CSEA Board Maps Action
As Kelly Calls Meeting
On Clerks' Reallocation

ALBANY—A state wide push by the Civil Service Employees Assn. to gain salary reallocations for thousands of State office and clerical employees began to show results last week as top State officials met with CSEA representatives on the controversial issue.

- J. Hart Kelly, director of the division of classification and compensation, has scheduled an open hearing on appeals filed by the Employees Association for the re-allocations of some 360 office and clerical titles. The hearing is scheduled for Nov. 30 at the State Hospital Department Auditorium (60 Holland Ave.), Albany.

- T. Norman Hurd, director of the budget, agreed to bring to the attention of Gov. Rockefeller, upon his return from a post-election vacation, information in support of the reallocations presented by the Employees Association.

The CSEA representatives, led by Joseph F. Kelly, president of the State-wide Civil Service Employees Assn. last week elected president of the national Assembly of Governmental Employees at its recent convention in Washington, D.C.

The Assembly of Governmental Employees is a federation of independent public employee organizations throughout the United States. Mr. Kelly represents some 766,000 public employees.

Kelly, a career employee of the New York State Department of Taxation and Finance, has served as president of CSEA since 1956. He is a past Eastern Region vice-president of the national federation.

Others elected to the two-day meeting at Washington, attended by representatives of independent public employee organizations in 13 states, included Samuel Hanson, California, permanent executive secretary; Thomas E. Riehle, Oregon, vice-president; Mason Benigni, Connecticut, secretary, and Winston A. Pearse, Maryland, treasurer.

ANALYSIS—A special committee has been formed by the Metropolitan Department of Employees chapter, Civil Service Employees Assn., to study clerical positions within the division. Known making plans for next meeting, Nov. 29, was, left to right: Rose Miller, Clara Granans, Mary Moore, Ralph Fabiano, and Sylvia Sander, Fabiano serves as committee consultant.

The seriousness of the situation and the urgency with which they viewed the need for early settlement of the issue.

CSEA Board Acts
In the meantime, the CSEA Board of Directors last week asked Conference presidents to report reaction to the Kelly meeting of Nov. 30 to Kelly, along with recommendations for any further action that might be needed. The recommendations would then be presented to a special meeting of the executive committee of the Board that Peter would call.

Protest meetings by affected employees have been held throughout the State in the recent week. The clerical workers feel they have been overlooked in the numerous upgradings authorized for hundreds of other State titles since last April. Several of the meetings — especially in the downstate area among clerical groups in State institutions — have resulted in agreements to take militant action, including demonstrations, if State reallocations are not forthcoming. The Institution employees feel additionally aggrieved because of their 40-hour work week, which is two and half hours longer per week than other State clerical employees.

It was not known at Leader press time whether the steps taken by the employees will be sufficient to delay protest demonstrations definitely scheduled at several locations, notably Brooklyn and Long Island.

Governor Rockefeller has emerged the "champ" from the recent gubernatorial race by sweeping away Democrat, Liberal and Conservative Party opposition to his victory in the primary election victory that he did not predict, including his own, perhaps. The stunning he and his team managed to give to most of the Democrats — Comptroller Arthur Levitt al- lies being the exception the last few years — did not put out the publicity spotlight for all of them. However, we could list many such prominent Democrats...
Your Public Relations IQ

By LEO J. MARGOLIN

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.

Turn A Minus Into A Plus

GOVERNMENT is getting bigger and bigger and yet the number of administrative errors is remarkably small. All conscientious civil servants try to avoid errors, but human lapses will occur in the best of organizations.

ANY ERROR could result in hurting the overall public relations of an agency. Yet there is a method of handling mistakes, while maintaining the good public relations of both civil service and government.

WE HAVE written about this before, but sometimes there is an inclination to overlook these techniques of turning a public relations minus into a plus.

ONE GOVERNMENT executive who has established a superb record for handling an administrative error is among the few people in government who does not hesitate to attack the problem of an error and turn it into a plus. He is William S. Hults, the retiring Commissioner of the Department of Motor Vehicles.

RECENTLY, a clerical error was made in his office. The wrong set of instructions was included in a number of applications via an inserter machine. If the inserter machine did not think, the error made its way through the mail and into the hands of the wrong addressee.

AS SOON as the error was detected, Commissioner Hults wrote a personal note to the recipient of each of those wrong instructions explaining what had happened.

THE CONCLUSIONS one can draw are:

1. Good administration dictates immediately acknowledging the error.

2. A government executive should not be afraid to attack the problem of a clerical error made by an employee under his jurisdiction.

