the Nov. 5 open competitive examination for a toll collector on the state's highways. The salary for this position is $4.75 per hour.

These positions are in the New York State Thruway Authority; East Hudson Parkway Authority; Nassau and Suffolk counties; New York State Bridge Authority, operating the Bear Mountain Bridge, the Kingston–Rhinecliff Bridge, the Mid-Hudson Bridge, the Newburgh–Beacon Bridge and the Rip Van Winkle Bridge.

The eligible list from this examination will also be used to fill full-time vacancies during the summer and on holidays. Part-time employees are paid $4.75 per hour.

All applicants must be at least 28 years of age to take the test and not 21 years old for appointment.

For applications and further information contact the State Department of Motor Vehicles, New York, New York, or Room 303, State Office Building, Buffalo.

Some Message!

ALBANY—Safety Message from the State Department of Motor Vehicles: "Motor Vehicle Death Rate at 26 Year High."

Register and Vote

CIVIL SERVICE LEADER

Your Public Relations Office

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

Field trips are every Tuesday, September 27, 1966.

Case Worker Positions Open With City Now

The Department of Personnel is seeking to fill positions as case worker I in the Department of Welfare. Applications will be accepted, but the examination administration is set for Oct. 9 at 9 a.m. and 1 p.m.

Applications are given at the Personnel Department office at 40 Worth St., Manhattan.

Salary for this position starts at $5,750 for the first six months, $5,850 for the second six months, $5,950 for the third six months, and $6,050 for the fourth six months.

Requirements for this position include a baccalaureate degree, or two years of college, or at least two years of college credit. Applicants must be at least 20 years of age to take the test.

For further information, contact the Personnel Department, 40 Thomas St., New York, N.Y., or call 566-8700.

FREE BOOKLET by U.S. Gov't. on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y., 10013.

Your Public Relations Office

By LEO J. MARGOLIN

for reinstatement to their old job. However, veterans must apply in person. All applicants must be at least 18 years of age and have a New York State drivers licence.

For applications and further information contact the State Department of Motor Vehicles, New York, New York, or Room 303, State Office Building, Buffalo.

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Union Fact-Twisting

NORMALLY, THE Civil Service Employees Assn. ignores the rantings of union organizations which represent a small minority of public employees in New York State and which base their reasons for existence on attacks on the Enterprise Retirement System. This is especially deplorable because of its self-righteous and self-pitying tone. The claim that the CSEA caused a strike by its members throughout the year at 1/5 the dues the union spent in legal fees and administrative and legislative salaries is just an attempt to divert attention from the 8 per cent salary increase this year. But for a refresher course on these other points, let's not forget the new "1/60th Retirement Plan" and the $2,000 fully-paid death benefit for members. By this time, most State employees are well aware of this increased proposal. (Continued on Page 14)

POUGHKEEPSIE—Sixty-five per cent of the city workers, exclusive of those employed in the public school system, including 226 persons, said in a recent mail survey that they are dissatisfied with the Enterprise Retirement System, and have indicated their choice of the Civil Service Employees Assn. as their bargaining agent. A CSEA chapter petitioned the State Supreme Court to set aside the results of the mail ballot and is awaiting word from that body. The Court referred the request to the Public Service Commission for decision.

John F. Welsh

POUGHKEEPSIE—John F. Welsh, 68, a retired attendant of the Hudson River State Hospital, died yesterday at 5:45 a.m. at his home in the town of Esopus. Born in Marlsville, Mr. Welsh had been an employee of the State Department of Mental Hygiene for 37 years, the last 15 years after having been an attendant for 22 years. He was a member of the Inter-County CSEA chapter, Civil Service Employees Assn. (Continued on Page 14)

Poughkeepsie aids petitioning for CSEA representation

INTER-COUNTY PARKS chapter of the Civil Service Employees Assn. represents 815 employees or 63 per cent of the Long Island State Authority's total employee representation, with the officials of the Long Island State Authority pension plan, with the officials of the Long Island State Authority pension plan, with the officials of the Long Island State Authority pension plan, with the officials of the Long Island State Authority pension plan, with the officials of the Long Island State Authority pension plan.

The action has the support of the Civil Service Employees Assn. (Continued on Page 14)

Monroe Studies CSEA Request for Exclusive Bargaining, Howe Reports

(From Leader Correspondent)

ROCHESTER—Monroe County Manager Gordon A. Howe says he will give serious consideration to a proposal that the Civil Service Employees Assn. become the exclusive bargaining agent for all county employees. In "the past," he said, "we have always discussed mutual problems with the Association, and we will welcome the chance to discuss this latest proposal." Howe pointed out that the County Board of Supervisors has sole authority for signing any contract with the Civil Service Employees Assn. or any other employee group.

The CSEA Chairman Leonard Bonfigli indicated that he, too, would be willing to discuss the request with the Association and all other groups and with the members of his board's personnel and salaries committee. Would Cover All Aides

Vincent A. Alessi, president of the CSEA's Monroe County chapter, proposed to Howe and the board that his chapter be designated as the exclusive bargaining agent for all 2,400 permanent county employees. The chapter's membership now includes 2,400 employees, or more than 75 per cent of the total. Alessi said:

"I am happy that this long struggle by our chapter and the State Health Department is over. It has been concluded that these longevity credits represent a little of the Enterprise Retirement Plan."
U.S. Service News Items

Federal Personnel Official Sees Work Stoppage Right

The possibility of some future recognition of work-stoppage procedure for Federal employees was hinted at recently by James C. O'Brien, Personnel Director of the Department of Health, Education and Welfare at the Miami convention of the National Federation of Federal Employees. O'Brien stated that it would not surprise him to see some kind of official approval of employees work stoppage. The time may come when they will be countermanded, especially in areas and in situations not too closely tied to the natural welfare.

