

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVII—No. 19 Tuesday, January 15, 1957 Price Ten Cents

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CSEA Irked At Lack Of Salary Stand By Both Democrats & Republicans

The Civil Service Employees Association showed a mixed reaction to the announcement of the Republican and the Administration legislative programs for the 1957 session. Both programs deal in part with Civil Service matters. Three of these items are of prime importance — Social Security, salaries, and the 40-hour week in both the Republican and the Administration platform.

The Employees Association is generally pleased with the bipartisan agreement on Social Security. Both the Administration and the Republican legislature

endorsed the full supplementation of Social Security benefits with those of the retirement benefits for all members of the retirement system.

"On the other hand," said John F. Powers, CSEA president, "the Association and the employees cannot be but dismayed at the seeming lack of consideration which the Administration and the Legislature give this year to the employees' salary needs. The Administration calls only for selective pay increases. The Governor in his message restricts these pay increases to professional and highly skilled personnel which he says are at the present time difficult to recruit. The Republican legislative program, on the other hand, states 'We shall continue to give consideration to further necessary adjustments, with priority in those areas where skilled employees are needed and shortages exist or threaten.'

Need Is Definite

"By the State's own salary studies, it has been shown that the state employees are behind the level of wages of those in industry. The hiring study recently published by the Civil Service Commission shows, in fact, a deficiency

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Correction To Act Soon On 53rd Day

ALBANY, Jan. 14 — Notification of the right to a 53rd day off for Correction Department personnel should be in the hands of prison personnel directors within a few days.

Deputy Correction Commissioner Charles F. Antolina informed The Leader last week that a memorandum providing official recognition of the 53rd day off, due to an extra Sunday in the year because of Leap Year in 1956, was being prepared for his department by the State Civil Service Department.

"We will act promptly to implement the memorandum as soon as it is received," Commissioner Antolina declared.

In past weeks, The Leader had received complaints from workers in several prison institutions that the extra day off was being denied them because of lack of any official word on the situation from the Correction Department.

The Civil Service Employees Association had pressed the situation with Commissioner Antolina and were informed that the decision of issuing an order was being delayed because of possible budgetary considerations.

In the meantime, the Department of Mental Hygiene, on December 7, already had issued a memorandum on the 53rd day off to its various institutions.

Commissioner Antolina declared his department was acting in good faith in delaying action on notifying prison institutions to proceed with granting the extra day off.

"We had no official word from the Civil Service Department or any one else on this situation, except for an oral report last June," said the Correction deputy.

Commissioner Antolina said it was obvious that the Correction Department had no wish to deny its personnel any time off they were coming to them.

The Civil Service Department is preparing a proper memorandum for us and we will act on it promptly," the Commissioner declared.

GOP Leaders Will Seek 40-Hour Week This Year; Support Social Security

ALBANY, January 14— In a policy statement issued to the press, Republican leaders in the State Legislature expressed the hope of their party to reduce the work week of employees working over 40 hours this year.

The GOP also promised to support "realistic" salary adjustments for state employees but did not commit itself to any general wage boost. The policy statement did give priority to increases for skilled workers, however.

The Republican announcement on 40 hours marked a more definite attitude than that of the Administration, which also expressed hope for a further reduction in work hours but did not give any hint as to when it would be put into effect.

Social Security as a supplement to present public pension systems was another plank in the GOP program.

The Republican statement, which covers the GOP program for public employees, is as follows:

GOP Platform

New York State long has been in the forefront in providing outstanding retirement benefits for its employees. Another momentous advance in employee relations was made last year, with the authorization of a broad system of hospital and medical insurance which shortly will go into operation. We intend to continue modernization of employee relations and to keep our retirement system the best of its kind in the United States.

We also intend to:

1. Make full Social Security coverage available to present members of the State Employees' Retirement System in supplementation of present retirement benefits.
2. Increase death benefits for families of employees who die while in government service.
3. Permit purchase of credit for federal military service rendered subsequent to World War I in the same manner that credit for federal civil service may now be purchased.
4. Extend for two years the provision first adopted in 1954 for the return of a member's accumulated contributions when he dies within 30 days after his retirement and did not elect an option providing for more favorable payments.

Social Security

Republican action in 1953 provided Social Security coverage in the form of old age and survivors' benefits for more than 100,000 employees of the state and its subdivisions who were not members of public pension or retirement systems.

Extension of Social Security benefits for all state employees was recommended by Governor Dewey in 1954 and was referred to the Pension Commission for study and report. The Commission's report in February, 1956, recommended five alternative plans for coordinating Social Security coverage with Retirement System benefits without indicating a preference for any specific method.

Social Security coverage will provide survivors' benefits for families of public employees who

die while in government service.

We are happy to pledge our support of this expanded coverage which will mark the most important single advance in the state retirement program since the enactment of the 55-year retirement plan in 1950.

Republican action over the years has been responsible for realistic salary adjustments to state employees. We shall continue to give consideration to further necessary adjustments, with priority in those areas where skilled employees are needed and shortages exist or threaten.

Last year, the work week for institutional employees who had been working 48 and 44 hours was reduced to 44 and 40 hours. It is our sincere hope that the second step will be taken this year to reduce the maximum work week for all such employees to 40 hours.

Rangers and Game Wardens Get 5-Day Week

ALBANY, Jan. 14 — New York State's 311 Game Protectors and Forest Rangers recently were placed upon a basic five-day work week, through an order issued by Conservation Commissioner Sharon J. Mauhs.

Game Protectors and Forest Rangers have been required to put in a six-day week

This action, Commissioner Mauhs said, is in furtherance of Governor Harriman's directive that wherever possible, the work week of state employees be reduced to five days per week.

District Law Enforcement and District Foresters' offices have been directed to work out duty schedules under which neighboring protectors and rangers will be available on a "mutual aid" basis to move into the territories of fellow protectors and rangers on days off, in cases of emergency.

"It is impossible, unfortunately, to put our protectors and rangers on a regular Monday through Friday schedule," Commissioner Mauhs said. "It still will be necessary for protectors and rangers to work more than five days a week during the busy seasons and in emergencies, but we can make it up to these dedicated men by granting them additional time off during less busy seasons, to bring their averages down to five days per week."

The Commissioner acted after receiving the annual reports of the Divisions of Fish and Game and Lands and Forests, which showed that these men worked a total of over 800,000 hours last year and travelled a total of over five million miles by auto, boat and on foot.

Civil Service Bills Pour Into Legislature Hopper

ALBANY, Jan. 14—More than 38 measures affecting civil service employees were introduced during the opening week of the 1957 State Legislative session.

Among the first to be placed into the legislative hopper this year were a number of major bills which provide for Social Security; general revision of the Civil Service Law; repeal of the Condon-Wadlin Act, which prohibits strikes by public employees, and vacation leave credits.

Also introduced were measures which, if passed, will double ordinary death benefits paid to survivors of State workers, and the right of restoration of job by Court order, if found justified.

Four of the bills were sponsored by Governor Harriman's Administration and are designed to implement specific parts of his program as outlined in his annual message to the Legislature.

Administration Bills

These included bills by Senator Joseph Zaretsk, Senate minority leader and Assemblyman Eugene Bannigan, Assembly minority leader, which would amend the Retirement and Social Security Law to include State employees under Federal Social Security provisions on a supplemental basis. The bill called for a referendum of employees and appropriates \$30,000 for the State Security Agency, for administration of the program, and \$2,750,000 to cover

the cost of the program for the year.

The second Administration bill, calling for repeal of the Condon-Wadlin Act, was introduced by Senator Kraft and Assemblyman Passanante. Another bill would permit the Civil Service Commission to allow for cash payment of accrued vacation and overtime.

The final administration measure introduced during the first week called for a new title for State Industrial Commissioner. The bill, introduced by Senator Watson and Assemblyman La Fouchi, would create the title of State Labor Commissioner.

New Preller Commission

On the Republican side, a bill introduced by Senator Erwin and Assemblyman Preller offers a general revision and recodification of the Civil Service Law. The bill follows

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CSEA Digest

1. GOP to Seek 40-Hour Week This Session. See Page 1.
2. Harriman's Complete Civil Service Message. See Page 3.
3. Correction Dept to Act on 53rd Day Off. See Page 1.
4. Assn. Dismayed at General Salary Raise Attitude. See Page 1.
5. Central Conference Meeting Program. See Page 3.

MANAGEMENT GROUP TO MEET

The New York chapter, Armed Forces Management Association, will meet on January 16 at 6:30 P.M. in the New York Times Building Annex, 240 West 44th Street, Manhattan.

Official Requirements For State Clerical Tests

The State Department of Civil Service issued the official announcement for the State clerk examination. The examination number is 4200, the title beginning office worker. The written test has been set for Saturday, March 30.

Arrangements will be made to accommodate Sabbath observers and the handicapped, but the examination date will be the same for them as for all others.

Jobs as clerk and file clerk, at \$2,620-\$3,340, and account and statistics clerk, \$2,750-\$3,490, will be filled from the test. Maximum salaries are reached through five annual increases.

About 1,500 appointments will be made, mostly in the Albany and New York City areas, some in State parks, schools, institutions and offices throughout the State.

Other Job Opportunities

Appointments from the clerk option may also be made to jobs as office machine operator (addressograph, blueprinter, mimeograph and photocopying), pharmacy aide, offset machine operator trainee, printing machine operator trainee, fingerprint clerk trainee, and tabulating machine operator trainee. The account and statistics clerk options may also be used to fill audit clerk and bookkeeping machine operator jobs.

There are no formal educational or experience requirements, and no age limits for filing, although candidates must be between 18 and 69 for appointment. To apply, candidates must have been legal residents of the State since March 30, 1956.

Medical and Character Tests

In addition to the written test, candidates will be given a medical examination and will be subjected

to a character investigation. Special arrangements will be made in regard to the Saturday written test for Sabbath observers and those who are physically handicapped. However, candidates who need special examination facilities should inform the Examination Division, 39 Columbia Street, Albany, by a separately mailed letter.

Candidates may file for as many options as they choose for the single filing fee of \$2. No candidates will be considered for clerk

or file clerk unless they specify their willingness, in the application, to accept such jobs.

Apply in person at the State Department of Civil Service, State Office Building, Albany; Room 212, State Office Building, Buffalo, or Room 400, 155 W. Main Street, Rochester (Mondays only); or in person or by mail to the Department's office in the State Office Building Albany, or in Room 2301, 270 Broadway, New York 7. The last day to file is Monday, February 25.

Engineers Needed At Rome, N. Y. Field

Construction, mechanical and electrical engineers are being sought by the New York District, U. S. Army Corps of Engineers, for work at Rome, N. Y. The Federal jobs pay \$5,335, \$6,115 and \$7,035 to start, depending on qualifications, and include automatic increases and other benefits. Candidates need an engineering degree or an engineer's license from any state, territory or the District of Columbia, plus six months to 2½ years' experience.

Apply to the Area Engineer, 112 Montgomery Street, Syracuse, N. Y. (telephone Syracuse 74-4286-7-8), or to the local State Employment Office, until further notice.

Union Seeking \$800 Average U. S. Raise

WASHINGTON, Jan. 14 — The American Federation of Government Employees, AFL-CIO, will seek salary increases averaging \$800 a year for the Federal Government's 950,000 classified employees.

President James A. Campbell said that the salary request is based on a sliding scale. It calls for a 10 per cent increase on the first \$2,500 of an employee's current salary, a 24½ per cent increase on the part of salary between \$2,500 and \$10,000, plus 27 per cent of the part of any salary which exceeds \$10,000 a year. The majority of Federal employees are now in the \$3,000-\$4,000 bracket, with less than 2 per cent making \$10,000 or more.

Gives Reasons for Scale

Mr. Campbell explained that salaries in the middle and upper grades have fallen farthest behind the rise that has taken place in the cost of living since 1939. Even if the AFGE's proposals were to be accepted without change, he emphasized, employees in the higher grades still would not be brought up to their full pre-war purchasing power.

"In the lower grades," Mr. Campbell added, "the AFGE's pay raise proposals could be soundly justified on the basis of the rise in living standards of the American people, a rise in which Government employees have not been able to share."

"In the middle grades, the AFGE's proposal would combine restoration of pre-war salary values with some increase in living standards. An employee at the starting step of GS-5, the median grade in the classified service, now receives \$3,670 a year. To regain the purchasing value of a GS-5 salary in 1939, he would need an increase of 8.8 per cent, or \$323. The AFGE's actual proposal, based on a higher standard of living and productivity increases in the economy, is for an increase of \$537 or 14.6 per cent."

The AFGE expects to have its proposals introduced in both houses of Congress within the next few weeks.

AEC Job Openings

There are openings in the Atomic Energy Commission's New York Operations Office for industrial hygienists, \$7,570 to start; electronic engineers, \$7,035 to \$7,570; public relations officers, \$5,400, and radiological inspectors and physicists and health physicists, \$7,570.

Obtain Form 57 from the AEC or from the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., and mail it, filled out, to George E. Finger, Personnel Officer, AEC, 70 Columbus Avenue, New York 23, N. Y.

8,587 FINAL FIGURE FOR CLERK CANDIDATES

The written test for New York City clerk will be held on Saturday, March 23 in City high schools.

The candidates total 8,587.

NEWARK STATE SCHOOL AIDES HONORED



Pictured are employees of Newark State School who were honored for 25 years of service. From left, Esther Frantz, Francis Rockwood, Mary Stilwell, Alexander Mechie, Dorothy Kennedy, Albert Martin, Dr. Frank R. Henne, director; President Arthur N. Christy, board of visitors, who presented 25-year pins to the workers; Louis Schweitzer, Eleanor Hart, Dr. Thomas H. Jelley and Carolyn Howley.