3. The error should be promptly rectified by the dispatch of the proper message. WE HAVE written on a number of occasions that the best way to handle an administrative "good" is to admit it promptly, and make amends with equal promptness.

BUCK-PASSING of "poofs" is nothing more than admission that a government executive has to do the error end himself. A good policy would require enough to stand on his own feet.

SO MUCH of the negative public relations from which government suffers from time to time can be attributed to small, but irritating clerical errors, which build a distorted picture of ineffective government. We can assure our citizens that:

(Continued on Page 13)
5% Raise in Budget

Monroe CSEA Due For Another Pay Victory

(From Leader Correspondent)

ROCHESTER—A general five per cent pay increase for the nearly 4,000 employees of Monroe County is included in the proposed $75.6 million county budget for 1967 submitted to the Board of Supervisors last week.

President Alfred Scott estimated that the pay in-
creases will cost an additional $1.1 million a year.

The recommendation results from discussions between Monroe County Manager Hall H. Albright and Vincent A. Alesi, president of the Monroe Chapter of the Civil Service Employees Assn., and other chapter representatives.

Two Out Of Three

"We made three requests of the county administration and Legislature this year and we re-
ceived two of them," Alesi said.

The other CSEA request, which was granted last month is a new non-contributory retirement plan, estimated to cost the county about $700,000. It includes half-pay re-
tirement at age 65 of service for all employees whose service began on or after April 1, 1960.

Alesi said the CSEA's Monroe chapter also asked for a long-service program, which would include a one-bracket pay increase after five years at the top of the bracket and another one-bracket increase after 10 years at the top of the bracket.

"It was a question of being al-
lowed one fringe benefit, so we
decided that it would be more
acceptable to have the re-
tirement plan this year. It cov-
ered more people."

Alesi said the chapter will
push next year for the longevity feature.

The general salary increase fol-
ows a 7 per cent pay hike adopted by the board last year and ef-
fective for county employees this year. Its cost was estimated at $2.5 million.

County Manager Howe moved in early October that a general pay increase of as much as 7 per cent was "in the wind." He pointed out that one source of additional county revenue this year was the sales tax, producing some $37 million.

End of Fiscal Year

Dec. 1 Deadline

5-Day Mardi Gras Trip, New Orleans

A five-day carnival trip to New Orleans at Mardi Gras is being offered to members of the Civil Service Employees Assn. for the first time with a program that ranges from a Mississippi River boat ride to a gala Mardi Gras ball.

Other features included in the total price of $395 are break-
fasts at Brennan's French Restau-
rant and dinner at the Mardi Gras ball, hotel rooms, sightseeing, re-
served seats for the major parades and round trip jet transportation.

This tour is open to CSEA mem-
bers, their families and eligible dependents. Space is limited and immediate application should be made by writing to Mrs. Julia Duffy, P.O. Box 43, Brentwood, L.I. Deadline for sending deposits is December 1.

Doe E To Honor Felly, Albrity

Joseph P. Felly, president of the Civil Service Employees Assn., and Harry W. Albrity, Jr. CSEA counsel, will be guests of honor at a dinner to be given on Dec. 14 by the Metropolitan Division of Employment of the Empire State.

The dinner, to be held at 6:30 p.m. in the Celtic Victr, 1 East 42nd St., will pay tribute to the many efforts made for the Divi-
sion of Employment members by Felly and Albrity.

Judicial Conf. Reclassifies
Suffolk County Court Aides
In Non-Judicial Positions

The Administrative Board of the Judicial Conference has authorized installation, effective Dec. 1 of its new title structure for positions in courts and court agencies of Suffolk

All present titles will be
All present titles will be
convert, effective Dec. 1, to the new titles structure, as described below. This action followed a comprehensive classification study, a public hearing held at Mineola on October 19, 1966, and study of the views of judges and other court officials, and review of numerous comments and suggestions sub-
mitted by employees and employee groups in Suffolk County.

In addition to the classification list distributed to the courts, individual notices to employees will also be distributed in the near future indicating the decisions concerning their individual positions.

The unified court system of New York State became effective on September 1, 1967 as the result of the approval by the State Constitution and various enabling legislation Article 7-A of the Judicial Code. Among its responsibilities the Administrative Board of the Judicial Conference is the preservation of personnel administration in the unified court system to include standards and policies relating to title structure and job definition as well as other areas of personnel standards.