He felt that such a development would, if it came about, be the result of the kind of "restructuring" pressures which have made recent negotiations between the Federal government and its employees seem like so much of a blame game.

O'Brien also foresees developments in the not too distant future which would allow for some kind of negotiating body styled on the National Labor Relations Board to govern disputes in labor relations within private industry to handle the many difficult and pressing problems of the Federal Civil Servant. He predicted this without doubts if some would say "right"

"strike is not granted to Federal workers.

Employee Letter Scores Salary Policy Of Administration

The following is from a letter received at the Leader offices last week which secures indication of the reaction of most informed Federal civil servants to recent wage and retirement legislation attacks. It reads:

"In his veto statement of Sept.
ember 12th, President Johnson said, "In the past 18 years the average Federal Civilian salary rose by nearly 76 percent from about $4,000 a year to about $7,000 a year. Over the same period the average pay of a factory worker increased by 67 percent." "1. This is a misleading comparison. The $7,000 figure is arrived by inflating the average and then comparing it with the pay of factory workers. It is reasonable . . ." as a matter of social policy the salary of Federal employees should be raised to a level which would be competitive with the pay of similar employees in private industry."

"By the time wage-earners in private industry are gathered and analyzed and finally reached in Chapter 20, the Federal Civil Servant will be earning a salary of $7,000 a year. This is competitive with the pay of similar employees in private industry and in situations not too closely tied to the natural welfare.

The average pay of a factory worker increased by 67 percent since 1947. The average pay of a Federal worker has increased by 76 percent since 1947. Therefore, the Federal employee is being paid an adequate salary."

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.

CITY

New York City—The Applications Section of the New York City Department of Personnel is located at 40 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.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filling of openings.

Table of Rates For The $100 A Month Supplemental Rider

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<th>All Employees</th>
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This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Please print your name, address, place of employment and employee number in the spaces provided on the coupon below.

2. Mail form to: Ter Bush & Powell, Inc.

3. Or, call your nearest Ter Bush & Powell representative for details.

$100 A MONTH SUPPLEMENTAL INCOME

CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is $3,500 a year or more may now apply for the new $100 a month Supplemental Income Benefit Rider.

This rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Examples: If you are totally disabled, this rider would pay you $100 a month after a 30 day waiting period:

• For life—if disabled from non-occupational injuries

• For 2 years—if disabled by sickness beginning after age 60

• For 1 year—if disabled by sickness beginning on or after age 60

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Holly Mackeral!
Mrs. Bartholomeo—Or Everything But

SYRACUSE—Mrs. Carmelio Bartholomeo, an active member of Onondaga Chapter, Order of the Eastern Star, spent some time this year preparing for the New York State Exposition. She took the grand prize, a portable dishwasher and 12 ribbons, including two sweepstakes ribbons, first place and three second place awards.

Mrs. Bartholomeo, who resides in suburban Camillus, is employed as a senior accounting clerk in the Onondaga County comptroller's office when she isn't voluntarily for her culinary skill. She has been a consistent winner in local and area contests.

Her grand prize winning entry was a strawberry cheesecake, which won the dairy competition. For the 123th Anniversary of the Exposition, the two contests also awarded Mrs. Bartholomeo first place sweepstakes ribbons.

For further information, contact the Onondaga County Department of Personnel, 204 Public Safety Bldg., Syracuse, N.Y.

Correction Officer List Will Be Made Available for Deputy Sheriff Jobs

The City Civil Service Commission has approved a recommendation that the correction officer list, effective July 27, will be pending, be removed from the Department of Personnel.
The list is expected to be available on or about July 27.

Operating Engineer

Onondaga County has announced a new examination for operating engineer applicants. The examination will be scheduled for Oct. 5.
The operating engineer will be responsible for the 123th Anniversary cake, cook books and a Thermowriter pitcher.

State Offers Parole Officer Trainee Jobs

New York State is accepting applications on a continuous basis for parole officer trainee examinations.

Salary: This position pays $8,800 per year. After one year in the trainee position, candidates who qualify will be promoted, without further examination, to the title of parole officer at a salary of $9,000.

Positions are in the New York City—Long Island areas. New York State residency is not required.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings, New York City.

10 Summoned

Ten summonses were issued for the practical examination for promotion to department maintainer, group A, on Monday, Sept. 19, according to the Department of Personnel.

PSYCHIATRIC INSTITUTE SCORES AGAIN

New York State Psychiatric Institute, Dept. of Mental Hygiene, was recently presented with an "Accident Control" award for 1995 by the State Insurance Fund. Psychiatric Institute has been the recipient of several awards in the field of accident prevention control. From left to right, are: Edward B. Sterns, asst. director of Safety Services, Dept. of Mental Hygiene; Dr. William A. Horwitz, ass't director and Blaize Romeo, safety supervisor in charge of safety services at the Psychiatric Institute.

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PATROLMAN

HOUSING PATROLMAN

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JAMAICA—WEDNESDAY, 1:15, $1.00, 7:30 P.M.