State Trooper

Qualified young men between 21 and 29 may apply now for the State trooper examination scheduled for Saturday, February 9 at Albany, Binghamton, Buffalo, Rochester, and various other cities.

The jobs pay from \$2,900 to \$4,700, plus meals or a meal allowance that approximates \$1,218.50 a year. Service clothing and equipment are provided, in addition to retirement provisions after 20 or 25 years' service, medical, surgical and disability benefits, and State Police School instruction.

Requirements Listed

(1) United States citizen. (2) Between the ages of 21 and 29 years (candidates must have reached their 21st birthday and must not have passed their 29th birthday on the date of the written examination). (3) Sound constitution. (4) Not less than 5 feet, 10 inches in height measured in bare feet. (5) Free from all physical defects. (6) Physically strong, active and well proportioned. (7) Weight in proportion to general

build. (8) No disease of mouth or tongue. No dental caries, unless corrected; no missing incisor teeth. Reject if more than three teeth are missing, unless they could be replaced. (9) Satisfactory hearing. (10) Color perception and satisfactory eyesight (20/20) without glasses; no ocular disease. (11) Good moral character and habits. (12) Mental alertness and soundness of mind. (13) Minimum education, attainment of graduation from a senior high school or possess a high school equivalency diploma. (14) License to operate motor vehicles on the highways of this State. (15) No conviction for crime within this State or elsewhere.

Candidates will be given a written test covering matters of general information and measuring general intelligence; an oral interview to determine mental alertness, judgement, initiative and similar qualities; a physical examination and a character investigation. A score of 75 will be required in the written examination.

Application must be submitted on blanks provided by the Superintendent and may be obtained in person or by mail from the Division of State Police, Capitol, Albany, N. Y. Applications filed by mail bearing a postmark later than midnight of February 7, may not be accepted, nor may those filed in person in the office of the Division of State Police later than midnight of February 8.

469 Complete Course

Certificates were awarded to 469 successful participants in the municipal and federal personnel programs at New York University's Graduate School of Public Administration and Social Service.

Dr. Martin B. Dworkin, executive officer of the school, presented the awards.

Principal speakers were chairman Joseph Schechter, City Civil Service Commission, and Personnel Director of the City; and James P. Gooze, regional director of the U. S. Civil Service Commission.

The special 10-week short courses help government employees prepare for better jobs or increased responsibilities in present jobs.

The municipal curriculum is jointly sponsored by the school, the New York City Department of Personnel, and the Municipal Personnel Society. The federal program is sponsored by the school, the Second Regional Office of the U. S. Civil Service Commission, the New York Federal Personnel Association, and the Graduate School of the United States Department of Agriculture.

Buffalo Competitive

Anthony J. Lunghino will be installed as president of the Buffalo Competitive Unit, Erie chapter, CSEA, at an installation supper scheduled for January 29 at Troop I Post, 432 Franklin Street, Buffalo.

The other officers to be installed are Raymond J. Doney, vice president; Helene Baltz, financial secretary; Alice Gary, recording secretary; Adolph Gaiser, treasurer, and Howard Evarts, sergeant-at-arms.

An officer of the CSEA will be guest speaker.

Opportunities Big for Typists And Stenos

New York City has continuous openings for typists, \$2,750-\$3,650, and stenographers, at \$3,000-\$3,900.

Typists need a speed of 40 words a minute, stenographers, 80 words a minute. No formal experience or education is required for either job. The State also recruits continuously for typists at \$2,620-\$3,340, for stenographers at \$2,898-\$3,490. Apply for both City and State positions at the State Employment Service, 1 East 19th Street, New York City.

Immediate Hiring

Immediate openings for typists exist also at the Brooklyn Army Terminal, and for stenographers at Headquarters Fort Jay, Governors Island. The Brooklyn jobs require standard typing speed of 40 words a minute; pay is \$57 weekly. Call the Civilian Personnel Division, GE 9-5400, extension 2143, between 8:30 A.M. and 4:30 P.M., through Friday.

Apply for the Governors Island jobs, which pay \$3,175 to start, by phoning the Civilian Personnel Office, WH 4-7700, extension 8144.

California Job in NYC

Stenographer-clerk jobs, at \$3,372-\$4,092, are open in the New York City office of the California

State Board of Equalization. Requirements are high school graduation, typing speed of 45 words a minute and dictation speed of 100 words a minute. Apply to the Board's office at 104 East 12th Street, New York City, until further notice.

CIVIL SERVICE LEADER
American Leading News Magazine
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St. New York 1, N. Y.
Telephone: BR 6-6010
Entered as second-class matter October
3, 1930, at the post office at New
York, N. Y. under the Act of March
3, 1879. Member of Audit Bureau of
Circulations.
Subscription Price \$3.00 Per Year
Individual copies, 10¢
READ The Leader every week
for Job Opportunities

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Last week the Legislature opened its 1957 session. The Governor delivered his message and the Republican legislators announced their program. From the statements in the documents, the state's employees will have a full size job in realizing their goals for a salary increase and a full reduction of all state jobs to a basic 40 hour week. We have approximately 110 days before the close of the session. While the legislature is sitting, there is still a chance for any bill to be passed. Nothing should be counted out until they have finally adjourned. If each and every one of our members and the state's employees should get in touch with his legislative representative—and keep in touch with him—continually supporting the Association's program—the effect would be surprising. This is a time when all good men should come to the aid of their party.

No Mention of General Wage Increase Made By Harriman

ALBANY, Jan. 14—In his address before the opening session of the 1957 State Legislature, here last week, Governor Harriman made no reference to a general salary increase for state aides while speaking on his administration's plans for civil service personnel.

And, although the Governor expressed hope for a further reduction in the work week for state employees working more than 40 hours, he made no commitment to support legislation which would effect the reduction this year.

In a pre-address report last week, The Leader announced the governor would speak on the 40-hour week and an increase for professional and technical personnel salaries.

The Leader also reported Mr. Harriman would support Social Security Supplementation, cash payment of unused vacation and overtime credits and would stand on his record of civil service legislation passed last year.

In essence, the Governor's message covered these points and offered no surprises, except his failure to mention the salary condition for all state workers.

Full Text of Speech

That part of the Governor's speech dealing with civil service is printed here in its entirety.

Governor Harriman said:

"I have frequently expressed my intention to put into effect long-needed improvements in employment conditions in the State Government and to gear our personnel policies to modern-day such improvements have been made. In the past two years many made. It is gratifying that these advances were commended by the Civil Service Reform Association in its most recent Annual Report.

"The steps we have taken to make the State a model employer should result in higher morale and greater productivity on the part of our employees, and consequently in better service to the people. They should assist materially in recruiting the well trained and highly skilled personnel for whose services the State competes with other employers.

"There is still need for revision of our out-of-date Civil Service Law. In view of the fact that the Merit System lies at the foundation of our modern government, I feel strongly that a revision of the Civil Service Law should be accomplished on a wholly objective basis, free from any consideration of a partisan political nature. I have therefore proposed to the leaders of your Honorable Bodies, and they have agreed, to draw up a bill which will have that a joint effort should be made

the support of both parties and will serve the best interests of the Civil Service.

40-Hour Week

"Last year my Budget provided for a reduction of four hours in the work week of all State employees working 48 or 44 hours a week, with no loss in pay. I am gratified to report that this program was carried out with extraordinary promptness. Although some 34,000 employees were involved, the reduction was 90 per cent completed in June.

"It is my hope that we can move on before long to establish the 40-hour week for all State employees, but the difficulty of recruitment of qualified personnel will, among other factors, necessarily delay the realization of this hope.

Salaries

"The salaries of State employees were raised last April 1 by \$300. The greatest percentage of benefit went to employees in the lower salary grades whose rates of pay were thereby brought into a more favorable relationship with those of nearby states, the City of New York, the Federal Government, and private employers. At the same time the change from semi-monthly to bi-weekly pay checks, carrying out legislation enacted the previous year, was put into effect.

"Several departments of the State Government are suffering from a shortage of highly skilled professional personnel, such as research scientists, doctors, psychiatrists, engineers and others. In these fields, it is difficult to retain the people we have, and even more difficult to recruit the new people we need, because of the intense competition from other government agencies, from business, and from the attractions of a lucrative practice. At my request, members of my Administration have sought a solution that would be pinpointed to the particular needs. I intend to consult with your leaders as soon as possible in an effort to arrive at an agreed solution.

Health Insurance

"The health insurance plan for State employees which I proposed to your Honorable Bodies last year, and which was subsequently authorized by legislation, is progressing. The design of a plan to encompass the broad protection we seek for the employees has posed many perplexing problems. Their solution has required intensive study and analysis. I am happy to say that we are nearing on a program which will mark the end of this phase of the work one of the greatest civil service advances of recent years.

"The amicable settlement of differences between management and workers in the public service is essential. The Condon-Wadlin Law is unnecessary as well as unpalatable, and once more I recommend its repeal. The presence of this measure on the sta-

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Central Conference Tells Winter Meet Program; Maxwell Lehman to Speak

SYRACUSE, Jan. 14 — Official announcement was made this week of the winter meeting of the Central New York Conference of the Civil Service Employees Association. Final plans were made recently at a meeting in Syracuse and which was attended by the Executive Committee of the Conference, representatives of the Central New York County Workshop group and the Chairman of the Syracuse Chapter Dinner Dance Committee. All sessions will be at the Onondaga Hotel in Syracuse on Saturday, February 2, 1957.

Business Sessions

The Conference business sessions will be held on the mezzanine floor in the Saratoga Room; starting at 1:30 P.M. At the same time the County Workshop will meet on the same floor in the Venetian Room. At 3:30 both groups will join to participate in a discussion on Social Security coverage for public employees. E. G. Sorenson, Chief, State Social Security Agency, will speak and lead the discussion.

On the morning of February 2, representatives of State Teachers College chapters will meet in the Georgian Room at 10 A.M. A number of the chapters belong to the Conference and the Conference is pleased to act as sponsor for this meeting. Present and future growth of the State University of New York present new and different situations. Many of the problems of a college chapter differ from those of other chapters in the Association. It is felt that discussion would help to clarify thinking and give information about the solving of difficulties. This meeting of the Conference offers an opportunity for officers or delegates to consider and consult together on ways and means of solving mutual problems. Later this group will join the Conference sessions during the afternoon and evening.

Maxwell Lehman To Speak

In the evening at 6:30 P.M., the Syracuse Chapter will be host to the Conference and Workshop visitors in the Grand Ballroom of the Onondaga, as Syracuse Chapter celebrates its 20th anniversary. The Hon. Maxwell Lehman, Deputy City Administrator for New York City, will be the main speaker and Governor Harriman will be represented by the Hon. Alex-

ander Falk. The dinner will be followed by dancing.

History

The Central New York Conference covers twenty-one counties in Central and Northern New York State, from the Pennsylvania border to Canada. In the area served by the Conference there are thirty-two Chapters of State employees. The organizational meeting of the Conference was held on October 15, 1945 in the Canary Room of the DeWitt Clinton Hotel, Albany, New York. Temporary chairman was Clarence W. F. Scott, Binghamton, New York. The first regular meeting was at Hotel Syracuse, Syracuse, New York on November 24, 1945. Clarence W. F. Scott was elected the first President. Originally the title was "Chairman of the Conference". Later it was changed to President. Mr. Scott served from 1945 to 1951. Other leaders were, Edward J. Riverkamp, Utica, 1951-1952; Helen B. Musto, Cornell, 1952-1954, and Charles D. Methe, Marcy, 1954-1956.

Present Executives

Current officers are, President, Raymond G. Castle, Syracuse; First Vice President, Florence A. Drew, Binghamton; Second Vice President, John E. Graveline, Ogdensburg; Secretary, Gertrude H. White, Utica; Treasurer, Irma German, Rome; Corresponding Secretary, Mary O'Connor, Syracuse and, Executive Secretary, Edward Limner, Willard, N. Y.

In charge of the social activities

Thurston Heads Farm and Grounds Employees Unit

Charles H. Thurston was elected president of the State Farm and Grounds Employees Association at its recent annual meeting held in the State Office Building, Albany.

Chosen to serve with him were Aaron M. Decker, vice president, and Clarence V. Button, secretary-treasurer.

The executive committee consists of Earl Hornbeck, Lawrence Stebbins, Clarence Linson, Ralph Van Dorpe and Clarence A. Spencer.

Representatives from all sections of the State attended the meeting. Matters of policy and various important problems were discussed and acted upon.

at the February sessions will be Marian Wakin, Oneonta, Chairman of the Conference Social Committee. She will be assisted by Elizabeth Groth, Binghamton, Edward Limner, Willard, Florence Drew, Binghamton, Margaret Fenk, Utica State Hospital and Gertrude H. White, Broadacres. This group will work in coordination with the social committees of the County Workshop and Syracuse Chapter.

Guests from every section of the State will be in attendance. The winter meeting of the Conference is always a highlight of the Conference year, and the occasion of the 20th anniversary celebration of Syracuse chapter lends special significance to the affair.

Buffalo State Xmas Party Big Success

Buffalo State Hospital employees are still talking about the wonderful Christmas party that the chapter sponsored for children of the employees. Over 350 children attended. The children were entertained by the popular magician about town, Gene Gordon; pianist, Mrs. Martha Harkin, who played well known Christmas carols; and Peter Golwitzer, who delighted the children with antics of the clown he portrayed. Refreshments were served and each child was given a gift from Santa Claus (from the South Pole).