As a first step in its study of job classifications, the Adminis-
tative Board directed that a field classification survey be made of all positions. In regard to Suffolk County this work was completed and a public hearing held on it at Mineola on October 19, 1966 for the purpose of eliciting comment and opinion on the title proposals being tentatively con-

As a result of the hearing cer-
numerous recommendations were made in the proposals and a list of titles pre-

The attached list consists of the old titles and the new titles to which they convert. It will be fol-

Will be followed, prior to December 1, 1966, by another listing, by court, treating every position in the court as the incumbent, title, new title, and present civil service status of the incumbent—whether permanent, provisional, temporary. Careful regard will be given each action to avoid any confusion in the civil service status or rights presently held by incumbents. Employees will get individual notice of such actions, and will be given information on other provisions which will include infor-
mation on the appeals procedure. To the extent that an employee choose to appeal his title conversion, on the one hand, or his position on the other, a Special Classification Appeals Board is being established for the purpose of handling the appeal which will include employee representa-

cion. All final decisions arising out of the new title structure will have

The following table outlines the new titles structure as approved by Suffolk County and authorized by the Board:

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In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

During an initial enrollment period of 90 days this benefit is available holders under the age of 60.

Benefits: For Accidental Loss of:
- Life ........................................ $10,000
- Both Hands or Both Feet or Sight of Both Eyes .......................... $10,000
- One Hand and One Foot ........................................ $10,000
- Either Hand or Foot and Sight of One Eye ............................. $10,000
- Either Hand or Foot and Sight of One Eye ............................. $5,000
- Sight of One Eye ........................................ $5,000

Rates: Bi-weekly Premium
- MALE (Office & Clerical Workers) ........................................ $25,000
- FEMALE (Office & Clerical Workers) ........................................ $28

$25,000 Available to Office & Clerical Workers

The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 48 Thomas St., New York 7, (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M., Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 666-8720.

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 filing of applications.

Completed application forms which are filed by mail must be postmarked no later than the last day of filing or stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the BRT 7th Avenue Line and the IND 6th Avenue Line. The BRT Lexington Avenue Line stop is to use is the Worth Street stop and the BRT Brighton local’s stop in City Hall. Both lines have exits to Dime Street, a short walk from the Personnel Department.

STATE
STATE—Room 110 at 730 Broadway, New York 7, N.Y., seven days a week. Telephone 264-3311.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL
FEDERAL—Second U.S. Civil Service Region Office, New Building, 229 East 44th Street, New York 17, N.Y., west of the United States building. Take the 6th Avenue Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the BRT Lexington Avenue Line to Grand Central and walk two blocks east. Telephone 264-3311, 9 A.M.-1 P.M.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office. Boards of examiners at the particular installations operating the tests also may be applied to for further information and application forms. No return services are required with mailed requests for application forms.
Eleven open competitive examinations are expected to be offered next month by the New York City Department of Personnel.

In addition, an examination for a patrolman (Police Department) may be announced for filing but it is expected that the next exam in this title will be of the walk-in type which does not have an examination date.

Do not attempt to file for any of these examinations until Dec. 31, when the filing period opens officially. Filing will close on Dec. 31.

Examinations scheduled include: ACCOUNTANT, Exam number 1465, $7,450-$9,250 — requires a bachelor's degree plus 16 college credits in accounting and two years of experience or a high school diploma and six years of practical experience.

ASSISTANT ARCHITECT, Exam number 1480, $9,000-$11,000 — requires a bachelor's degree in architecture and two years of experience or a high school diploma and six years of practical experience.

ASSISTANT MECHANICAL ENGINEER, Exam number 1506, $9,000-$11,000 — requires a bachelor's degree in mechanical engineering and two years of experience or six years of practical experience.

COMMUNITY ORGANIZATION SPECIALIST, Exam number 1479, $9,800-$12,350 — requires a bachelor's degree and nine years of experience with at least two years of supervisory experience. Candidates applying for this exam will be called on to rate training and experience.

COMPUTER PROGRAMMER, Exam number 1501, $10,500—$13,000 — requires a bachelor's degree and two years of experience in the field. Test date — March 27.

FEDERAL EMERGENCY RELIEF ADMINISTRATOR, Exam number 1469, $12,000—$15,000 — requires an M.A. in public health or related field and four years of experience in public health administration.

ENGINEER, Exam number 1611, $11,650-$14,050 — requires a bachelor's degree plus 16 college credits in engineering and two years of experience or a high school diploma and seven years of experience or the equivalent. No fee will be given at this examination. Rating will be based on training and experience.

16 City Examinations Are Open Continuously

Applications are being issued and received for these City positions, which are expected to fill. Out-of-town residents are eligible and no fees are charged.

U.S. citizenship is required unless otherwise indicated. See stories on other pages for more complete information.

ASSISTANT CIVIL ENGINEER, No. 6025, $9,000-$11,100 — Requires: A bachelor's degree in civil engineering and two years of experience as a civil engineer; or, high school graduation and six years of experience; or, a combination of experience and education.