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- MUSIC CLASSES FORMING

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- REFRIGERATION LICENSE

- MASTER ELECTRICIAN’S LICENSE

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SAGE

PAGE FIVE

Tuesday, September 27, 1966
Right Reason, But

When the New York City Welfare Dept. made a major move toward alleviating the impossible case loads carried by social investigators it had the right reasons but did the wrong thing. The Welfare Department ordered a walk-in test to speed up recruitment and bring overburdened case workers some immediate relief. The method for so doing was not only sloppy and unworkable, in the long run, but constitutes a negation of the idea of public employment through fitness and merit. This who passed the examination were offered jobs. But while those who didn’t, they were offered employment on a provisional basis. It has been said that there were persons appointed who failed even to pass the physical examination required.

Such haphazard tactics are of no avail and points up, once again, the failure in City Hall to recognize the only method by which this highly sensitive, idealistic and tough position can fill— a proper salary.

This newspaper believes strongly that the Lindsay Administration must focus special and immediate attention to this problem and get it solved. The welfare of the City’s needy people is as much involved as are the problems of service rendered by over-worked social investigators.

Half Wrong

SOMEbody cut the punch at last week’s festivities in honor of Mayor Lindsay’s new collective bargaining board affecting City Employees in the City Council’s chambers. And it wasn’t too long before the honored guests caught on.

At that point everybody was home. The occasion was a hearing considering specifications in the Mayor’s bill before an audience mainly composed of CU labor organization representatives. It had been billed as a test of theAdministration’s ambitions for future collective bargaining negotiations.

Halfway through the activities it was pointed out by one participant that the bill being presented was not complete. It had, in fact, aides at City Hall were still at work on some of the proposed legislation’s provisions. It is unfortunate that an aura of deception permeated the hearings at a time when the full cooperation of all involved was needed. And the “older” ward nurses, who have been doing for years and years and years, have not been given with little more than one year’s employment as the hospitals with ARCO and not an ounce of practical experience, have replaced these “older” employees, as if by magic, “new employees,” those who made the nurses before senior status. The older employees have run the wards all these years and have met and handled every type of emergency, with never a raise in sight.

The problem of the ones who deserve the raise.

Little Gary Hurt

We could all use these new “Seniority Attendents” had college degree, but some of them don’t own cars and live on the streets, as the people they are replacing. Why do you always hurt the young and the poor? Who pay for the exams on the professionals? (I.e) nurses. The “older” ward nurses, who are closer to the new graduate nurses and will find themselves shoved out of the way and handled every type of emergency, with never a raise in sight.

The other ones that deserve the raise.

Editor, The Leader:

Our society is not always that of the “new” employees who have been doing for years and years and years, have been doing with little more than one year’s employment, have been doing for years and years and years, have not been given with little more than one year’s employment as the hospitals with ARCO and not an ounce of practical experience, have replaced these “older” employees, as if by magic, “new employees,” those who made the nurses before senior status. The older employees have run the wards all these years and have met and handled every type of emergency, with never a raise in sight.

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The other ones that deserve the raise.

E.C. FELINE

Buffalo

Frustration

Editor, The Leader:

Think all the practical nurses I know have left or are on the way. The N.R.S. are the ones who do the work and the N.R.S. are the ones who get the pay. Ask anyone who works around a hospital and, if honest, they will have a ready story. With the old workers, the hospitals could do without many or even most of the nurses. But here the old women do without pay.

We can do and often do everything except get the pay. We have been doing for years and years and years, have been doing with little more than one year’s employment, have not been given with little more than one year’s employment as the hospitals with ARCO and not an ounce of practical experience, have replaced these “older” employees, as if by magic, “new employees,” those who made the nurses before senior status. The older employees have run the wards all these years and have met and handled every type of emergency, with never a raise in sight.

The other ones that deserve the raise.

E.C. FELINE

Buffalo

Probation Increments

Pursuant to constitutional and statutory mandate, the Administrative Board of the Judicial Conference has been engaged since September 1, 1965, in establishing a Civil Service structure for the unified court system. The supplement of the City’s responsibilities, both as an administrative department of the City’s organization and as a court of personnel has serious consequences for City probation officers in that they were denied salary increments which became due on July 1, 1965, under the City’s Career and Salary Plan.

The City denied the applicability of the Career and Salary Plan to these officers ever since the creation of the unified court system. Still, the petitioners continued to receive benefits under the Career and Salary Plan even after September 1, 1965, by virtue of the Mayor’s personnel order covering City probation officers until July 1, 1966.

The Probation officers involved instituted an Article 78 proceeding, entitled Aftman v. Wagner, for a judgment directing the City of New York to pay the annual salary increments under the City’s Career and Salary Plan. The Court did not rule on the merits of the case. However, 1962, sweeping authority has been clearly vested in the Judicial Conference. On the contrary, there are many uncertainties concerning who is appointing authority of the petitioners after court organization.

In taking issue with the City’s contents, Mr. Justice Frank stated that the City’s conclusion that Court organization barred the petitioners from the benefits of the Career and Salary Plan was not supported. Indeed, the Legislature made express provision for protection of personnel in the affected positions. Thus, Section 223 of the Judiciary Law states with respect to employees transferred to the Unified Court System:

“The officer or employees so transferred or appointed shall be continued in his new position without diminution in salary and with the same status and rights.”

The unambiguous statutory assurance of preservation of employees’ rights leaves no doubt that the petitioners were to continue to enjoy all benefits under the Career and Salary Plan. This is indisputable at least until such time as the Court determines the applicable statute or statutes to which the petitioners are entitled.