The party was such a success and the children enjoyed themselves so well that the chapter is making plans to have this party as an annual event. Bouquets of credit are due all the members who worked so hard with the co-chairman, Martha Caudill and Ed McSweeney, to make this party a success. Jim Murray, President of the chapter, wishes to express his thanks to those members who gave freely of their time and efforts and also to Lee Caudill who did an outstanding job playing Santa. Doctor Whitehead, director, congratulated the chapter on giving such a nice party.

Judith Kellerman, membership committee chairman, wishes to remind all members who intend to pay their 1956-57 dues in cash, that they are due and may be paid to the representative in the various buildings or to Veronica McKillen, treasurer, in the Personnel Office. We also wish to advise those members who signed for payroll deduction of dues that their membership cards will be distributed the second week in January.

Activities in the chapter have increased greatly in the past year. The officers are making plans and hoping to make the chapter one of the most active in the Association. This is only possible through the cooperation and work of all members. Those members who would like to help are asked to contact Jim Murray, Isadora Weidman, Veronica McKillen or any member of the Executive Council.

WHY PARTY WAS SUCCESS



Children and Santa together made the Christmas Party at Buffalo State truly festive occasion.

Jobs Offered To Outdoor Type of Man

ALBANY, Jan. 14 — If you are fond of outdoor living and are looking for a career that's different, the New York State Department of Conservation has just the job for you.

On March 2 the State Department of Civil Service will conduct an examination for Game Protector. The salary is \$3,320 to start and rises to \$4,180 in five annual salary increases. You must be at least 21 and not more than 35 years, and a high school graduate. For appointment you must have a New York State driver's license. Applications for the examination will be accepted through February 1.

Candidates must also meet the physical and medical standards of the position.

A game protector enforces State laws relating to the conservation of fish and game by patrolling the woods, fields and waters of an assigned area on foot and by vehicle and boat.

Apply to the Recruitment Unit, New York State Department of Civil Service, Albany 7, N. Y., or the State Civil Service Dept., 270 Broadway, corner Chambers St., New York 7, N. Y.

Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER bookstore, 97 Duane St., New York 7, N. Y. two blocks north of City Hall, just west of Broadway. See advertisement inside.

STATE LAW HEAD



Louis Lefkowitz, the new Attorney General of the State. He succeeds Jacob K. Javits, now a U. S. Senator. Mr. Lefkowitz is a former Municipal Court and City Court Justice and was chairman of the State Republicans' law committee. He has a host of friends among the Democrats, too.

Asst. Accountant Test Set for Feb. 9

The New York City Personnel Department will hold the written test for assistant accountant on Saturday, February 9. A total of 215 candidates will take the test; 75 were disqualified by the Department.

There are currently about 78 openings with various departments.

Teachers Split On What Pay Raise to Ask

Three New York City teachers' organizations held as many different opinions on a Board of Education request for \$22,000,000 to raise teaching salaries this year. The amount, proposed by Board President Charles H. Silver, would cover a \$400 differential for teachers with education beyond a master's degree, a \$300 increase in teachers' starting salaries, and maximum salary at grade 12 instead of grade 14.

The High School Teachers Association called the plan "a complete waste of at least \$11,000,000 of taxpayers' money," asserting that a raise for elementary school teachers was unnecessary, as the most acute problem existed in relation to high-school teacher pay. The New York Teachers Guild, composed of teachers in all schools, wholeheartedly approved the plan. A more lukewarm reaction came from the independent Teachers Union, which called the salary plan "a move in the right direction, and a 'partial adoption' of its platform.

Sanitationman Exam Coming Up

New York City will hold the new examination for sanitationman some time in the Spring. Watch The Leader for the official opening date and requirements.

Candidates for the last test needed no experience or education. The age limit was 40, with deductions allowed for time spent in military service during war. Additional requirements were a chauffeur's license, minimum height 5 feet 4 inches, in bare feet; 20/40 vision, each eye separately, glasses allowed. Any disease, injury or abnormality, such as defective color vision, defects of heart and lungs, defective hearing in either ear, hernia (no trusses permitted) and varicose veins were disqualifying.

New sanitationman will start at higher salaries. After a year's service, pay will be \$4,316 instead of \$4,250; after two years, \$4,670 instead of \$4,550; after three years, \$5,050 instead of \$4,850. Current starting pay is \$3,900. Additional benefits may include a 75-25-20 pension plan, being sought by the Sanitation union, Teamster Local 831. The plan, like that of the Fire and Police Departments, would permit retirement at half pay after 20 years, regardless of age, with the City paying 75 per cent of the cost, the employee, 25.

Provisionals Down 8 P. C. In One Year

An annual tally of provisionals in New York City jobs revealed a cut of 1,822, from 8,000 January 1 last to 7,078 as of January 1, 1957, a reduction of nearly 8 per cent. There was a reduction of 856 during December.

The number of social investigator provisionals was cut from 727 to 302 last month. The Personnel Department announced that the current 1,619-name list has been almost exhausted. A total of 1,355 candidates applied for the March 2 test, for which applications close January 15.

Steve Sittler Retires; Gets Big Sendoff

Steven R. Sittler has retired as captain of the barracks at Bellevue Hospital, New York City. He had 35 years of service, the past 21 as chief of the "gendarmes." He saw their ranks rise from six to 60, and the hospital patients from 1,400 to 3,400. In his time he had to deal also with some of the toughest gangsters sent to Bellevue for observation, although some were DOA (dead on arrival). But his other experiences were less trying.

He was in the Navy from 1910-14, and for a while in the Merchant Marine.

When he left, a thousand shook his hand and bade him long life and good health. He was extremely popular. He also got a sendoff from Local 237, Teamsters, of which he was an active member.

Cleaners to Get Back-Pay Checks

Retroactive pay checks covering raises, mostly at the rate of 11 cents an hour, will go to more than 1,200 New York City cleaners who worked for the City between 1945 and July 1, 1954.

The workers will receive back pay from the date their claims were filed under Section 220 of the State Labor Law. About 500 will

be paid to 1945, 300 to 1946, the remainder for a shorter period.

The item is scheduled to appear on the Board of Estimate's calendar soon. Men cleaners are now in pay grade 3, \$2,750-\$3,650; women, grade 2, \$2,500-\$3,400.

The cleaners were represented by T. Robert Gabrielli, of the law firm of Gabrielli and Gabrielli.

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SOCIAL SECURITY news, comment, questions, answers appear regularly in The Leader.

PREPARE YOURSELF NOW FOR COMING U.S. CIVIL SERVICE TESTS

During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$340.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

But in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately owned school which helps many pass these tests each year. The Institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these U. S. Civil Service jobs fill out the coupon, stick to postal card, and mail TODAY or call at office—open 9:00 to 5:00 daily. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Sing Sing Group Warns Of Smokescreen Benefits

OSSINING, Jan. 14 — At the regular meeting of Sing Sing Prison chapter, Civil Service Employees Association, held in the Moose Hall, Ossining, members were warned that while Social Security and health insurance for public employees are vital, they should not be used as a "smokescreen" to cloud the real issue of a salary increase.

Several other important topics were discussed at the meeting. One was the outcome of the recent warden's examination. It was moved that the chapter inquire into the legal and moral ramifications of that examination, and protest the selection of oral examining boards composed of persons from other states rather than qualified persons, either active or retired, from New York State.

Opposition to Some Statements

A proposal was made that legislation be drafted to effectuate a uniform law describing who shall be considered uniformed personnel and outlining the steps of promotion therein and limiting such promotions only to the uniform members of the force eligible to compete.

Opposition was made to statements by Edward A. Cass, secretary of the American Correctional Association, that "It would seem desirable to remove the restrictions relative to the appointment of correction institution heads of the best possible persons." Members said if Mr. Cass does not feel that the present method of promoting uniform personnel has not produced the most efficient prison administration this state has ever known, he should look at the record, and compare New York with any other state for the past twenty years, economically, and in trouble-free administrations. There can be no more qualified persons than those qualified through years of experience throughout the ranks.

Delegates discussed contacting the CSEA and requesting action on the proposed meeting with departmental officials in connection with future promotional examinations of industrial foremen.

Conference Action

Delegate James Anderson requested the submission of items for the agenda for the Commissioner's conference. After some discussion, it was decided that inasmuch as the items submitted last time were never resolved, that they be resubmitted and if not resolved at the next meeting the delegate inform the Correction Conference officers that Sing Sing chapter would withdraw from active participation in future meetings.

Discussion was held on the fail-

ure of the Correction Department to notify the wardens and superintendents, that employees ordinarily working Sundays are entitled to an extra day off during this fiscal year, although the Department of Civil Service has granted the approval of this time. Action was demanded and forwarded to the CSEA in reference to the delay in making the survey by the Department of Correction to place office personnel on a 37½

hour week, the same as departmental employees.

Delegates James Anderson was instructed to present before the next Commissioners' conference the contemplated method of granting personal leave time. Chapter officers were instructed to inquire into the change in hours, and shifts, and when the survey will be made.

The membership committee reported that paid-up membership now exceeds 330 members with a potential of 350 members this year, the highest membership ever attained at Sing Sing Prison.

Reference was made to the non-conformity to the salary grades of personnel in the same grade, doing the same work, and receiving various amounts of compensation. Also pointed out was the ironic situation of receiving promotions to a higher position, and receiving less pay than in the position promoted from.

Discussion was held concerning the recently released announcement for promotion examinations for sergeant, lieutenant, and captain. Action was deferred until more details are received.

Frank Puglia spoke on many of the complicated aspects of compensation, law, disabilities, etc., and moved that a committee be appointed to gather information which will be immediately available to members when necessary.

CLASSIFICATION APPEALS TO BE AIDED IN LECTURE

Father Philip A. Carey, director of Xavier Institute of Industrial Relations, announced that a lecture on classification appeals would be conducted for New York City employees by George H. Lange, Dr. Vincent J. McLaughlin and John W. J. Buckley on Wednesday evening January 16, from 6 to 8 P.M. at the institute, 30 West 16th Street.

Also to be discussed will be techniques, scope of appeals, and other subjects relating to the careers of City employees now under the Career and Salary Plan. The lecture is free.

NYC Has 26 More Lists of Eligibles Ready

The New York City Personnel Department will issue 11 open-competitive and 15 promotion lists on Wednesday, January 16.

The titles, with number of eligibles, follow:

OPEN-COMPETITIVE

- Maintainer's helper, Group E, 167
- Purchase inspector, foods, 7
- Purchase inspector, fuels and supplies, 7
- Purchase inspector, textiles, 5
- Mechanical engineering draftsman, 5
- Housing fireman, 68
- Assistant director of youth guidance, 16
- Junior mechanical engineer, 9
- Tabulator operator, Remington Rand, 5
- Civil engineering draftsman, 13
- Medical specialist, proctology, 7

PROMOTION

- Chief schedule maker, 3
- Assistant maintenance engineer, structures and track, 2
- Maintainer's helper, Group F, 24
- Architect, 2
- Maintenance engineer, cars and shops, 3
- Supervisor, child welfare, 16
- Civil engineering draftsman, Water Supply, Gas and Electricity, 1
- Civil engineering draftsman, Board of Water Supply, 1
- Civil engineering draftsman, Richmond President's, 1
- Civil engineering draftsman, Traffic 1
- Civil engineering draftsman, Manhattan President's, 1
- Civil engineering draftsman, Sanitation, 1
- Civil engineering draftsman, Transit Authority, 2
- Civil engineering draftsman, general list, 8

8 Exams For Teaching Jobs Open

The New York City Board of Education released the following schedule of license examinations for teachers. Unless otherwise indicated, tests are open to both men and women.

Apply to the Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn, New York.

The titles, with last day to apply, are:

Health education, day and junior high schools, Friday, February 1.

Physical education and recreation, community centers, Friday,

February 15.

Speech improvement, elementary, Friday, February 1.

Speech improvement, (substitute) elementary, Friday, February 1.

Health education (substitute), junior and day high schools, Friday, February 1.

Speech (substitute), day high schools, Friday, February 1.

Early childhood classes (substitute, women), day elementary schools, Friday, February 8.

Common branches (substitute), day elementary schools, Friday, February 8.

STATE COURT OFFICER

Starting salary in most courts \$3,100 annually. Applications now being issued and received at State Dept. of Civil Service, 270 Bway, Manhattan.

READ THE FOLLOWING CAREFULLY

This is one of the most attractive positions in Civil Service. It offers interesting duties, short hours, liberal vacations and promotion opportunities.

COMPETITION WILL BE KEEN

The official exam is broad in scope covering many subjects. A 10% to 20% improvement in your mark in any phase of it may mean the difference between success and failure.

In order to be successful you should be thoroughly familiar with:

1. The present-day type of examination in which
2. Personnel Management and
3. Reading Interpretation play such an important part.
4. All types of civil and criminal court procedures;
5. The Judiciary and Jury systems;
6. Legal terminology in all its phases;
7. The duties of a Court Officer under any and all conditions.
8. You may also benefit by a brush-up in arithmetic and English.

OUR INVITATION

We invite anyone who intends to compete in this exam to attend a class session of our course on Wednesday or Friday of next week at 1:00 P.M. or 7:30 P.M. to evaluate our preparation. Classes will continue twice weekly until the exam on March 2. A visit will convince you.