JUNIOR CIVIL ENGINEER, Exam number 6033, $7,450-$9,250 — Requires: A bachelor's degree in civil engineering or, high school graduation and four years of experience in civil engineering work; or, an equivalent combination of education and experience.

ASSISTANT PLAN EXAMINER (BUILDINGS), No. 6034, $8,400-$10,500 — Requires: A bachelor's degree in architecture and two years of experience as a civil engineer; or, high school graduation and six years of experience; or, a combination of experience and education.

CIVIL ENGINEERING DRAFTS MAN, No. 6059, $7,450-$9,250 — Requires: A bachelor's degree in civil engineering; or, a high school diploma and four years of experience in drafting work including two years in civil engineering; or, a combination of experience and education.

Applications must be filed during working hours at the Civil Service Examining Bureau, 31 Chambers St., from 9 A.M. to 5 P.M.

Applications are now being accepted by the New York Port Authority for the position of electrician for the railway operating service.

Electrician candidates will work in the car maintenance shops. Starting salary is $144.50 per week.

uje can complete

HIGH SCHOOL

Now—At Home—Low Payments
All Books Furnished—No Classes

DIPLOMA AWARDED

If you have ever finished high school and are 17 years or over send for free 56-page BOOKLET

FREE SAMPLE LESSON

American School, Dept. FAP 84, 120 42. N.Y., 36
or Phone: Brant 2-9204 Day or Night
Please send me Free 56-page High School Booklet

Name
Address
City State Zip Code

The DELEHANTY INSTITUTE

MANHATTAN—115 EAST 15 ST., NEAR 4 AV. (All Subway) JAMAICA—89-25 MERRICK BLOOD...BET. Jetta & Hillside Aves.

OFFICE HOURS: MON. TO FRI. 9:30 A.M. TO 9:30 P.M.

50 Years of Successful Specialized Education

For Career Opportunities and Personal Advancement

Get The Authorized CSEA License Plate

• • YOU CAN COMPLETE • •

PATROLMAN POLICE TRAINEE

IN MANHATTAN—MONDAYS, 1:15, 5:30, or 7:30 P.M.
IN JAMAICA—WEDNESDAYS at 7 P.M.

CIVIL SERVICE LEADER

DO YOU WANT TO MAKE MONEY? (1) Advance cash written orders for hospitals guaranteed. (2) Collect $18 an hour paying bills in foreign countries. Write for details. (3) Send $10 for each 50 copies. CASH, checks, money orders accepted. Full details, the answer FREE. Box 276, PO BOX 608, BENSALEM, PA., U.S.A.

RENTAL MANAGEMENT

September 1966

PRACTICAL VOCATIONAL COURSES: Licensed by N.Y. State—Approved for Veterans

Get The Authorized CSEA License Plate

The only authorized collector of the CSEA stamp...is a device used by CSEA. Therefore, if you purchase a vehicle with the CSEA stamp, you must use the plate enclosed with the plate:

"New York Police Department."

For further information, contact the Intergovernmental Board of Civil Service and Police, 333 W. 40 St., New York City.
State Clerks Appeal

WITH the State having already reallocated hundreds of job titles in the so-called "blue collar" as well as professional and technical series, it comes as no surprise that the thousands and thousands of employees in the State's clerical titles feel they are being dealt a great injustice by not getting a salary upgrade.

The result has been a series of protest demonstrations by employees around the State and generation of a good deal of bitterness and lowered morale. The Civil Service Employees Assn., which represents these employees in the State with a branch of active employees, has launched a series of actions that we hope will settle this issue. In meeting with T. Norman Hurd, State Budget Director, and J. Emil Kelly, director of the State Division of Candidation and Compensation, they have stressed the urgency for a just and swift solution to this problem. Dr. Hurd has said that he will present their case to Governor Rockefeller upon the coming delegation the necessity of retaining safe.

KINGSTON, N.Y. - Charlee Andrews - 239 T.111 Streeet, Federal 8-8350

LATE the State having already reallocated hundreds of

not getting a salary upgrading, too.

J. Earl Kelly, director of the State Division of Classification

just and swift solution to this problem. Dr. Hurd has said

by employees around the State and generation of a good deal

He will present their case to Governor Rockefeller upon the

and Compensation, they have stressed the urgency for a

Statewide political campaign and for the subsequent success of

and our efforts as that by the victories of 107 Council-endorsed
electoral candidates.

THE Council's Success

THE Civil Service Council on Constitutional Convention

must be congratulated for its fine program in the recent

Statewide political campaign and for the subsequent success of

its efforts as that by the victories of 107 Council-endorsed
electoral candidates.