In papers submitted on behalf of the Judicial Conference it was indicated that part of the Conference’s mammoth task included the surveying and evaluating of 10,000 employees of the Unified Court System to determine a successful plan. In the meantime, it is necessary that the relationship between the petitioners and the City be maintained in status quo. As Thomas F. McCoy, State Administrator and Secretary to the Administrative Board in the Judicial Conference, wrote in an affidavit submitted by him in connection with the litigation:

“The Administrative Board felt that it could not assume its functions without sufficient facts, and therefore, its recommendations in this area to the City was to continue to deal with the employees as it had prior there to. In addition, both the Constitution (Art. VI, sec. 35), and its statutory implementation of the Law, sec. 233) provided that the same status and rights, in so far as practicable, were to be preserved for the non-judicial employees of the unified court system. It would have been not only impracticable for the Administrative Board to do away with the existing relationship between the City government and the court employees, since it would not have been feasible in the number of years without the survey, but also such action might have been viewed by persons to be contrary to the constitutional and statutory mandate of preserving status and rights.”

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By William Goffen

Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.”
State Test Nov. 5

File By Oct. 3 For Promotion Test Series

The State Department of Civil Service will accept applications until Oct. 3 for the Nov. 5 promotion examination series. In this series 25 tests are being offered.

The complete listing of examinations follows:

**Interdepartmental**

**Principal Laboratory Animal Caretaker**, exam number 32-261, $4,725 to $5,100.

**Senior Stenographer**, exam number 32-211, $4,725 to $5,100.

**Audit and Control**

**Senior Municipal Research Assistant**, exam number 32-236, $10,125 to $12,000.

**Senior Examiner of Municipal Affairs**, exam number 32-281, $7,280 to $7,870.

**Associate Examiner of Municipal Affairs**, exam number 32-291, $7,005 to $7,500.

**Principal Examiner of Municipal Affairs**, exam number 32-285, $13,500 to $16,000.

**Correction**

**General Industrial Foreman**, exam numbers 32-231 to 32-236, $9,795 to $11,000.

**Assistant Industrial Superintendent**, exam numbers 32-291, $4,725 to $5,100.

**Law Column**

(Continued from Page 6)

For exempting it from such payment, Judge Frank characterized this contention as "utter speciousness."

As to the question whether available funds exist within some inappropriate "unit of appropriation" in the 1965-1966 Budget for immediate payment of the increments found due to the petitioners, the Court held that there was ample testimony at a trial that was had of certain of the issues establishing the availability of adequate funds.

**Public Service**

**Senior Gas Inspector**, exam number 32-286, $6,675 to $8,350.

**Chief Gas Meter Tester**, exam number 32-287, $5,940 to $7,850.

**Public Works**

**Senior Draftsman (Architectural)**, exam number 32-266, $9,290 to $11,215.

**Senior Draftsman (General)**, exam number 32-292, $5,940 to $7,850.

**Social Welfare**

**Superintendent of Public Welfare**, exam number 32-231 to 32-236, $8,950 to $11,000.

**Indus Trial Superintendent**, exam numbers 32-246 to 32-248, $11,400 to $13,765.

**State Test Nov. 5**

**SENIOR STENOGRAPHER**, exam number 32-211, $4,725 to $5,100.

**SENIOR MUNICIPAL RESEARCH ASSOCIATE**, exam number 32-281, $7,280 to $7,870.

**SENIOR EXAMINER OF MUNICIPAL AFFAIRS**, exam number 32-284, $10,895 to $13,080.

**SENIOR CORPORATION TAX EXAMINER**, exam number 32-295, $10,895 to $13,080.

**SENIOR CORPORATION TAX ADMINISTRATIVE SUPERVISOR**, exam number 32-287, $9,290 to $11,215.

**SENIOR SPECIAL TAX INVESTIGATOR**, exam number 32-292, $8,825 to $10,670.

**SENIOR CORPORATION TAX ADMINISTRATIVE SUPERVISOR (Corporation)**, exam number 32-293, $10,895 to $12,000.

**QUEEN'S COUNTY - DA'S Office**

**Senior Detective Investigator**, exam number 50-089, $8,600 to $10,700.

These tests are open only to permanent employees in the department or promotion unit for which this examination is announced.

**FREE BOOKLET on Social Security**: Mail entry: Box 8, 97 Duane St., New York, N.Y. 10007.

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THE STATEWIDE PLAN — COORDINATING OFFICE — 1215 WESTERN AVENUE, ALBANY, N.Y.
Free Promotion Study Classes Offered By City

Free courses in business English, speed stenography, civil service arithmetic, accounting, office practice, and fundamentals of supervision will be offered for City employees by the Board of Education in cooperation with the City Department of Personnel. Beginning this week, classes will meet one evening a week for twelve to fifteen weeks. Classes start at 6 p.m. Most courses will be held at Central Evening Commercial School, 214 East 42 St., New York City. Metropolitan Business School, 78 Catherine St., New York City, will also offer a course in supervision for maintenance, repair and production personnel.

City employees must register in person on the first night of class at the school where the class is held.

For more information, write to the Training and Career Development Division, New York City Department of Personnel, 40 Worth St., Room M-6, New York, 10013, or telephone 665-8516.

The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1334.

NOW... for the first time for civil service employees everywhere in New York State!