THE VALUE OF PREPARATION

It would be foolhardy to claim that preparation alone even of the finest kind, will guarantee attainment of a high place on an eligible list. But preparation under the guidance of experienced instructors unquestionably should improve your prospects of success. Students attending Delehanty courses receive instruction from experts, take written quizzes at each class session and benefit as well by illustrations on the VU-Graph. These features are of valuable assistance to our students in developing the ability to analyze and interpret questions and to give correct answers.

CLASSES FORMING IN JANUARY

HIGH SCHOOL EQUIVALENCY DIPLOMA

Manhattan: WEDNESDAY, JAN. 16 or MONDAY, JAN. 21—7:30 P.M.
Jamaica: WEDNESDAY, JAN. 16 or FRIDAY, JAN. 18—7:00 P.M.

MOTOR VEHICLE OPERATOR

Manhattan: WEDNESDAY, JANUARY 16—7:30 P.M.

PROMOTION TO ASSISTANT COURT CLERK

Manhattan: TUESDAY, JANUARY 22—6:00 P.M.

HOUSING INSPECTOR

Manhattan: MONDAY, JANUARY 21—7:30 P.M.

CLASSES NOW MEETING

PROMOTION TO SENIOR AND SUPERVISING CLERK

Manhattan: MONDAY—5:00 P.M.
Jamaica: THURSDAY—6:00 P.M.

PROMOTION TO FIRE LIEUTENANT

Manhattan: MONDAY—10:30 A.M. or 7:30 P.M.
Jamaica: TUESDAY—10:30 A.M. or 7:30 P.M.

PATROLMAN

Manhattan: TUESDAY, & FRIDAY—1:15, 5:45 or 7:45 P.M.
Jamaica: WEDNESDAY, & FRIDAY—7:30 P.M.

TRANSIT PATROLMAN

Manhattan: TUESDAY & FRIDAY—1:15, 5:45 or 7:45 P.M.
Jamaica: WEDNESDAY & FRIDAY—7:30 P.M.

SANITATION MAN

Manhattan: THURSDAY—1:15, 5:45 or 7:45 P.M.
Jamaica: MONDAY at 7:30 P.M.

CARPENTER

Manhattan: THURSDAY—7:00 P.M.—Jamaica: TUESDAY—7:00 P.M.

CLERK (ENTRANCE)

Manhattan TUESDAY—7:30 P.M. — Jamaica: MONDAY—7:00 P.M.

COURT OFFICER

Manhattan: WEDNESDAY & FRIDAY—1:00 P.M. or 7:30 P.M.

PROMOTION TO DISTRICT SUPERINTENDENT

Manhattan: FRIDAY at 3:00 P.M. or 7:00 P.M.

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SPECIAL ANNOUNCEMENT

TO ALL CANDIDATES FOR POLICE PROMOTION

The present-day type of examination for promotion in the New York City Police Department requires serious, extended and continuing study.

The examination for Sergeant, held on January 5, 1957, is the most recent evidence of this incontrovertible fact.

The full realization has now come to thousands of ambitious students that it would be far better to devote 90 minutes each week to a single class session over a period of several years, than to make a frenzied, disorganized attempt to cram into a period of a few weeks or months immediately preceding an examination, knowledge that could have been leisurely absorbed and permanently retained during preparation over a more extended period.

As a consequence, the Delehanty Institute will resume classes for Police Promotion during the week of January 21, 1957, in accordance with the following schedule:

In MANHATTAN at 115 EAST 15th STREET

On WEDNESDAYS at 10 A.M. — repeated at 7 P.M.

In JAMAICA at 91-01 MERRICK BOULEVARD

On FRIDAYS at 10 A.M. — repeated at 7 P.M.

Each session will be of 90 minutes duration and the greatest stress will be laid on the subjects that recent promotion examinations have shown to be of the most importance including Personnel Management, Public and Human Relations, Judgment, Reading Interpretation, Manual and Rules. Part of each session will be devoted to a written quiz to afford actual practice in analyzing complex, sharply drawn questions. There is no adequate substitute for such practice.

THE DELEHANTY INSTITUTE

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York 7, N. Y.

BEekman 2-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

Albany Advertising Offices:

Plaza Book Shop, 380 Broadway, Albany, N. Y.

10c Per Copy. Subscription Price \$1.82½ to members of the Civil Service Employees Association. \$3.50 to non-members.

TUESDAY, JANUARY 15, 1957

Perils of the Easy Way

THE first large examination, that for promotion to sergeant, Police Department, has been held under the new policy of New York City of holding up key answers, with the expected result of protests from many patrolman candidates. Why should 10,818 men be made to wait a week for the tentative key answers?

The Personnel Department knows the answers before a test is given, and does not deny it. Formerly key answers were given out on the day of the examination and also broadcast over the City's radio station. The new civil service administration reversed that laudable policy of promptness.

Most of the large examinations are held on Saturday. The Personnel Department later decided not to give out the answers in such tests until the following Friday. Then it instructed new members not to publish until Monday the answers they had been given on Friday.

A Matter of Self-Convenience

The Personnel Department is the recruiting agency of the City government. If it cannot recruit clerks able to copy 100 key answers in less than four business days, there must be something the matter with that department. There is. It lacks consideration for the anxiety of candidates to learn as fast as possible how they made out. In promotion tests this anxiety is at its peak, and where a large number of candidates are affected, peak is at a maximum. The sergeant test was the largest promotion one ever given. The Personnel Department in effect admits it can not cope with a simple requirement of promptness.

The Personnel Department is serving its own sweet convenience at the expense of candidates. The Leader has strongly urged the department to return to the former policy, but the examination director advises against it.

Defeatist Attitude

The Personnel Department for a while was plagued with a series of wrong key answers. In one case 14 out of 100 were wrong because a clerk, in copying the official key, skipped one line, making the next 13 wrong also. Nobody checked the result, otherwise the errors would have been spotted, and the correct key released.

That happened not under the answers-the-same-day policy, either.

Now the argument is that the department cannot provide an accurate copy of 100 numbers and 100 letters in less than four business days. This has nothing to do with the original accuracy or otherwise of the examiner's key. Here, too, a few errors have occurred, also because of failure to check up. The department's defense therefore is that it is unable to do the checking in time, though the examination papers are printed a day or so before the examination, so there is at least a full working day to do the job. While it is nice to learn that the department has finally gotten around to checking, it is not encouraging to find that it can't do an hour's work in less than four days.

Personnel Department Can't Win

Inability to cope with a simple requirement may be pleaded by government, which may even get away with that excuse for a time, but the defiance of what may be regarded as candidates' rights cannot long continue. In private industry, such a trouble-making, weak-kneed, spineless policy would never be permitted. It is a wonder that Mayor Robert F. Wagner puts up with it.

LETTERS TO THE EDITOR

EDITORIAL IS APPRECIATED BY PROMOTION ASPIRANTS

Editor, The Leader:

Your editorial entitled "The Outstanding Issue," discussing New York City policy of promotion without examination, is appreciated. Your analysis was candid, impartial, and thoughtful.

Particularly impressed am I with the paragraph in which you state "the suit is singularly free from rancor." You are right. We are fighting only for our constitutional right to a competitive examination as a condition for a promotion. We believe this is a cardinal principle of the merit system, which itself, as the last 50 years have amply shown, is the solid cornerstone of honest, efficient, good government.

You should also be complimented for the excellent news version you give on this subject in the January 8 issue.

I congratulate the Corporation Counsel, although he is on the other side, for having on his staff, as a grade 18 attorney a man of the exceptional ability, courage and tenacity shown by Leroy Maidie, now chairman of the law committee of the organization born on January 3, to carry on this legal and if necessary, legislative battle. The name of the group is the Civil Service Rights Association, of which I have the honor to be first president.

HERMAN M. FRANK

NO PREVAILING RATE UNANIMITY EXPECTED

Editor, The Leader:

In regard to New York City maintenance men's effort to get paid the prevailing rate now past due for nearly two years, it's ironical that so much concern is being placed on trying to get all parties to agree. Regardless of what hourly rate is set, there will always be dissenters. Also, the City never set a prevailing rate yet that remained permanent.

The Legislature did not intend that a prevailing rate should be stationary. The rate can go up or down.

The City should set a fair and equitable rate in any case. This was done by Comptroller Lawrence E. Gerosa in the maintenance man case, and the retroactive salaries have been paid all City departments except Hospitals.

If the City feels so much concern for the employees working in the maintenance and engineering divisions, why doesn't it post on the bulletin-boards of all shops notices telling the facts? I am sure lots of maintenance men have seen fellow-workers lose amounts ranging from \$500 to \$1,500 because of failure to file a Labor Law complaint.

D. W.

NO LUCK GETTING NOTIFIED OF EXAMS

Editor, The Leader:

A few months ago my husband filed for the New York City examination for conductor. On the day of the examination, which was on a Saturday morning, at 10 A.M., he received a card informing him to be at some school in Brooklyn at 9 o'clock that day. That was a wasted \$3 fee.

I read in The Leader that applicants who filed for the railway clerk examination would be informed at the end of December that the date for the examination was changed from the 12th to the 19th. My husband and I both

(Continued on Page 7)

Looking Inside

By H. J. BERNARD

Better Starting Pay is Necessary, Better Promotion Opportunities Also

NEW YORK CITY has raised the entrance pay to stimulate recruitment of engineering, architectural landscape, architectural and maintenance engineering groups. It has done this belatedly, and probably insufficiently, for if the City is to compete with private industry and other government jurisdictions it must realize that money talks.

Government has been slow to bring its pay offers up to requirements. Recruitment has suffered. For some of the jobs just raised in pay New York City would open an examination, and after a month, would get a grand total of one candidate, or no candidate at all. If this does not make a mockery out of recruitment, what does?

Government Slow to Move

The Federal government has not been nearly so slow about coming up to scratch, but has broken no speed records. At least Congress granted the U. S. Civil Service Commission authority to raise entrance pay when recruitment needs require. In New York City the process is slower; in the State government still slower.

Everybody interested in civil service, the private citizen no less than the public employee, wants to see recruitment in full bloom, not left to wither and die. New York City's was virtually a death-bed action.

Occupational Psychology

The starting pay is so important because of its psychological effect, especially on recent or prospective college graduates. It is by no means justified as a sole basis of decision, though too often the determining factor. When jobs themselves are strictly competitive, as in civil service, so should the pay be, but small differences should not produce large effects; more important is the long-range prospect. That is why no pay plan can be judged only on the basis of starting salary, and why no pay plan can merit accolade unless it provides good opportunities for the future. In civil service advancement depends largely on promotion examinations, except in the Federal government, and even that ivory tower will one early day see the light.

Engineers' Field Day

Right now engineering recruitment is most difficult for both government and private industry because demand far exceeds supply, and even promises to rise this year. In industry the highest starting salary goes to engineers, nearly \$100 a week, with specialized business fields next at about \$90. To the extent that government offers starting engineers less than \$100 a week these days, it invites recruitment difficulty.

The modest increases just granted by New York City may ease the pain but not cure the ailment. However, adequate promotion opportunities, to pay grades comparable to those found elsewhere, would help. By and large, there is much room for improvement in government personnel practices in this regard. If government could have a promotion "ladder" that gave engineers a reasonable prospect of \$125 a week after three years, \$135 after five years, \$150 after seven years, and \$175 after 10 years, counting from college graduation, the set-up would be truly competitive, based on present trends in industry, and there would not be such a large percentage of resignations of recent appointees.

A Necessary Step

Private industry far outdistances government in affording opportunities for advancement. As a far-sighted job-seeker will look to the future much more than to the immediate present, government should snap out of its status quo. But it won't do that. Experience over long years proves it. Some gradual improvement in promotion opportunities does take place in government, but government has a policy of proceeding only by easy stages. Public employee organizations should make the only improvement of promotion opportunities a major project. They are not doing so. One hears of salary committees, membership committees, grievance committees and the like, all important, but every public employee group should appoint a committee to improve promotion opportunities.

The highest starting pay does not necessarily mean that the title will retain the highest pay throughout a career. Engineers may start highest, and stay highest, though with a small differential, for a few years, then wind up as third or fourth highest after more years, passed in industry particularly by salesmen. But government does not hire salesmen, so take the next group, accountants, who in ten years would pass the engineers, as would the general business worker. Thus the starting salary is one facet, and the tenth year statistics are much more important.

The choice of another job still remains to many trained to a particular specialty. Many engineers and lawyers become administrators, or specialize in refinements of their profession, like statistical and actuarial work, serve as referees, so that the title of the job does not necessarily coincide with the title of the degree.

LETTERS TO THE EDITOR

(Continued from Page 6)

plied for that exam, and we were not notified. I hope we don't suffer a repeat disappointment.

EFFECT OF RETROACTIVE DATE ON SOCIAL SECURITY

Editor, The Leader:
My associate in Rochester, Stewart Wright, in a letter to the editor in your January 1 issue, states that "available figures show a potential 5.5 per cent average reduction in the monthly Social Security Retirement benefits for the employee 43 years old—if New York State does not make Social Security coverage retroactive to at least January 1, 1956."

Let us assume that the alternative to retroactive coverage to January 1, 1956 is coverage effective 1, 1957. Further, that the 43-year-old employee became 43 on July 1, 1956 and earns at least \$4,200 until his separation and application for retirement allowance and Social Security benefits July 1, 1978. At this date his Social Security benefits will be computed on the basis of the 27 years elapsed from January 1, 1951 to December 31, 1957. Using the right to drop a period up to five years from benefit calculation, he elects to drop years 1951 through 1955. There remain 22 years with either 21 years' maximum coverage since January 1, 1957 or 22 years' coverage, depending on whether coverage began January 1, 1956 or 1957.