The Council took on a formidable task in the weeks be-

fore Election Day. With the issues before the electorate that the candidates taken into consideration, the Council then

had to promote its list of endorsements so that the civil

service electorate could best protect its interests on Nov. 7.

It is sometimes true that the change in the last weeks be-

fore Election Day was noticeably formidable and the re-

sults of the elections - 107 of its endorsed candidates elect-

ed, we may regret - must be accepted as an indication of its

great success.

As the State Convention itself looms closer and fur-

ther attacks on the merit system begin to muster - wit-

ness City Hall's defense of the one-out-of-three rule and

the candidates taken into consideration, the Council then

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Its success in the last weeks before

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service electorate could best protect its interests on Nov. 7.

Its success in the last weeks before
Latest Statistics May Spur Change In 40-Hour Week

The latest figures of the Bureau of Labor Statistics find marked differences in the statistics which show that workers in private industry work fewer hours than their peers in the Federal government.

The Bureau's report shows that Federal workers are working more on the average and getting paid less. The comparison figures on salaries, reported in The Leader last week, show that Federal workers in the middle grades are anywhere from eight to 21 percent behind workers in private industry doing the same kinds of jobs.

The significance of these figures may be lost on many. An hour or so a week would not strike some as something to be squabbled about, especially with the formidable task of acquiring a better shake on pay raises to be confronted by employees. Employee representatives may turn to comparison figures to the pay statistics which show that workers in private industry work fewer hours than their peers in Federal government in order to promote a program which would attack the solid image of the forty-hour week.

Actually the Bureau's report shows that Federal workers are working more on the average and getting paid less. The comparison figures on salaries, reported in The Leader last week, show that Federal workers in the middle grades are anywhere from eight to 21 percent behind workers in private industry doing the same kinds of jobs.

For example, the more liberal definition of hospitals included in the STATEWIDE PLAN was designed to permit payment of benefits in any legally constituted general or public employee's hospital. Ask your payroll or personnel officer for complete details about the STATEWIDE PLAN.

THE STATEWIDE PLAN

...specifically designed for hospital and medical care protection for public employees.

For example, the more liberal definition of hospitals included in the STATEWIDE PLAN was designed to permit payment of full benefits in any legally constituted general or public hospital anywhere in the world. This definition includes U.S. government, state, county or city hospitals which are NOT Blue Cross member hospitals.

Ask your payroll or personnel officer for complete details about the STATEWIDE PLAN. Then you will understand why these are . . .
This ad is supposed to give you a reason for listening to the Fisher. We decided to give you several:

The Fisher 95 Bay Grand
Custom Module Stereo Phonograph/FM Tuner System
With 35-watt solid state stereo-control amplifier, matched speaker system, 4-speed Garrard automatic changer, Pickering cartridge, FM stereo tuner, in oiled walnut. (With optional larger speakers for extended bass.)

The Fisher Baby Grand
Custom Module Stereo Phonograph System Identical to Model 95, less FM stereo tuner; (With optional larger speakers.)

The Fisher 220-T
55-Watt Solid-State AM-FM Stereo Receiver
With STEREO BEACON, FET front end, 4 IF stages, 2 limiters, transformerless output stages with silicon transistors;

The Fisher 500-T
90-Watt Solid State FM Stereo Receiver
With STEREO BEACON, 4 IF stages, 3 limiters, transformerless output stages with silicon transistors;

The Fisher XP-6
3-Way Free-Piston Loudspeaker System
With 10-inch woofer, 5-inch midrange, 1/2-inch soft-dome tweeter, 300 and 2500 Hz crossovers;

The Fisher XP-7
3-Way Free-Piston Loudspeaker System
With 12-inch woofer, two 6-inch midranges, 1/2-inch soft-dome tweeter, 300 and 2500 Hz crossovers;

The Fisher TX-300
100-Watt Solid-State Stereo Control-Amplifier
With transformerless output stage, four output transistors per channel, 21 controls and switches, every Fisher convenience;

The Fisher XP-5A
Compact Free-Piston Loudspeaker System
With 8-inch low-resonance woofer, 2 1/2-inch wide-dispersion tweeter, 2000 Hz crossover;

The Fisher XP-9B
4-Way Free-Piston Loudspeaker System
With 12-inch woofer, 6-inch lower midrange, 8-inch upper midrange, 1/2-inch soft-dome tweeter, extra-heavy magnets, 300, 1000 and 2500 Hz crossovers;

No ad man can do it justice.