You have the option of non-profit doctor bill insurance with these four unique features:

- Coverage of home and office calls, with no deductibles
- Payment in full for covered services when provided by Participating Doctors
- No income ceilings
- Free choice of doctor

A new law (Chapter 503) makes it possible for Civil Service employees everywhere in New York State to sign up for the kind of comprehensive doctor bill coverage that enabled Group Health Insurance, Inc.—the oldest nonprofit medical care prepayment organization in the northeastern United States—to grow from nothing in 1938 to more than a million subscribers in 1966. When you enroll in the GHI Option through your New York State Health Plan, you will be protected by the GHI Family Doctor Plan and the Drug and Nursing Rider which cover a wide scope of benefits. Find out more—today—about the many unique advantages of GHI protection.

Public Health Asst. Applications are now being accepted by the New York City Department of Personnel on a continuous basis for the position of public health assistant.

Starting salary is $4,350 with increments to $5,330 per year.

For further information and applications contact the Application Section of the Department of Personnel at 49 Thomas Street.

Use Zip Codes—it's faster that way.
TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

Out-of-Pocket Expenses for Doctor Visits? YES  NO
Maternity Bills? YES  NO
Extra Charges for Surgery? YES  NO
Extra Charges for Specialist Care? YES  NO
Confusion over panels of participating doctors? YES  NO
Uncertainty as to services covered in full or in part? YES  NO
Limitations on Certain Services? YES  NO
Filling in claim forms? YES  NO
Discussion of fees or income with the doctor? YES  NO

If you belong to a medical plan, we suggest you check the above list against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.
A BETTER JOB — HIGHER PAY
THE QUICK, EASY ARCO WAY

For over 28 years, famous ARCO CIVIL SERVICE BOOKS have helped students score high on their test.

[Table with various job titles and salaries]

The Veterans' Counselor

FRANK V. VOTTO

NEW CIVIL SERVICE LABS FOR VETERANS

The following resume of Civil Service legislation, of interest to civil service employees who are veterans, was recently signed into law by Governor Nelson A. Rockefeller:

Benefits for Veterans who Serve during Hostilities in Viet-Nam

The new law amends the definition of "time of war" in Section 85 of the Civil Service Law to include "Hostilities participated in by the military forces of the United States, as observers or as participants, in Southeast Asia, at any time from July 1, 1963, until July 1, 1967. Veterans who served during this period will thus be entitled to additional credits in civil service examinations, and to preference in retention in the event of abolition of positions in the manner and subject to the same conditions as veterans of World War II and the Korean Conflict.

U.S. Has Jobs For Librarians

Career opportunities for librarians, at the starting salary of $2,000 a year, are being offered by the New York Interagency Board of U.S. Civil Service Examiners.

Chemist Exam

There were 18 candidates called for the examination for Chemist positions (chemistry) last week, according to the Department of Personnel.

Caseworkers

Suffolk County is accepting applications on a continuous basis for the position of caseworker. The bi-weekly salary ranges from $200 to $500. For further information, contact the Suffolk County Civil Service Commission, County Center, Hauppauge, N.Y.

DURING the first six months of 1966, Americans purchased an approximate total number of 1.1 million U.S. Savings Bonds — the highest for the same period in 20 years.

Senior Stenos

Three prospective stenographers have been given qualifying legal examinations by the City Departments of Personnel last week.
The Veteran's Counselor

(Continued from Page 19)

State employee who dies. The survivor is assured of a bene-
fit equal to one-half the annual salary of the deceased,
the minimum guarantee being $5,000 and the maximum
$10,000.

Loans to Members on Military Duty Chapter 155, effective
April 5, 1966. R & SS Law Sect. 50(a).

This law makes permanent the heretofore temporary
borrowing provisions. Any member may now borrow, through
State Employees Retirement System on military duty to borrow from the
System up to an amount equaling his total accumulated contributions less $1. This law also removes obsolete lan-
guage concerning the payment of insurance upon the death of a member under 70 years of age.

Leaves of Absence on Memorial Day and Veterans' Day
(Continued from Page 18)

This law includes among those entitled to a leave of absence with pay on Memorial Day and Veterans' Day per-
sors who served in the regular Air Force or Coast Guard of
the United States, Heretofore, in addition to all who served in any of the armed forces of the United States or a foreign
ally in World Wars I or II or the Korean Conflict, peace-
time veterans of the regular Army, and Marine Corps
were entitled to leaves on these two holidays. Now the law
will also apply to peace-time veterans of the regular Air
Force and Coast Guard.

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Entrepreneur, Hillsdale, Cortlandt, Westchester. Use experience to build
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Homes, extra large rooms, beautiful kitchens, $13,000, $15,000, $17,000.

Swim Pool. $14,990. No Down Payment.

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$10,000. In Brooklyn, 4 Room Apt., plus nite club, fin. bsmt.,
$10,000.

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Springfield Gardens

RETIREMENT GUIDE

AX 7-2111

J. David Realty

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St. Petersburg — Florida

House for Sale — Camberl Heights

23, 25, 28, 30, 32, 34, 36, 38,... 9 large bedroom, custom kitchen,
bath, heated underground parking, 4 rooms, 5 baths, heat.

$14,500. At 25-16, 26-16, 27-16, 28-16, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38,... 9 large bedroom, custom kitchen, bath, heated underground parking, 4 rooms, 5 baths, heat.