Point Called Well Taken

If it began January 1, 1956, and the benefit rate is \$108.50 a

month, he has an average annual wage of \$4,200, all months were at maximum. If coverage began on January 1, 1957, he has an average monthly wage of \$334, and the rate is \$105.30, a difference of 2.95, not 5.5 per cent.

The right to recalculation, to pick up the first and second quarters of 1978, is not considered for brevity, but if exercised would reduce percentage difference.

The difference is slight but the point is well made that procrastination reduces the value to the individual or his survivors.

ROBERT R. HOPKINS
Buffalo, N. Y.

SOCIAL INVESTIGATOR RECRUITMENT SPUR NEEDED

Editor, The Leader:
As far back as the late 1930s when more than 18,000 candidates applied for the New York City position of social investigator, the

number of vacancies exceeded 500.

Today, along with the difficulty of enticing a tenth as many candidates, job openings are still well above the 500 mark. The Leader reports 700.

Within recent memory, the application period had to be extended because of the appalling disinterest.

At one time, a college degree was not a prerequisite for appointment, but it is currently.

One presumes that intelligence and an interest in human beings are the most important criteria for the post of social investigator. Civil service examinations could be geared accordingly.

In-service training programs can indoctrinate any possible facade for pseudo-professional gobbledegook. Ability to use words like rapport, rapprochement and sibling does not, in itself, crystallize a corps of employees best qualified to work among the underprivileged.

The apparently large turnover

among social investigators keeps the number of vacancies irreducibly above 500.

In 1939, the starting salary was \$1,500 a year. Now it is \$4,000. But neither varies much in relative purchasing power.

Overly heavy caseloads appear to be traditional. The high pressure level of work isn't at all

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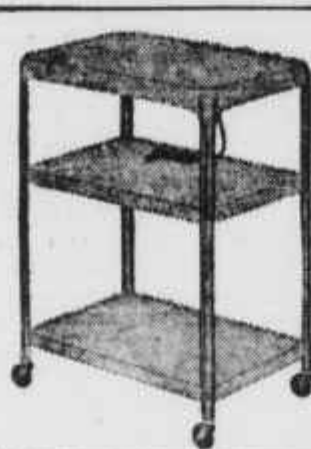
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State Jobs

OPEN-COMPETITIVE

4616. SANITARY ENGINEER. \$5,000-\$6,400. Several vacancies, Westchester County. Open to any qualified U. S. citizen. Fee \$4. Certification by State Public Health Council as assistant public health engineer, bachelor's degree in engineering, one year's experience and one of the following: undergraduate work in sanitary, public health or civil engineering (public health option) plus one more year's experience; master's degree, or an equivalent combination. (Friday, January 18).

4211. PARK PATROLMAN. \$73 weekly to start. Fifteen appointments expected in Niagara Frontier State Park. Fee \$3. High school or equivalency diploma, driver's license, age limits 21 to 37, good moral character and physical condition, residence for four months preceding examination date in one of the following counties: Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming. (Friday, January 18).

4212. TRAFFIC AND PARK OFFICER. \$77 weekly to start. About 100 appointments expected in Long Island State Park. Fee \$4. Same general requirements as for 4211, park patrolman. Residence requirements: four months' legal residence preceding test date in Nassau, Queens, or Suffolk counties. (Friday, January 18).

4210. LABOR RELATIONS EX-

AMINER. \$5,390-\$6,620. One opening, New York City. Fee \$5. Four years' industrial relations experience and one of the following: four more years' experience, bachelor's degree plus one additional year's experience, bachelor's degree in industrial relations, or an equivalent combination. (Friday, January 18).

4213. LIBRARIAN. \$6,050. One opening, Kings County Supreme Court Library. Fee \$5. Kings County residence for four months preceding test date, admission to State Bar, five years' law practice, and one of the following: six months' experience in library of 50,000 or more volumes, one year's teaching experience at law school or completion of a recognized course leading to a graduate law date. (Friday, January 18).

4186. PRINCIPAL MECHANICAL DRAFTSMAN. \$4,550-\$5,760. Department of Public Works. Several vacancies. Fee \$4. Test date: March 2. High school, equivalency diploma; four years' drafting experience on heating, plumbing or related mechanical engineering projects and one of the following: associate degree from a two-year engineering technology course, two years leading to a bachelor's degree in engineering or architecture, two years' drafting experience, or an equivalent combination. (Friday, February 1).

4214. LIBRARIAN. \$7,200. Richmond County Supreme Court Library. Fee \$5. Same requirements as for 4213 plus two more years' experience. (Friday, January 18).

4208. SENIOR PHYSICIAN. \$7,600-\$9,190. One opening at Albion, one at Auburn, N. Y. Fee \$5. State M.D.'s license, graduation from medical school and completion of internship, plus two years' general practice, preferably with experience in surgery, or an equivalent combination of experience and training. (Friday, January 18).

4619. ANESTHETIST. \$5,000-\$5,480. One opening, Wyoming County. Fee \$4. State professional nurse's license, and either completion of a specialized anesthesia course plus one year's general nursing experience, or an equivalent combination of training and experience. Open to any qualified U. S. citizen. (Friday, January 18).

4613. ASSISTANT SUPERVISOR OF CASE WORK (P.A.). \$5,000-\$6,400. Westchester County. Fee \$4. Open to any qualified U. S. citizen. Bachelor's degree with courses in sociology, psychology, and allied social sciences and one of the following: four years' social case work including two years in family welfare; two years' case work in family welfare plus two-year course in school of social work, or an equivalent combination. (Friday, January 18).

4628. CASE SUPERVISOR. Grade B. (P.A.). \$4,700-\$5,100. One opening, Rockland County. Fee \$4. High school or equivalent diploma, and one of the following: bachelor's degree plus four years' social case work; eight years' experience including four in social case work or supervised teaching, or an equivalent combination. (Friday, January 18).

4216. ASSISTANT DIRECTOR OF SOCIAL STATISTICS. \$7,600-\$9,190. One opening, Albany. Open to any qualified U. S. citizen. Bachelor's degree and five years' social welfare experience, including three in public assistance research. Graduate study and field experience as regional consultant may be substituted for these requirements. Test set for March 2. (Friday, February 1).

4223. ASSISTANT ACCOUNTANT (Public Service). \$4,430-\$5,500. Several vacancies, Albany, Buffalo and New York City. Test date, March 16. Fee \$4. One year's accounting or auditing experience on double entry books of a business or public utility, plus one of the following: bachelor's degree with 24 hours in accounting, three additional years' experience, bachelor's degree plus one additional year's experience, or an equivalent combination. (Friday, February 15).

4226. REHABILITATION INTERVIEWER. \$3,480-\$4,370. One opening in Syracuse, one expected in Buffalo. Test date, March 16. Fee \$3. High school or equivalency diploma and either four years' office experience including one year's interviewing, bachelor's degree, or a time-equivalent combination. (Friday, February 15).

6000. HEARING STENOGRAPHER. \$3,840-\$4,790. Two vacancies, Albany. Performance test, April 6. Fee \$3. Applicants must be able to record and transcribe two-voice dialogue material at 200 syllables a minute. (Friday, March 1).

4905. UNEMPLOYMENT INSURANCE CLAIMS CLERK. \$3,170-\$4,000. Openings in Division of Employment offices. Test date, March 16. Fee \$3. Either four years' general business experience plus one year of meeting and dealing with people, or high school graduation and one year of college. (Friday, February 15).

4227. BANK EXAMINER TRAINEE. \$4,028, first year; \$4,228, second year. Test date, March 16. Fee \$4. Open to college seniors and graduates who are residents of New York, Connecticut and New Jersey. After two-year training program, appointments will be made as junior bank examiner, \$4,430. (Friday, February 15).

PROMOTION
3231. PRINCIPAL STATISTICS CLERK. Banking Department, \$4,030-\$5,020. One vacancy, New York office. Permanent employment in the Department in a grade 7 or higher job for one year immediately preceding the examination date, March 16. (Friday, February 15).

3232. SENIOR ECONOMIST. Division of Housing, Executive Department, \$5,390-\$6,620. One opening, New York City. Permanent employment in the Division as economist or statistician for one year or junior economist or junior statistician for two years preceding the test date, March 16. (Friday, February 15).

3233. UNDERWRITER. State Insurance Fund, Labor Department, \$4,030-\$5,020. One opening, New York office. Permanent employment in the Fund as senior clerk (underwriting) for one year preceding March 16, the test date. (Friday, February 15).

3234. PRINCIPAL CLERK (Payroll Audit). State Insurance Fund, Labor Department, \$3,840-\$4,790. One vacancy, New York City. Permanent employment as senior clerk (payroll audit) in the Fund for one year preceding the test date, March 16. (Friday, February 15).

3235. SENIOR CLERK (Payroll Audit). State Insurance Fund, Labor Department, \$3,170-\$4,000. Eight openings, New York City, Albany, Buffalo, Rochester and Syracuse. Permanent employment in the Fund in a grade 3 or higher job for one year preceding March 16. (Friday, February 15).

3237. SENIOR ACCOUNTANT (Public Service). Public Service Department, \$5,390-\$6,620. Permanent employment in the Department as assistant accountant (public service) for one year preceding the test date, March 16. (Friday, February 15).

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Social Investigator Applications End At 4 P.M. on Jan. 15

Today is the last day to apply for New York City social investigator jobs, at \$4,000-\$5,060. The written test is set for March 2. There are still about 700 openings in the Welfare Department. A baccalaureate degree by February, 1958, is needed for appointment, although no degree is required for filing.

Apply through 4 P.M. at the Personnel Department's application bureau, 96 Duane Street, New York 7, N. Y.

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Traffic accidents are mounting each year—your family needs the most protection possible. SAFECO Insurance Company of America's new auto policy is the broadest ever designed—nothing is more all-inclusive. And you save with SAFECO.

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BERKSHIRE HOTEL, 140 State St., Albany, N. Y. 1/2 block from Capitol; 1 block from State Office Bldg. Weekly rates \$14 & up

MAYFLOWER - ROYAL COURT APARTMENTS - Furnished Unfurnished and Rooms. Phone 4-1994 (Albany).

"LOOKING INSIDE," a column of comment and analysis, by H. J. Bernard, appears often in The Leader.

Where to Apply For Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 841 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATkins 4-1000. Applications also obtainable at post offices, except the New York, N. Y., post office.

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BArcley 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block north of City Hall, just west of Broadway, opposite The LEADER office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

Board of Education, Teaching Only — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULster 8-1000

NYC Travel Directions
Rapid transit lines for reaching the U. S. State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission — IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission — IRT Seventh Avenue local to Christopher Street station.

Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

NYC issues and receives blanks by mail when the exam notice so states and if six-cent-stamped envelope enclosed, self-addressed.

The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

Clerk Study

The following resumes the serial publication of the questions and answer. In the last clerk test held by New York City.

12. Suppose that much of the work of your office involves computation of statistical data. This computation is being done without the use of adding machines. You believe that the work could be done more efficiently if adding machines were used. Of the following, the best action for you to take is to (A) carry out your assignments without comment, since it is not your function to recommend revisions in office practices (B) have other clerks who agree with you sign a memorandum requesting your supervisor to install adding machines (C) obtain concrete facts to support your views and then take this matter up with your supervisor (D) point out to your supervisor every time an error is made that it would not have occurred if adding machines had been used.

13. A clerk employed in the central file section of a City department has been requested to obtain a certain card which is kept in an alphabetic file containing several thousand cards. The clerk finds that this card is not in its proper place and that there is no "out" card to aid him in tracing its location. Of the following, the course of action which would be least helpful to him in locating the missing card would be for him to (A) secure the assistance of his superior (B) look at several cards filed immediately before and after the place where the missing card should be filed (C) ask the other clerks in the file section whether they have this card (D) prepare an "out card and place it where the missing card should be filed.

14. The one of the following types of duplicating machines which requires the use of a stencil is the (A) mimeograph (B) multilith (C) multigraph (D) hectograph.

15. A clerk assigned to file correspondence in a subject file would be most concerned with the (A) name of the sender (B) main topic of the correspondence (C) city and state of the sender (D) date of the correspondence.

16. Assume that you are responsible for storing and distributing supplies in a City department. The one of the following factors which you should consider least important in selecting a suitable place in the stock room for storing a particular item is (A) the frequency of requests for it (B) its perishability (C) its size (D) the importance of the bureau using it.

17. A clerk in charge of the supply room of a City department notices that one of the bureaus is asking for considerably more stationery than it has requested in the past. For him to inquire into the reasons for the increased demand would be (A) desirable; the amount of stationery used by a bureau should remain constant (B) undesirable; the increased demand may be due to waste, a condition beyond his control (C) desirable; he will be better able to estimate future needs for stationery (D) undesirable; he may be accused of meddling in matters which do not concern him.

18. "One of the first things an executive usually looks for when he arrives in the morning is his mail." Of the following, the most valid implication on the basis of this statement is that (A) letters addressed to an executive should be answered in the order in which they are received (B) whatever possible, mail for an executive should be on his desk before his arrival in the morning (C) letters to a City department should be addressed to the department head (D) the first task of an executive upon his arrival in the morning should be to answer his mail.