Bryce Audio

110 WEST 40th STREET, NEW YORK 18, N.Y. BRyant 9-4050 - 1 - 2
State Promotion Test
Series Closes Nov. 28

Applications are being accepted until Nov. 28 by New York State for the Jan. 7 promotional examination series. There are 14 exams offered in this series, each of which is open only to permanent employees in the department of promotion unit for which it is given.

The complete listing of examinations follows:

**Interdepartmental**

- HEAD MAINTENANCE SUPERVISOR, exam number 32-364, $8,825 to $10,670.
- ASSOCIATE ATTORNEY (Real), exam number 32-349, $11,025 to $12,212.
- SENIOR INSURANCE QUALIFICATIONS EXAMINER, exam number 32-348, $10,895 to $13,080.
- Labor - Div. of Employment
  - SENIOR EMPLOYMENT COUNSELOR (Deaf Services), exam number 32-348, $8,825 to $10,670. Performance test during Dec. 1966.

**Correction**

- SENIOR MAINTENANCE SUPERVISOR, exam number 32-367, $7,475 to $9,070.

**Executive - Comm. for Human Rights**

- ASSOCIATE FIELD REPRESENTATIVE, exam number 32-370, $12,140 to $14,500.

**Insurance - Albany Office**

- INSURANCE QUALIFICATIONS EXAMINER, exam number 32-349, $11,025 to $12,212.

**State Promotion Test**

- for which it is given.

Is open only to permanent employees in the department of promotion unit for which it is given.

**New York State Employees:**

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns

- BINGHAMTON — Sheraton Motor Inn (call 462-6801)
- BUFFALO — Sheraton Motor Inn, Sheraton-Camelot (call RA 3-3844)
- ITHACA — Sheraton Motor Inn (call 275-3800)
- ROCHESTER — Sheraton Motor Inn (call 232-1300)
- SYRACUSE — Sheraton Motor Inn (call 463-6601)

In New York City

- SPECIAL LOW RATES FOR STATE EMPLOYEES
  - $8 DAILY PER PERSON
  - Airline limousine, train terminal, garage, subway, and surface transportation to all points right at our front door. Weather protected arcades to dozens of office buildings.

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A message to employees of the City of New York

The Story of Timothy T
or
How Fast Could You Raise $7,140.65?

When Timothy T chose his health plan from the three offered to City employees, he and his family were all feeling fine.

Then, within one ten-week period, his wife and two children were all hospitalized with unrelated serious illnesses.

Their bills came to $7,140.65. His health plan paid $6,051.30—or about 85%—of these costs. If he had chosen either of the other two plans, the maximum payment would have been only $2,643.90—less than 38% of his actual costs.

He undoubtedly had to go into his savings for $1,089.35. Rough enough. But a financial life-saver compared to the $4,496.75—most of which he would have had to borrow someplace—to make up for either of the other two plans' lack of coverage. Fortunately, Timothy T had chosen well. He had voted the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE ticket.

He chose the only plan that offers any and all of these Major Medical and other benefits to New York City employees:

1. Home and office visits—no specific limit.
2. Prescription drugs, medicines, appliances.
3. Anesthesia.
4. Private duty nursing care.
5. Psychiatric treatment in doctor's office.
6. Freedom to select the doctor you want.

Some of these considerations undoubtedly influenced Timothy T's original selection.

Today he has another reason to stick with the plan he chose so wisely. A $6,051.30 reason. Few illnesses, of course, involve such staggering figures. You could be one of the lucky ones, with a health bill of only $10 or $15 next year. But big ones like Timothy's do come up.

And it could happen to you.

Reduce the risk of back-breaking health costs—and the worries that accompany financial disability. Choose the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE program for yourself and your family.

If you have any questions, by all means call us at one of the special numbers below. A ten cent telephone call today may prove one of the finest investments you'll ever make!

Ask for "City Information" at both numbers: Blue Cross—Blue Shield, 689-2800; Metropolitan Life, 578-6071.
The Federal Government is seeking men and women as clerks to fill vacancies in the Social Security Administration. These jobs pay from $57 to $62 per week, depending on the qualifications of the applicant.

The only requirements for this position are either six months experience or the equivalent in training and the attainment of a passing score on the written test.

In addition to the positions available in New York City, other positions may be offered to clerks and other closely related positions in other Federal agencies.

The examination will be designed to test verbal and clerical aptitude and requires a 70 percent passing score. The Social Security Board of Examiners anticipates that two hours will be necessary to complete the 100 questions.

Since the duties of the clerks include carrying bundles of claims and documents weighing up to 25 lbs., the ability to carry such bundles may be in excess of 30 pounds, and requires standing about 15 percent of the time, physical strength is required.