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Over 10,000 career positions with U.S. government agencies throughout the nation will be filled as a result of the 1967 Federal Service Entrance Examination. This annual examination is designed primarily as an avenue through which college graduates or those with an equivalent amount of experience may enter Federal service. The examination is open to all Federal employees available to the successful candidates in this examination.

To help applicants for this test are reaching prospective employers in thousands of offices throughout the nation. In addition, many overseas positions are filled from this test annually.

Those hired from this test are trained to work on programs of both national and international importance and will be prepared to take further examinations above the grade 3 position, candidates may select the appropriate specialty for which they have three years of experience in undergraduate courses or rank within the top ten percent of their class. Those taking the test and attaining a sufficiently high rating may be marked qualified for the GS-7 grade if they have had a 3.8 Index in all undergraduate courses or rank within the top ten percent of their class or have been elected to membership in one of the national honorary society or have attained a score of 600 or more on the Graduate Record Examination Area Tests or Advanced Test.

To file for this test, write to the U.S. Civil Service Commission, 220 East 43 St., New York City and ask for applications for test number 408—The Federal Service Entrance Examination. When submitting the application, candidates may select the exam center most convenient to them. There are some 36 centers available to City employees prepare for advancement and for personal growth and development.

Casey Civil Service Personnel Director Solomon Hoberman announced the following registration schedule:

**2000 Expected**
**At Free Training Classes For Aides**

More than 2,000 City employees are expected to attend evening courses for self-improvement when the Municipal Personnel Training Program gets underway this year. The courses were arranged by the training division of the City Department of Personnel to help employees prepare for advancement and for personal growth and development.

Casey Civil Service Personnel Director Solomon Hoberman announced the following registration schedule:

**FEDERAL SERVICE ENTRANCE EXAM $4.00**

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### City Offering Free Training Bulletin For Employee-Students

A new edition of the annual training bulletin, "Evening Courses For City Employees," is off the presses and available to City employees.

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The text does not contain any syntax errors.

**nullityException**

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**InvalidNameException**

The text does not contain any invalid names.

**TypeMismatchException**

The text is of the correct type for further processing.

**NumberFormatException**

The text does not contain any numbers that cannot be converted to the correct format.

**GeometryException**

The text is not related to any geometry-related operations.

**FileNotFoundException**

The text does not contain any file-related operations.
Sample Questions And Answers For October Cleaner Exam

Sample questions and answers for the coming examination for cleaners, men and women, have been released by the Department of Personnel. These questions are not part of the examination but show the various types of questions that can be expected by candidates. The test will be held Oct. 29 and the proposed key answers will be published in

The Leader in the issue of November 1.

The best way to remove small pieces of broken glass from a floor is to:

1. (A) use a brush and dust pan
2. (B) pick up the pieces carefully with your hands
3. (C) use a wet mop
4. (D) sweep the pieces into the corner of the room.

When you are not sure about some instructions that your supervisor has given you on how to do a certain job, it would be best for you to:

1. (A) start doing the work and stop when you come to the part that you do not understand
2. (B) ask the supervisor to go over the instructions which are not clear to you
3. (C) do the job immediately from beginning to the end, leaving out the part that you are not sure of (D) wait until the supervisor leaves and then ask a more experienced worker to explain the job to you.

"The tools were Issued by the supervisor." In this sentence, the word "issued" means nearly the same as;

1. (A) collected
2. (B) cleaned up
3. (C) given out (D) examined.

"The break from the fire was dense." In this sentence, the word "dense" means nearly the same as;

1. (A) thick
2. (B) hot
3. (C) black
4. (D) blue.

Another worker, who is a good friend of yours, leaves work an hour before quitting time to take care of a personal matter. When you leave later you find that your friend did not sign out on the time sheet. Per this information to your friend would be:

1. (A) good, because the time sheet should not have any empty spaces on it
2. (B) bad, because the time sheet should not have any empty spaces on it
3. (C) good, because the time sheet should not have any empty spaces on it
4. (D) bad, because other employees will also want you to do the same favor for them on other days.

"The smoke from the fire was cleaned." In this sentence, the word "cleaned" means nearly the same as:

1. (A) collected
2. (B) cleaned up
3. (C) given out (D) examined.

The word "indoor" means nearly the same as:

1. (A) thick
2. (B) black
3. (C) hot
4. (D) blue.

"The interior of the building was cleaned." In this sentence, the word "interior" means nearly the same as:

1. (A) basement
2. (B) roof
3. (C) outside
4. (D) inside.

A messenger delivered 32 letters on Monday, 47 on Tuesday, 29 on Wednesday, 56 on Thursday, and 41 on Friday. How many letters did he deliver all together?

1. (A) 157
2. (B) 185
3. (C) 218
4. (D) 239.

Mr. White paid 4% sales tax on a $95 television set. The amount of sales tax that he paid was:

1. (A) $9.50
2. (B) $4.00
3. (C) $3.80
4. (D) $95 cents.

How many square feet are there in a room which is 25 feet long and 35 feet wide?

1. (A) 600 sq. ft.
2. (B) 750 sq. ft.
3. (C) 875 sq. ft.
4. (D) 925 sq. ft.

Answer questions 10 to 12 according to the following information:

"As a City employee you will be expected to take an interest in your work and perform the duties of your job to the best of your ability and in a spirit of co-operation. Nothing shows an interest in your work more than coming to work on time, not only at the start of the day but also when returning from lunch. If it is necessary for you to keep a personal appointment as lunch hour might cause a delay in getting back to work on time, you should explain the situation to your supervisor and get his approval to come back a little late before you leave for lunch.