19. "Persons in the employ of a agency generally come into contact with many people outside of working hours. In these contacts, the government employee represents to the public the quality, competence, and stature of public employees as a group." The one of the following statements which is the most valid implication of the above quotation is that (A)

the responsibilities of a public employee cease after office hours (B) government employees who come into contact with the public during working hours should be more efficient than those who have no contact with the public (C) a public employee, by his behavior during social activities, can raise the prestige of public employment (D) employees of a private company have greater responsibilities during office hours than employees of a public agency.

20. "Filing, in a way, is a form of recording." The one of the following which best explains this quotation is that (A) no other records are required if a proper filing system is used (B) important records should, as a rule, be kept in filing cabinets (C) a good system of record keeping eliminates the necessity for a filing system (D) filing a letter or document is, in effect, equivalent to making a record of its contents.

21. "In standardizing clerical tasks, one should attempt to eliminate the undesirable elements and to retain the desirable ones." Of the following, the most valid implication of the above quotation is that (A) a task containing undesirable elements cannot be standardized (B) standardized clerical tasks should not contain any unnecessary steps (C) interesting clerical tasks are easier to standardize than monotonous clerical tasks (D) a clerical task cannot have both desirable and undesirable elements.

22. "The efficiency of office workers is affected by the quality of the services provided to facilitate their work." The one of the following statements which is the best illustration of the above quotation is that (A) a poorly run mail room will hamper the work of the office staff (B) continual tardiness on the part of an office worker will be reflected in the performance of his work (C) a system of promoting office workers through competitive examinations will increase their efficiency (D) the use of a time clock will improve the quality of the work performed.

23. In the elections held in this State in November, 1949, an amendment revising the constitutional provision relating to veterans' preference in civil service examinations was approved. According to this amendment, the most accurate statement regarding veterans' preference in civil service open competitive examinations for original appointment is that after January 1, 1951 (A) disabled veterans passing an examination will be given 10 additional points and non-disabled veterans passing an examination will be given 5 additional points (B) disabled veterans passing an examination will be placed on top of the eligible list; non-disabled veterans will be placed after them; and non-veterans will be placed last on the list (C) only disabled veterans will be given 5 additional points; no additional points will be given to non-disabled veterans (D) the granting of additional points to all disabled and non-disabled veterans will be discontinued.

24. A clerk with an understanding of City government should know that, of the following City agencies, the one which renders its services chiefly to other City agencies rather than directly to the public is the Department of (A) Health (B) Purchase (C) Welfare (D) Markets.

25. New York City obtains revenue from each of the following taxes. The tax which yields the greatest amount of revenue is the (A) Utility Tax (B) Sales Tax (C) Real Estate Tax (D) General Business and Financial Tax.

26. A clerk with a knowledge of New York City government should know that (A) City Councilmen are elected by the system of proportional representation (B) some local laws do not require the approval of the Board of Estimate (C) the members of the Board of Estimate have a total of fourteen votes (D) the President of the City Council is elected by a majority vote of the members of the City Council.

27. Of the following agencies,

the one which is not under the jurisdiction of the New York City government is the (A) Department of Marine and Aviation (B) Department of Water Supply, Gas (C) Port of New York Authority (D) Board of Water Supply.

28. The population census of the country will be taken this year by the United States Department

of (A) Labor (B) the Treasury (C) Commerce (D) the Interior. 29. Of the following pairs of offices in the Federal government, the pair which is held by the same individual is (A) Secretary of Defense and Secretary of the Army (B) Chairman of the Atomic Energy Commission and Chairman of the Tennessee Valley

Authority (C) Chief Justice of the United States Supreme Court and Attorney General (D) Vice President of the United States and President of the Senate.

KEY ANSWERS

12, C; 13, D; 14, A; 15, B; 16, D; 17, C; 18, B; 19, C; 20, D; 21, B; 22, A; 23, A; 24, B; 25, C; 26, B; 27, C; 28, C.



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NYC Jobs

The New York City Personnel Department opened the following tests for application on Friday, January 4. The closing date appears at the end of each notice.

Apply for any of these jobs in person, by representative or by mail to the Department's Application Division, 74 Duane Street, New York 7, N. Y. No mail application will be honored unless accompanied by a self-addressed, six-cent stamped envelope at least nine inches wide.

OPEN-COMPETITIVE

7668. AUDIENCE PROMOTION ASSISTANT, \$3,750-\$4,830. One opening, Municipal Broadcasting System. Fee \$3. Baccalaureate degree recognized by the State University plus one year's experience in advertising, journalism, publicity, public relations, radio, television or motion picture promotion; high school graduation plus five years' such experience, or an equivalent combination. Form A experience paper required. (Thursday, January 24).

7745. BUYER, \$5,450-\$6,890. One vacancy, Department of Purchase. Fee \$5. One of the following: five years' experience in purchasing a large volume of material, supplies, or equipment (two years may be in a field such as inspection or specification writing); baccalaureate degree registered with the State University plus one year's graduate study in business or public administration, engineering or related courses, plus three years' experience as above, or an equivalent combination. Form R experience

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paper needed. (Thursday, January 24).

7947. BUYER (FOODS), \$5,450-\$6,890. One opening, Department of Education. Fee \$5. One of the following: five years' experience in purchasing a large volume of foods (two years may be in fields such as inspection or specification writing); baccalaureate degree from an agricultural college recognized by the State University plus three years' experience as above; baccalaureate degree, one year's graduate study in business or public administration, or related courses and three years' experience; a time-equivalent combination. Form B experience paper needed. (Thursday, January 24).

7949. CASHIER, \$3,500-\$4,580. 10 vacancies, various City departments. Fee \$3. High school or equivalency diploma and one year's related experience, such as cashier or bank teller, or an equivalent combination. Experience as a restaurant cashier, railroad clerk, or in similar jobs will not qualify. (Thursday, January 24).

7694. ASSISTANT HOSPITAL ADMINISTRATOR, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Baccalaureate degree registered with the State University and one of the following: master's degree in hospital administration and four years' appropriate experience; six years' experience in an approved hospital, two years of which must have been as assistant administrator or administrator, or an equivalent combination of training and experience. Form B required. (Thursday, January 24).

7696. DEPUTY MEDICAL SUPERINTENDENT, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Graduation from a medical school approved by the State University, plus one year's internship and either of the following: master's degree in hospital administration, two years' experience as assistant administrator or administrator in an approved hospital, or an equivalent combination. Form C required. (Thursday, January 24).

7786. MECHANICAL MAINTAINER - GROUP B, Transit Authority, \$2.07-\$2.31 an hour,

NYC Eligibles Total 34,667 For One Year

According to a recent survey, the New York City Personnel Department issued 363 eligible lists in 1956, with a total of 34,667 eligibles. Of that number, 133 lists were open competitive, with 27,358 names, 229 promotion rosters, containing 7,290 names, and a labor-class list of 19 names.

Last year's biggest list was that for parking meter collector, established March 21 last, with 5,235 eligibles, as the 6,177-name patrolman list produced only 3,400 usable names of candidates who also passed qualifying medicals and physicals. The last numbers certified for appointment were parking meter collector, 33, and patrolman, 2,980.

Assistant Gardener and Others

Other large 1956 lists with the last number certified were: assistant gardener, 912; attendant, 1,075; telephone operator, 89; police lieutenant, 114; police captain, 202; public health assistant, 158; traffic device maintainer, 126, and college office assistant A, 112.

Also sanitation foreman and assistant foreman, social investigator and housing caretaker, all eligibles certified to the Welfare Department and Housing Authority, respectively, and typists and stenographer lists used in a number of job pools.

beginning July 1, for a 40-hour week. Six vacancies, others from time to time. Fee \$4. Four years' recent experience as journeyman in manufacturing, maintaining, installing, inspecting or repairing elevators or escalators. Helper experience or related training may substitute for some of the experience requirements. (Thursday, January 24).

7787. PRINCIPAL CHILDREN'S COUNSELOR, \$5,450-\$6,890. Three openings, Department of Welfare. Fee \$5. Baccalaureate degree registered with the State University, and one of the following or its equivalent: five years' experience in a child-care institution or in children's group work with an agency; master's degree or certificate from a school of social work plus three years' experience as above; (one year in a supervisory capacity); master's degree in early childhood education, education, guidance or psychology plus four years' experience as above (one year supervisory). (Thursday, January 24).

7860. SENIOR SHORTHAND REPORTER, \$4,850-\$6,290. Four vacancies, various City departments. Fee \$4. One of the following: High school graduation and three years' stenographic experience; five years' such experience, or an equivalent combination of training and experience. Form A experience paper required. (Thursday, January 24).

7370. SENIOR TITLE EXAMINER, \$4,850-\$6,290. Five openings. Fee \$4. Five years' experience in searching, examining, reading and closing real property titles with a title company, lawyer, governmental agency or conveyancer. Military training or experience may be substituted for some of the experience. (Thursday, January 24).

JEWISH VETERANS TO HONOR GREGORY

The New York County Council, Jewish War Veterans, will honor City Civil Service Commissioner George Gregory, Jr. for his outstanding contribution to the cause of brotherhood in ceremonies at the East Fifty-first Street Synagogue on Wednesday, February 20 at 8 P.M. Milton M. Rosenberg is chairman for the occasion; Emanuel Targum, County Commander of the JWV,

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Save at **BROWN'S PIANO MART, Tr.** City's largest piano-organ store. 125 pianos and organs, 1047 Central Ave., Albany, N. Y. Phone 8-5553 "Registered" Piano Service. Upper N. Y. State's only discount piano store. **SAVE, Open 9 to 9.**

Toll Collector Jobs for Men And Women

Applications are now open for men and women toll collectors, at \$3,170-\$4,000, with the State Thruway Authority. There are about 50 openings.

Candidates need no training or experience, but must have been residents of one of the following counties for four months preceding the test date (March 2): New York, Bronx, Kings, Queens, Richmond, Nassau, Suffolk, Westchester, Rockland, Putnam, Dutchess, Allegany, Erie, Cattaraugus, Genesee, Wyoming, Chautauqua and Niagara.

Apply to the State Civil Service Department, Room 2301, 270 Broadway, New York 7, N. Y.; State Office Building, Albany 1, N. Y., or at State Employment Service offices in one of the above counties.

The closing date is Friday, February 1.

COMMUNITY COLLEGE REGISTRATION DATES

The evening division of New York City Community College of Applied Arts and Sciences, 300 Pearl Street, Brooklyn, will accept registrations from Monday, January 28 through Wednesday, January 30 from 6 to 8:30 P.M.

Sponsored by the City and supervised by the State University, the college is the largest public, co-educational, two-year technical college in the metropolitan area.

LEGAL NOTICE

HUNTINGTON, COLLIS P.—CREATION—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. To WALTER R. POWERS, as administrator c. t. a. of the estate of Collis H. Huntington, deceased; FOSTER FOUNDATION; ANNA HYATT HUNTINGTON and J. P. MORGAN & CO., INCORPORATED, as executors of the estate of Archer M. Huntington, deceased; SECRETY FIRST NATIONAL BANK OF LOS ANGELES, as surviving executor of the estate of Henry E. Huntington, deceased; HELEN K. FELL, as surviving executor of the estate of Edith H. Wakefield Kendrick, deceased; COLLIS HUNTINGTON HOLLADAY, as executor of the estate of Caroline H. Holladay, deceased; THE BROOKS BANK & TRUST COMPANY, as executor of the estate of Adeline Dunbar, deceased; EVERETT H. GOSLEE and COLLIS E. GOSLEE, as executors of the estate of Harriet L. Dunbar, deceased; LORA LAKIN BROWN; INEZ E. LAKIN; BERTHA L. RENTLEY; JAMES W. WHITNEY; WALTER E. WHITNEY; PAUL WHITNEY; MERVIN S. GILES, as executor of the estate of Mary Pardee Giles, deceased; MERVIN S. GILES, as sole surviving executor of the estate of Mary E. Lewis, deceased; SIDNEY H. PARDEE, as substituted administrator of the estate of Franklin J. Pardee, deceased; MARGARET WATKEYS BOEHNER, as executrix of the estate of Birdella Watkeys, deceased (also known as Birdella Watkeys); MARY WASHBURN ABEL; MILDRED CHRIS CATLAN; THE HANOVER BANK, as auxiliary administrator c. t. a. of the estate of Helen Granville-Barber, deceased; EDWARD D. E. ANTOINE; ROBERT MARTIN; C. D. MEDLEY and GLADYS HUNTINGTON, being all the persons who are entitled absolutely or contingently by the terms of the will or by operation of law or otherwise to share in the funds or in the proceeds of property held by The Hanover Bank as trustee of the trusts created by Articles Fifth and Sixth of the Last Will and Testament of Collis P. Huntington, deceased, who at the time of his death was a resident of the County of New York, SEND GREETINGS: Upon the petition of The Hanover Bank, having its principal office at 70 Broadway, Borough of Manhattan, New York City. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County held at the Hall of Records in the County of New York on the 26th day of February 1957, at half-past ten o'clock in the forenoon of that day, why the accounts and supplemental accounts of proceedings of The Hanover Bank, as trustee of the trusts for the benefit of Arabella D. Huntington and Archer M. Huntington and remaindermen under Articles Fifth and Sixth of the Last Will and Testament of Collis P. Huntington, deceased, should not be judicially settled and why said will should not be construed as to the disposition of the remainders of said trusts, and why a distribution of the funds of said trusts to the persons entitled thereto should not be directed.