Those interested in this position can obtain application forms from 5000 AB showing the title of the examination (clerks and the number of the job announcement) and the location (NY-20). The Board of Examiners will then notify candidates of the time and place to report for the written test.

Application blanks are available in the Civil Service Commission office 220 East 42 St., N.Y. 3, from post office boxes or employment offices.

Completed blanks should be mailed to Mr. G. A. Mathewson, Office, Interagency Board of Examiners, U.S. Civil Service Commission, 220 East 42 St., N.Y. 3, N.Y. 10117.

Because this examination will constitute a promotion within grades, those on registers established under last year’s announcement NN-01-1502 are entitled to further examination.

Under New York City, at the County of New York Government Has to complete the 100 questions. Required.

In addition to the positions available in New York City, other positions may be offered to clerks and other closely related positions in other Federal agencies.

The examination will be designed to test verbal and clerical aptitude and requires a 70 percent passing score. The Civil Service Board of Examiners anticipates that two hours will be necessary to complete the 100 questions.

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Federal employees!

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1. The hard way:

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- Requirements: No formal education or experience requirements. Candidates must take dictation at 80 words per minute.
- Requirements: A baccalaureate degree with a major in foods, nutrition, institutional management, hotel administration or restaurant management. Two years of appropriate experience may be substituted for two years of the education requirements.
- Requirements: A master's degree from an accredited school of social work. U.S. citizenship is not required.
- Requirements: A current New York State license as a Registered Nurse. U.S. citizenship is not required.
- Requirements: A current New York State license or certificate of completion by the American Occupational Therapy Association. U.S. citizenship is not required.
- Requirements: No formal education or experience requirements. Candidates must take dictation at 80 words per minute and type at least 40 words per minute.

There are two ways to choose a health plan. There are two ways to choose a health plan.
**State Offers Labor Mediator Jobs; $11,490 To Start**

New York State is accepting applications for an oral examination for labor mediator until Dec. 5. The positions, which exist in the Department of Labor's Board of Mediation, warrant a starting salary of $11,490 with five annual increases to $19,765.

Labor mediators confer with the participants in labor disputes, propose alternate settlements, and may serve as arbitrators. Applicants must have seven years' experience as participants in collective bargaining negotiations, or as representatives of labor or management in settling grievances. Candidates with a bachelor's degree need only five years' experience, and those with a law degree or a graduate degree in labor relations or economics can qualify with four years of appropriate work experience.

The list resulting from the January exam will be used to fill positions in New York City, Albany, Syracuse and Buffalo. The job involves extensive travel. For further information and an application, write Recruitment Unit No. 316, New York State Department of Labor, State Office Building, Albany, N.Y. 12222.

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**State Seeking Psychiatric Aides**

New York State is accepting applications on a continual basis for examination for psychiatric social workers. Starting salaries range from $7,300 for senior psychiatric social workers to $8,800 for supervising psychiatric social workers. For further examination contact the New York State Department of Civil Service, State Office Building, Albany, N.Y.

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**Westerchuset Sets Supervising Clerk For Libraries**

Applications are being received up through Dec. 3 for a civil service examination for the position of supervising clerk, Westchester Library System (Yonkers Unit) with a salary range of $5,855 to $6,619.

The examination will be held on Jan. 18. Candidates must have been legal residents of Westchester County for at least four years immediately preceding the date of the written test.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

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**Fill out above, clip and mail: 711 Troy-Schenectady Road, Latham, N.Y.**
Suffolk County Court Aides Reclassified by Judicial Conf.

CSEA Wins $9,000,000 Package

Nassau's Record Budget—A "Bonanza" For Employees

The biggest slice of pie in Nassau County's record-high budget, announced Monday, Nov. 14, goes for employee benefits. The package was pegged at $9,000,000 by County Executive Eugene H. Nickerson.

County workers are being assured of a four per cent cost-of-living pay boost, implementation of the 1/60th amendment, overtime pay and unemployment insurance in major gains secured after negotiations by the Nassau chapter, Civil Service Employees Association.

The Nickerson budget also allocated funds for higher pay because of upward reclassifications of job titles called for by a management consulting firm's report earlier this year.

Budgeted for the new gains were $2,700,000 for the cost-of-living boost, nearly $1,000,000 for the 1/60th amendment, $100,000 for unemployment insurance and an indefinite sum for overtime pay. Pensions were included in contingency items to cover the new provisions for straight-time pay rather than compensatory time off when an employee is required to work extended hours.

Nickerson also cited $1,400,000 required because of the reclassification, $3,000,000 for cost-of-living increments, $1,200,000 in increased retirement contributions and $100,000 in increased Social Security payments.