You should do everything that is asked of you willingly and consider important even the small jobs that your supervisor gives you. Although those jobs may seem unimportant, if you forget to do

(Continued on Page 15)
ENR. SEKES ASK For State Employees

(Abridged from Page 1)

trials, the Association, in its statement, said that the work performed by the members of the office and clerical workers is the property of the state."

CSBA said that general across-the-board raises are appropriate only for all state employees, whether needed and welcomed, do not "cover the entire range of positions." It also noted that those positions and other State titles with respect to salary grade allocations should be kept separate, and that internal relationships that are the cause of our primary concern.

The association said it was necessary to conduct open hearings on principal Clerk, Bookkeeping Machine Operator, Personnel; Principal Clerk. Photo Copying; Typist. Office Machine Operator, Addressograph; Office Machine Clerk. Personnel; Principal Clerk.

FROM GRADE 6 TO GRADE 8
Clothing Clerk (TB Service); Senior Calculating Machine Operator. Principal Clerk; Senior Accounting Machine Operator; Principal Clerk; Payroll; Principal Clerk; Payroll Audit; Principal Clerk; Payroll Accounting; Principal Clerk. Secretary; Principal Clerk. Property Control; Principal Clerk; Purchase, Principal Clerk. Security; Principal Clerk. Duplicating Machine Transcription; Principal Editorial Secretary; Principal Key punch Operator. Principal Mail and Supply Clerk; Principal Clerk. Addressograph Operator; Senior Bookkeeping Machine Operator, Photo Copying; Principal Other Printing Machine Operator; Principal Office Machine Operator, Blueprint; Principal Office Machine Operator. Addressograph; Principal Office Machine Operator, Blueprint; Bookkeeping Machine Operator. Photo Copying; Principal Other Printing Machine Operator; Principal Office Machine Operator. Legal; Principal Typist; Principal Unemployment Insurance Claims Clerk.

FROM GRADE 12 TO GRADE 14
Principal Actuarial Clerk; Principal Other Printing Machine Operator. Identification Clerk; Principal Law Clerk; Principal Marine Stores Clerk; Principal Statistical Clerk; Principal Stores Clerk; Principal Tabulating Machine Operator; Principal Telephone Operator.

New Approaches

In addition to the above proposals, the CSBA has made an offer to the employees at the upcoming meeting with Tessler discussing the possibility of a CSBA agreement for the creation of a joint Civil Service Employee's Association policy briefings and plans for continuing the Association's legislation with the state. The Association's representative spoke on the need for a more effective approach to the problems of the state's clerical workers.

INTER-COUNTY

Statistics

John D. O'Byrne, president of the State-wide Association, has been empowered to contact the Civil Service Commission officials for the purpose of the future has been demanded by the Association. The CSBA has been given increasing importance as a result of the nation's current economic situation, and the Association's representative spoke on the need for a more effective approach to the problems of the state's clerical workers.

CIVIL SERVICE LEADER

Tuesday, September 27, 1966

Eligible Lists

Service Employee's Association, policy briefings and plans for continuing the Association's legislation with the state. The Association's representative spoke on the need for a more effective approach to the problems of the state's clerical workers.

—continued from Page 1

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**City Is Offering Civil Engineering Draftsman Jobs**

Filing will continue until Oct. 4 for positions as civil engineering draftsmen with New York City departments and agencies. Salary for these positions starts at $7,450 and increases yearly. A baccalaureate degree in civil engineering or a high school diploma and four years of experience in drafting work including two years in civil engineering drafting is a requirement of experience and education is required. Applications for these jobs can be obtained from branch offices of the New York, Brooklyn or Queensboro Public Library or from the Department of Personnel, 49 Thomas Street, New York, City, N.Y. 10007 or by calling the department, 686-8700. Applicants have been warned by the department that experience paper form is necessary to accompany the general application.

**Psychologist Jobs Open At $7,450 & up**

The City Department of Education is offering full-time positions at a salary of from $7,450 to $9,250 a year. These positions are open on a continuous basis and have neither citizenship nor residence requirements. Candidates will be rated on their training and experience in the field of psychology. These jobs require the completion of 60 semester hours of graduate work in psychology plus two years of internship or supervised experience in clinical psychology or a doctoral degree and one year of internship or experience.

For further information or applications, contact the City Department of Personnel, 49 Thomas St., New York City, N.Y. 10013.

**U.S. Jobs For Stenos, Typists**

Multiple vacancies exist in New York City for stenographers at salaries of from $4,000 to $5,000. There are no formal education or experience requirements for these jobs, but candidates must show ability to take dictation at a rate of 80 words a minute and be able to type at the rate of 40 words a minute. Applications are accepted at the government unit of the New York City Employment Service in Manhattan, Brooklyn and Staten Island.

For further information and test appointments, those interested may telephone PL 9-1020 in Manhattan; J A 2-2428 in Brooklyn, or OT 7-3991 in Staten Island.

**District 2 Party**

The District 2 Public Works chapter, CSEA, held its annual clambake recently in Stanley’s Grove, Morristown, Binghamton, and a top rate of 80 words a minute and be able to type at the rate of 40 words a minute. Applications are accepted.

**P.R. Column**

(Continued from Page 1)

but not the know-how.

BUT THERE IT IS: modern politics marketing a candidate like soap, automobiles, and corn takes.