IN TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE S. SAMUEL DI FABIO, a Surrogate of our said County, at the County of New York, the 10th day of January in the year of our Lord one thousand nine hundred and fifty-seven. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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Spec. No. SM-98

NOTICE TO BIDDERS

Sealed proposals for the above project, in accordance with Specification No. SM-98, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Mental Hygiene, until 2:00 o'clock P.M., January 24, 1957, when they will be publicly opened and read.
Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal.
The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the payment of the amount of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Specifications may be examined free of charge at the following offices:
(a) Bureau of Contracts and Accounts, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany 1, New York.
(b) Mr. M. E. Goul, District Engineer, 325 West Main Street, Babylon, L. I., New York.
(c) Mr. William M. Trainer, Associate Contract Engineer, Department of Public Works, 270 Broadway, New York City, New York.

Specifications may be obtained by calling at the offices of any of the above and making deposit of \$5.00 for each set or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.
Dated: December 20, 1956.

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HOLLIS—1 family, 6 rooms, modern bath & kitchen, oil heat, 2 car garage, finished basement with bar, detached 40 x 100. Owner's sacrifice, \$1,000 down.
Price \$10,900

VAN WYCK GARDENS — 6 room brick ranch, 5 year old, 40x100 modern thru-out, oil heat, copper plumbing, many extras, \$1,500 takes over G.I. Mortgage.
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\$66 Monthly GI Mortgage, Fully Detached and Shingled, 3 Bedrooms, Oil-Steam, 2 Car Garage.

Immaculate home, owner forced to sacrifice. Other features include full basement, inlaid floors, refrigerator, Celotex ceilings, Modern kitchen and bath. — B-052.

325 other choice 1, 1, 3 family homes located Richmond Hill, Queens Village, Jamaica.

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Questions answered on civil service. Address Editor, The LEADER, 87 Duane Street, New York 7, N.Y. SOCIAL SECURITY for public employees. Follow the news on this important subject in The Leader.

Some Changes Are Made In State Titles

ALBANY, Jan. 14 — The State Department of Civil Service added to the State title structure assistant director of social statistics, grade 25, (\$7,600-\$9,190), retroactive to October 25, 1956.

The following titles were eliminated:

Supervisor of fish distribution, grade 16 (\$4,880-\$6,030), and tuberculosis research assistant, 14 (\$4,430-\$5,500).

Minimum salary was temporarily increased statewide for junior scientist (geology), to \$4,858, the third-year rate of grade 14,

CEILI SET FOR JAN. 26
The Gaelic Society of New York will hold its first ceili of the new year on Saturday, January 26 at 214 West 68th Street, New York City.

effective retroactively to December 29, 1956.

Film Job Appeal Submitted

Application for salary grade change was filed with the director of Classification and Compensation for film production supervisor, Commerce Department, and office machine operator (photocopying), Division of Employment, State and Labor.

The Department issued these corrections of new titles listed on its December 3, 1956 report:

Supervising consultant on service for the blind, 20 (\$5,940-\$7,270)—supervising consultant on community services for the blind; supervising consultant of blind children, 20, (\$5,940-\$7,270)—supervising consultant on education of blind children.

Key Answers

ASSISTANT FOREMAN (STRUCTURES—GROUP D) New York Transit Authority Promotion

1. C; 2. A; 3. B; 4. C; 5. B; 6. A; 7. D; 8. C; 9. B; 10. C; 11. D; 12. D; 13. A; 14. C; 15. D; 16. J; 17. A; 18. K; 19. B; 20. L; 21. H; 22. M; 23. E; 24. D; 25. B; 26. A; 27. C; 28. A; 29. D; 30. A; 31. B; 32. C; 33. D; 34. D; 35. B; 36. D; 37. A; 38. C; 39. B; 40. A; 41. B; 42. D; 43. B; 44. C; 45. A; 46. D; 47. B; 48. D; 49. C; 50. C; 51. A; 52. A; 53. C; 54. B; 55. D; 56. C; 57. C; 58. A; 59. B; 60. D.

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, January 29.

SERGEANT, POLICE DEPARTMENT

1. D; 2. C; 3. C; 4. B; 5. A; 6. A; 7. C; 8. B; 9. D; 10. B; 11. D; 12. D; 13. B; 14. A; 15. A; 16. D; 17. B; 18. B; 19. D; 20. D; 21. B; 22. B; 23. D; 24. D; 25. B; 26. A; 27. A; 28. B; 29. B; 30. D; 31. D; 32. B; 33. B; 34. C; 35. B; 36.

MOE IS NEW IRS DISTRICT DIRECTOR

Kenneth W. Moe, Teaneck, N.J., succeeded Harold B. A'Hearn as district director of Internal Revenue for Upper Manhattan. Mr. A'Hearn retired at the end of 1956. The new director had been his assistant since July 1, 1952.

Mr. Moe, 60, a native of North Dakota, entered the Internal Revenue Service in 1920. He has been in the New York area since 1923.

A; 37. B; 38. D; 39. C; 40. C; 41. C; 42. C; 43. C; 44. C; 45. D; 46. B; 47. A; 48. A; 49. A; 50. A; 51. C; 52. C; 53. C; 54. B; 55. B; 56. C; 57. B; 58. C; 59. D; 60. A; 61. D; 62. B; 63. B; 64. A; 65. A; 66. B; 67. D; 68. D; 69. B; 70. A; 71. A; 72. D; 73. D; 74. A; 75. A; 76. D; 77. C; 78. D; 79. C; 80. A; 81. D; 82. A; 83. C; 84. A; 85. A; 86. C; 87. B; 88. D; 89. D; 90. B; 91. A; 92. B; 93. B; 94. A; 95. A; 96. B; 97. D; 98. D; 99. D; 100. A.

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, January 29.

POLICE SCIENCE COURSE TO ADMIT 'OUTSIDERS'

Police Commissioner Stephen P. Kennedy announced that the police science program offered by the Police Academy in affiliation with the Baruch School of Business and Business Administration, City College, leading to the degree of Associate in Applied Science, has been extended to admit personnel of all other law enforcement agencies.

A four year high school diploma, or high school equivalency diploma, is required for admission. Enrollments are currently being accepted on a limited basis. Apply to the Commanding Officer, Police Academy, Room 402, at 7 Hubert Street, New York 13, N. Y.

SOIL EXPERTS NEEDED

Apply until further notice to the U. S. Civil Service Examiners, U. S. Department of Agriculture, 6816 Market Street, Upper Darby, Pa., for jobs as soil conservationists and scientists, \$3,670-\$4,525, and agricultural and civil engineers \$4,480-\$5,330 (announcement No. 3-1-3 (56)).

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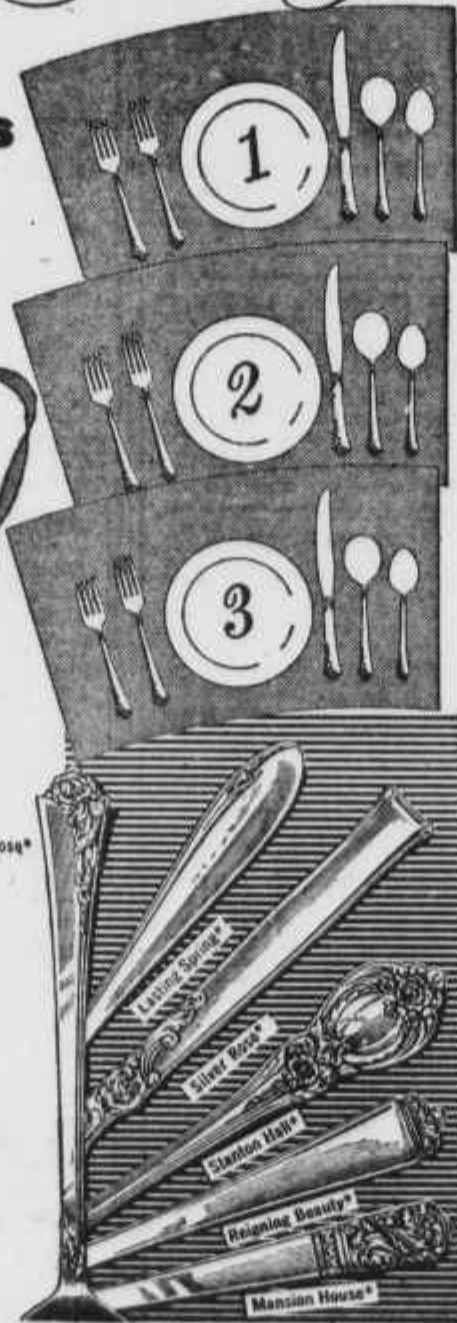
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Table with columns: Vr, Make, Model (Old, etc.), Cyl, Body Style, Purchase Date, Used
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Patrolman Study Aid

The following continues the serial publication of the questions and key answers in the last patrol-York City. The written test will be held on Saturday, February 16.

17. A motorist who has been stopped by a motorcycle patrolman for speeding acts rudely. He hints about his personal connections with high officials in the city government and demands the patrolman's name and shield number. The patrolman should (A) arrest the motorist for threatening a policeman in the performance of his duty, (B) give his name and shield number without comment, (C) ignore the question since his name and shield number will be on the summons he is about to issue, (D) give his name and shield number but add to the charges against the motorist, (E) ask the motorist why he wants the information and give it only if the answer is satisfactory.

18. Tire skid-marks provide valuable information to policemen investigating automobile accidents. The most important information obtained from this source is the (A) condition of the road at the time of the accident, (B) effectiveness of the automobile's brakes, (C) condition of the tires, (D) point at which the driver first saw the danger, (E) speed of the automobile at the time of the accident.

19. A patrolman observes several youths in the act of looting a peanut-vending machine. The youths flee in several directions as he approaches, ignoring his order to halt. The patrolman then shoots at them and they halt and are captured. The patrolman's action was (A) right; it was the most effective way of capturing the criminals, (B) wrong; extreme measures should not be taken in apprehending petty offenders, (C) right; provided that there was no danger of shooting innocent bystanders, (D) wrong; this is usually ineffective when more than one offender is involved, (E) right; it is particularly important to teach juvenile delinquents respect for the law.

20. Before permitting automobiles involved in an accident to depart, a patrolman should take certain measures. Of the following, it is least important that the patrolman make certain that (A) both drivers are properly licensed, (B) the automobiles are in safe operating condition, (C) the drivers have exchanged names and license numbers, (D) the drivers are physically fit to drive, (E) he obtains the names and addresses of drivers and witnesses.

21. A detective, following a tip that a notorious bank robber is to meet a woman in a certain restaurant, is seated in a booth from which he can observe people entering and leaving. While waiting, he notices a flashily dressed woman get up from a table and slip by the cashier without paying her check. The detective ignored the incident and continued watching for the wanted man. This course of action was (A) correct; the woman probably forgot to pay her bill, (B) incorrect; he should have arrested the woman since "a bird in the hand is worth two in the bush", (C) correct; it is not the duty of the police department to protect businessmen from loss due to their own negligence, (D) incorrect; he should have followed the woman since she may lead to the bank robber, (E) correct; the detective should not risk losing the bank robber by checking on this incident.

22. All patrolmen are required to maintain a record of their daily police activity in a memorandum book. The least likely reason for this requirement is to (A) make it unnecessary for the patrolman to remember police incidents, (B) give supervisors information concerning the patrolman's daily work, (C) serve as a possible basis to refute unjustified complaints against the patrolman, (D) make a record of information that may have a bearing on a court action, (E) record any action which may later require an explanation.

23. Policemen have a duty to take into custody any person who is actually or apparently men-

tally ill. Of the following cases, the one least likely to fall under this provision of the law is the (A) quarrelsome person who makes unjustifiable accusations, (B) elderly man who appears confused and unable to dress or feed himself, (C) young man who sits on the sidewalk curb staring into space and, when questioned, gives meaningless answers, (D) man who shouts obscenities at strangers in the streets, (E) woman who accuses waiters of attempting to poison her.

24. "A patrolman should not take notes, while first questioning a suspect." Of the following, the most important reason for this procedure is that (A) information obtained at this time will probably not be truthful, (B) unessential facts can be eliminated if statements are written later, (C) the physical reactions of the suspect during interrogation can be better observed, (D) the exact wording is of no importance, (E) the statement will be better organized if written later.

25. "A patrolman should know the occupations and habits of the people on his beat. In heavily populated districts, however, it is too much to ask that the patrolman know all the people on his beat." If this statement is correct, the one of the following which would be the most practical course for a patrolman to follow is to (A) concentrate on becoming acquainted with the oldest residents of the beat, (B) limit his attention to people who work as well as live in the district, (C) limit his attention to

people with criminal records, (E) concentrate on becoming acquainted with the newest residents of the beat.

17, B; 18, E; 19, B; 20, C; 21, E; 22, A; 23, A; 24, C; 25, D.

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Postal Overtime Bills Introduced

WASHINGTON, Jan. 14—Pennsylvania and New Jersey legislators introduced bills requiring the Post Office Department to grant its employees overtime pay for Saturday and Sunday work during December, and a choice of either pay or compensatory time off for overtime worked during other months.

Other legislation was introduced by Representative Richard Lankford (D., Md.), who proposed a study of possible revision of the Hatch Act; Representative Lesinski, who presented 12 employee bill, including those setting up a basic health insurance program and a new labor-management plan, and to protect salaries of downgraded classified employees, and Senator Purtell, who put in a bill for a 35-hour week.