"We have got to compete with privates," Nickerson told the Legislature, "if we are going to get and keep employees." The county executive added that future pay increases wouldn't blame taxpayers for complaining at his record $901,000,000 budget and the estimated tax increase of 31.6 per cent to $3.62 per $100 of assessed valuation.

He insisted, however, that county workers were entitled to the increased benefits and urged

Erie County CSEA Pay Drive Meets With Success

BUFFALO — Erie County's proposed $135 million budget for 1967 includes $4 million in pay raises, assuring success of the salary drive by Erie chapter, Civil Service Employees Association.

Workers will get lower pay checks after experts of Harrington & Co., a New York City consulting firm, complete a salary survey.

The Board of Supervisors authorized the survey to cost $5,000 this week and Harrington personnel expect to complete it by next year.

Aman Noy Set

But only the amount of the pay raise is uncertain, officials of Erie Chapter explained. Inclusion of $4 million in the budget to raise salaries is the decisive step, chapter leaders said.

The chapter salary committee, which met for the first time last week, set the amount of the salary drive by Erie County employees.

Recruiting Hurt

Elected and appointed Erie County officials, independent of the CSEA, have stressed many times that salaries paid to Erie County workers are surpassed by salaries paid to comparable employees in the State and Federal systems.

County Personnel Commissioner Dr. Thomas W. Brown said low wage scales makes personnel recruiting difficult.


Sunday, November 22, 1966

CIVIL SERVICE LEADER

Page Fifteen

YORKTOWN SEEKING WATER METER READER

Applications will be received through December 31 for a competitive examination for the position of water meter reader. Town of Yorktown, with a salary range of $5,600 to $6,500.

The examination will be held on Jan. 7. Candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test. Preference may be given to successful candidates who have been legal residents of the Town of Yorktown for the same length of time. Further information and applications can be obtained at the Westchester County Personnel Office, Room 200, County Office Building, White Plains.

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Chief

Frequent

The biggest impact of Nickerson's proposal of last summer may come on New York City. The idea vaulted from a niche of importance: The biggest impact of Nickerson's proposal of last summer may come on New York City. The idea vaulted from a niche of importance...
Binghamton—Broome County officials have adopted a record $13.7 million 1967 budget containing raises for nearly all employees plus an extra $300 for each worker who has served 25 years.

The resolution giving the $300 longevity increases for 15 years of consecutive service for each employee of the county was sponsored by Norman Shadduck, 12th Ward Republican supervisor.

It replaced a proposal by Henry M. Baldwin, Board of Supervisors, which would have given each 15-year veteran an extra increment. Baldwin’s substitute favored the flat $300 raise method because it would benefit employees uniformly.

Shadduck, a number of the employees and the supervisor’s committee, have supported the $300 a year for each dozen years of service.

One of the new benefits provides for the position of senior case worker. A Nassau County employee has filed a legal action to have both her job and herself reinstated.

The Oswego Welfare Department, she maintains, has three senior case workers “who have not passed the required competitive examination for the job they now hold,” in violation of the Civil Service Law. These workers are doing work she formerly did, she contends.

Also, she maintains, under law “she must be placed upon a preferential list” for the filling of vacancies in the same or similar positions “or any position in a lower grade in direct line of promotion.”

These positions include, she says, the ones now filled by the three provisional employees. And, she says, the city cannot be prevented from eliminating the position, grounds of economy, as indicated by a $30,000 increase in the city’s 1968 budget for the position of senior case worker.

Furthermore, she states, the

Nov. 16 Dinner
Honored Bank Examiner Retirees

The Association of New York State Bank Examiners held its Annual Business Meeting and Dinner on Wednesday evening at the South Armory, Park Avenue at 66 Street, New York City.


The retirees were present with commemorative pins encrusted with the seal of the State of New York.

Orange County CSEA Elects

ORANGE COUNTY—The incumbent officers of the Orange County chapter of the Civil Service Employees Assn. were reelected at a recent meeting of the group.

Charlotte English is president; Richard E. Riker, board president; Donald MacBrine, vice president; Charlotte English, secretary; and Charles D. Shadrick, treasurer.

At the meeting Monday night the resolution was passed giving the position of county auditor as elected by the Board of Supervisors.

Nassau Employees Art Show, Dec. 16

The talents of Nassau County civil service workers are running to many thousands in the workman- ly categories that get their day. A Nassau County employee art show will be held at the Nassau County Historical Museum, cover- ed with pictures from the Year of Tired Horses. The works will be submitted to Phil Shute, P2-3000, Ext. 2118.