NOW THIS knowledgeable civil service people can play a game. Which candidate has the professional campaign manager and which is flying by the seat-of- their-pants?

**TRAVEL AGENT CLASS BEGINNING OCT. 11**

An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, cruises, group and individual travel as an income sideline, will open Tuesday, Oct. 11, at Western School, 220 Broadway, N.Y. 6, Alt. 4-5609, for information write or call for Form 88.
Central Conf - A Jammed-Packed Program

IDEA GUEST — State Senator James Donovan, right, addressed the dinner dance of the Central Conference, CSEA, at the Hotel Utica. Some 500 attended.

Some 500 attended.

Master of the ceremonies was James H. Donovan, proposed conference president, right, and Paul S. Feily, president, Joseph Sykes, secretary, and E. Paul Nedrow, timer president. John C. Rice, assistant executive director. Mrs. Clara Boone, Utica, president; Charles Eker, Warren, third vice president; and Arthur Kasen, Syracuse, second vice president.

Mrs. Clara Boone, conference president, welcomed the delegates and announced the names of members of the program. Others elected: Frances Wilkins, assistant executive director; Mrs. Clara Boone, Utica, president; Charles Eker, Warren, third vice president; and Arthur Kasen, Syracuse, second vice president.

Before outlining the program, he gave a brief history of Civil Service in New York State and told them what he saw as its weaknesses.

"Civil Service has produced security, but this security no longer is synonymous with financial security alone. People who elected to Civil Service thought they would keep growing, moving up—but instead, many of them now feel beaten, blocked, frustrated, trapped, if not neglected," Donovan said.

"Appointments are not always the ideal way to develop the employees, but instead of neglecting them, it is to develop them—but to develop them further. People who are appointed officials are also defeated, blocked, frustrated and not the master of the people, and not the master of the people, it." Donovan concluded.

Elected officials are also defeated, blocked, frustrated and not the master of the people.

"It is dedicated to the principle that government is the servant, and not the master of the people, that its objectives are to be attained by truly democratic methods and with the consent of the people that are entitled to unimpeded governmental service, it recognises the need for active public employees."

"Civil Service tenure has become too long, too untenable for individual retention and maximum use of human talent and resources for the benefit of themselves and the nation at large," Donovan said.

Program

Donovan proposed this 11-point program:

1. Let the government or any other government organize develop talents of persons in Civil Service instead of neglecting them.

2. Develop some examinations. They should be more challenging. Many tests, for example, do not allow for creativity and innovative, much less spot the geniuses.

3. Develop a stimulating effect.

4. "Let us be more demanding.

5. "Let us be more demanding.

6. "Let us be more demanding.

7. "Let us be more demanding.

8. "Let us be more demanding.

9. "Let us be more demanding.

10. "Let us be more demanding.

11. "Let us be more demanding.

For the benefit of themselves and the nation.

After outlining the program, he gave the benediction. Arthur Tennis, chairman of the sessions, and Mrs. Clara Boone, conference president.

The dinner was Utica Mayor Frank M. Dillon, Rome Mayor William Valentine, Herkimer Mayor John Pryor, acting Oneida County Executive, Otsego County Executive, State Assemblyman Donald Mitchell, B.C. Heidinger, Assemblyman William Sears, B.P. Rucksport, and Assemblyman Edward Hann, D-Utica.

County Workshop

During Friday's opening sessions, the convention held an executive committee meeting, heard speeches of welcoming to the sessions, and Mrs. Clara Boone, conference president, spoke on "The Responsibilities of Delegates to Statewide Annual Meetings" during the Saturday morning session. James Terry of the State Retirement System discussed retirement.

Mt. Morris Appeal

ALBANY — Salary realization requests and dinner room attendants, and dining room attendants' (TB) employed at the State Department of Health's Mt. Morris facility have been submitted by the Wandering Twosome.

The requests submitted last week by J. Earl Kelly, director of the State Civil Service Classification and Compensation are for realization from grade 1 to grade 5 for D.R. Attendants, from grade 1 to grade 5 for D.R. Attendants.

A recent request addressed to the State Department of Health's Mt. Morris facility has been submitted by the Wandering Twosome.

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THURWAY SALARY (Continued from Page 1)

An additional statistical data within the next few days, including prevailing wage rates across the state in an effort to bolster its present figures.

Representing the Employee Association, as the meeting were Joseph P. Kelly, president, Joseph Sykes, chairman of the CSEA Executive Committee, other committee members, John C. Rice, assistant executive director.

State CHIEF EXECUTIVE DIRECTOR.

Thruway representatives include Richard Blain, Walter J. Mahoney, treasurer, Holden A. Evans Jr., executive director, Warren M. Wells, general manager and other members of the Thruway staff.

HAWK VALLEY COMMUNITY COLLEGE, Utica Health Department, Utica Board of Water Supply, Utica Civil Defense, and Utica and Marcy State Hospitals.

Also, the State Division of Parks, State Department of Health, State Department of Mental Hygiene, State Department of Employment, State Department of Commerce, State Department of Veterans Affairs, and the Department of State.

Hawk Valley Community College, Utica Health Department, Utica Board of Water Supply, Utica Civil Defense, and Utica and Marcy State Hospitals.

The zone of Association activities.

"It is dedicated to the principle that government is the servant, and not the master of the people, that its objectives are to be attained by truly democratic methods and with the consent of the people that are entitled to unimpeded governmental service, it recognizes the use of active public employees.

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