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Delehanty Clerk Promotion Courses Get Under Way

Courses in preparation for the coming New York City examinations for promotion to senior clerk and supervising clerk were started by the Delehanty Institute this week. Classes began in Manhattan and the opening lectures will be repeated on Thursday in Jamaica. M. J. Delehanty, director of the institute, announced also that arrangements are nearing completion for additional classes to be conducted in Brooklyn and the Bronx as well.

"Every effort will be made to have classes, locations and schedules that will be convenient for everyone who intends to compete," said Mr. Delehanty. "But even more important is the quality of our instruction. In that connection I am pleased to state that Vincent J. McLaughlin, Ph.D., will be in charge of our staff of instructors for these courses. In addition to his lecturing duties, Dr. McLaughlin will prepare all of the home study material. Dr. McLaughlin's principal assistants will be George J. Germain, B.A., and Ralph Leone, LL.B., both of whom have had long and successful experience in preparing our students for examinations in the clerical service."

Dr. McLaughlin conducted the successful Delehanty course for the last examination for promotion to former title of clerk, grade 5, and is recognized as an expert on promotion training. In that examination Delehanty students finished first on eligible lists for 42 of the 54 departments; of 1,152 eligibles 682 were Delehanty students. Dr. McLaughlin's extensive academic background includes experience on the faculties of New Rochelle College and Manhattan College and he is presently affiliated with Fordham University and the graduate department of Hunter College. "Dr. McLaughlin's valuable practical experience as a government executive," Mr. Delehanty added, "supplements his fine professional training and gives further assurance that Delehanty students will benefit greatly by his intimate knowledge of the organization and functions of all departments of the City and the various Borough administrations. Competition in these examinations will be very keen and those who hope to be successful should start preparations as early as possible."

CROSSING GUARDS TO DANCE

The New York City School Crossing Guards Association will hold its first annual dance on Friday night, January 25 at the Manhattan Center, 34th Street and Eighth Avenue, Manhattan.

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RESEARCH REPORT

By HENRY GALPIN

Wage Rates, Living Costs Continue to Rise

In the first 1957 issue of "U. S. News and World Report" there is an article entitled "Coming Up: More Wage Boosts" that shows that over 4 million workers are assured under existing labor contracts of pay raises during 1957. The article showed that wage contracts already signed and in effect provide automatic pay raises (for example) of 6 cents per hour in June for auto workers, 9 cents in July for steel workers, 11 cents in August for aluminum workers, meat packing workers 7.5 cents in September. This is a partial list. The article stated that in most instances they would get additional raises if living continue to rise.

In the publication "Collective Bargaining Settlement in New York State" published by the New York State Department of Labor the analysis covering January-September, 1956 showed, that for the first 6 months the average hourly increase was 10.1 cents and that 62% of the agreements included changes in fringe benefits. The average raise for the 9 month period in 1033 settlements was 10.3 cents per hour.

Hourly Rate Passes \$2

The average hourly wage in both New York State and United States Manufacturing as reported by the respective Departments of Labor passed the 2 dollar mark for the first time this fall. The Consumers Price Index is at an all time high and has resumed its long slow upward climb after having remaining relatively stationary for many months. It is predicted that it will pass 118 during 1957. The business outlook is good for our new year.

Any significant adjustment made to the State salary structure will remain in effect for the next 15 months.

The pay raises we listed at the beginning of this article were not estimate of guesses; they are known facts because they are contracts. This course of our wage economy is as predictable and clear as it ever will be. We know as certainly as it could be known that our wage level will continue to rise and the impact of these raises is showing in our cost of living.

A budget is a financial plan for a fixed period of time. It is, amongst other things, an estimate and prediction. Personal service is a major budgetary item. We believe that the immediate future course of our wage economy should be examined carefully in making up the coming budget.

Civil Service Message

(Continued from Page 3)

ture books is an indignity resented by officials and employees alike. Moreover, the repeal of the Condon-Wadlin Act would hasten the adoption of effective grievance procedures by local governments. Procedures, established under an Executive Order, are operating successfully in the State service, and may provide standards for use at the local level.

"A long-needed revision of the Attendance Rules for State employees was made. The changes have been well received by both the agencies and their employees.

Cash for Overtime, Vacation

"One provision of the new Attendance Rules calls for cash payment for unused vacation and overtime, up to a limit of 30 days in each category, at the time of retirement, resignation or death. Since some doubt has been expressed as to the rule-making authority of the Civil Service Commission to make this change, I propose legislation to clarify the point.

"In line with the State's policy to encourage employers to provide pre-retirement counseling to older employees, the Department of Civil Service has embarked on a pilot program for the develop-

ment of such a service for State employees.

Social Security

"Last winter, when the Pension Commission, which has been exploring the subject, reported without recommendation five plans for combining Social Security benefits with pension benefits for members of public pension systems, it was recognized by your leaders and myself that a subject of this complexity needed further examination and study.

"We have now completed our study and I recommend legislation granting Social Security coverage to all public employees who are presently members of public pension systems, based on the following principles:

"1. It should be on a voluntary basis, so that any member may elect Social Security coverage or reject it.

"2. If a member elects to take Social Security coverage, he may elect to earn Social Security in addition to his present pension benefits, so as to obtain the maximum combination of benefits, or he may choose to reduce his State or local pension contribution by the amount of the Social Security tax."

ACTIVITIES OF EMPLOYEES IN STATE

Brooklyn State

Mrs. Florence Raitt, a clothing clerk for many years at Brooklyn State Hospital, was honored by her friends and co-workers at the Christmas party for employees on Decemb 18. Mrs. Raitt received gifts from her fellow workers and from the CSEA chapter at Brooklyn State. Members wish her every success on her retirement.

The Christmas party, under the direction of Dr. Nathan Beckenstein, director, was a great success. Music was furnished by Michael Kuropeck and refreshments were under the supervision of Food Manager George Ames and other members of the food service department. Max Kamiel, a member of the board of directors, donated 12 beautiful prizes. The hospital administration is to be congratulated on having such a fine party.

The Nurses Alumni were hosts at a very successful party for students and graduates.

Reese Owens was honored at a retirement party by his fellow-workers in the powerhouse. Mr. Owens received his 25-year service pin and a gift from his friends. The chapter wishes him the best of luck and good health in the years to come.

Fred Ross, chief engineer, is making a very good recovery from his recent illness. Convalescing in sick bay are Nellie Greenwood, John Shea, Neil Thompson, Mary O'Connor and Bernice Joan.

Members are glad to see Dr. and Mrs. L. Second Palmer, who have returned from a boat trip to Florida. Alice Slavinski, one of the popular laundry employees, is visiting members of her family in Texas and Kansas.

Congratulations to Thomas

Bills Pour Into Hopper

(Continued from Page 1)

low closely legislation proposed previously by the Preller Commission, which was "killed off" last year when Governor Harriman vetoed its appropriation. The Governor in his message this year called for revision of the outmoded Civil Service Law on a bi-partisan basis.

Van Lare Has Bill

The first bill introduced in the Senate was sponsored by Senator Van Lare and called for revision of the Retirement and Social Security Law to end the 30-day waiting period after application for retirement.

Other measures introduced included the following:

Intro No. 5, by Senator Bauer: allows members of the State Employees' Retirement System to retire for occupational diseases with the same annuity as for accidental disability.

30-Year Retirement

Intro No. 6, Senator Bauer: allows members of the State Employees' Retirement System, after 30 years' service, to retire with an allowance of 50 percent of salary or \$1,500 a year, whichever is greater, if the normal retirement allowance of 50 percent of salary fluctuations, is not more than \$3,500.

Intro No. 9, Senator Condon: amends the law to allow employees in civil service sick-leave with pay at the rate of 18 working days a year, which shall be cumulative, but not to exceed 150 days a year.

Intro. No. 10, Senator Condon: provides that the amount of death benefits be computed by multiplying one twelfth of workers' salary during the last 12 months of service by the number of years of service up to a total of six.

Custodial Allocations

Intro. No. 50, Senator Williamson: provides that all positions of custodial employees at Westfield State Farm and at Albion State Training School shall be reallocated at salary grades not lower than that of custodial employees at State prisons, as of April 1, 1957.

Intro No. 100, Senator Cuite: allows civil service employees to be restored to position by court order, after removal proceedings with a reasonable attorney fee and costs as determined by the court, to be paid for the employee restored.

Mount on his recent marriage: best wishes to Elizabeth Southard on her engagement to Lawrence Pursell, and to Janet Shattuck, who is betrothed to Thomas Petrulla.

Good wishes to Albert L. Benas, Jeremiah Bullock, Elizabeth Young and Ellen Schneider, who recently left the hospital.

Deepest sympathy to Thomas Driscoll on the death of his grandfather, and to Mr. and Mrs. Charlton on the death of Mr. Charlton's brother.

Broadacres

Welcome back to Jane Zielonka after her long illness.

Best wishes to Mrs. Jack Coeus, the former Mary Giacobelli, head nurse, who is now living in Tennessee, and to staff nurse Anne Mathis, whose New Year began with wedding bells. The lucky man is Kenneth Purdy, son of Elsie Purdy, one of the switchboard operators.

The chapter wishes everyone a happy and prosperous New Year. Special greetings go to those who have joined the ranks during 1956, from President Jerome Zahn, Vice President Anne Levine, Treasurer Marguerite Arbaugh and Secretary Phyllis Brisebois.

Assn. Dismayed By Lack Of General Wage Rise Talk

(Continued from Page 1)

of more than 10%," Mr. Powers said.

"On the question of the 40-hour week, more hope can be gleaned from the Republican legislative program than from the Governor's message. While the Governor said that he is mindful of the 40-hour problem and gave evidence that great steps had been taken toward its solution, his message said 'It is my hope that we can move on before long to establish the 40-hour week for all state employees, but the difficulty of recruitment of qualified personnel will necessarily delay the realization of this hope.'

GOP Stand on 40 Hours

"The Republicans, on the other hand, in their program, noted the progress which has been made towards the reduction of all employees to the 40-hour week, and express the 'sincere hope that the second step will be taken this year to reduce the maximum work week for all such employees to 40 hours.'

"We are very delighted that the legislative leaders have spoken out so strongly in favor of placing all of the state employees on the 40-hour week this year. We hope that Governor Harriman will also see his way clear to join the legislative leaders in making the 40-hour week an actuality," the CSEA executive declared.

Double Standard

"It is difficult to understand Governor Harriman's reasoning on the question of the 40-hour week and of salary increases," said Mr. Powers. "In his message he stated that the 40-hour work week must be 'necessarily delayed' in accomplishment because of the difficulty of recruitment of qualified personnel. While on the question of salaries, he speaks of the necessity of making selective pay increases for certain categories of employees because of the same difficulty of recruitment of per-

sonnel. If the remedy for solving the problem of recruitment for professional personnel is a pay increase, why then will not the same remedy be applicable to the recruitment and staffing of the personnel in our state institutions? It does not seem logical that the same solution would not be applicable to both problems," Mr. Powers stated.

Other Civil Service

"The Governor's message listed five other areas of Civil Service employee concern. It supported the repeal of the Condon-Wadlin Act stating that the present state grievance machinery would be sufficient to lessen severe irritations in the service. The Governor also called for legislation to make the cash payments for overtime service effective. In addition, he suggested that a service of pre-retirement counselling be established for the state employees. The Governor also announced that the Health Insurance Plan was near completion.

"The Republican legislators, in addition to the topics of Social Security, salaries, and the 40-hour week, will sponsor several amendments to the Retirement Law such as increasing the death benefit for families of employees who die while in the Government service; permitting the purchase of credit for federal military service which has been rendered subsequent to World War I in the same manner that credit for the federal civil service can be purchased; and an amendment to the Retirement Law which would extend for two years the provision which was first adopted in 1954 for the return of a member's accumulated contributions when he dies within 30 days after retirement. On the matter of vesting, the Republican program states that it will look to the Joint Legislative Committee on Employees Retirement System for guidance," Mr. Powers reported.

Wire To Governor Urges Priority Rating Be Given Mental Hygiene Workers

In a telegram to Governor Harriman, Emil Impresa, president of the Mental Hygiene Employees Association, expressed concern over whether or not mental hygiene personnel were considered in the priority class being recommended for salary increases by the Governor.

Using the Governor's own arguments, Mr. Impresa pointed out that it was increasingly difficult to recruit workers for mental institutions and, therefore, the important work being done by the in danger of being impaired.

in danger of being impaired.

Mr. Impresa blamed recruitment difficulties on low wages and extended working hours.

His telegram said:

Wire to the Governor

"Mental Hygiene employees are anxiously concerned as to whether they are among those included in the recent news release as employees difficult to recruit in technical fields. As you are probably aware, recruiting of Mental Hygiene employees in the past years has been poor. We are now faced with a greater problem in the loss of trained help to outside industry and neighboring states. New York State; a leader in the care and cure of the mentally ill, should be seriously concerned in the apparent situation of employment in this department.

"It is felt by many that unless the promised 40-hour work week, better salaries and greater promotion opportunities are afforded these employees that this shortage in the very near future will necessitate a curtailment of the tremendous gains made by this Department in recent years. We anxiously await your progressive action on this entire question."

Rehabilitation Hospital

A meeting of the Southern Conference, CSEA, will be held on Friday, January 18, at 8 P.M., at the State Rehabilitation Hospital, West Haverstraw, N.Y. Mrs. Nellie Davis, Conference president, will chair the business meeting in the staff dining room at the hospital. A report will be made on Association-sponsored bills to be presented at this year's legislative session, and the proposed new insurance plan for State employees will be discussed. Refreshments will be served following the business meeting.