

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVI — No. 26 Tuesday, March 8, 1955 Price Ten Cents

Be Sure Not
To... re

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY N Y
COMP

See Page 6

Civil Service Legislation Now in Albany Would Affect Employee in Many Ways

How to read this report: With the summary of each measure introduced, you will see the following information, reading across: First, the name of the house, Senate or Assembly; second, the name of the introducer; third, the introductory number of the bill; fourth, the print number (these numbers identify the bill); fifth, the name of the committee to which the bill has been sent, such as Ways & Means, Civil Service, Finance, etc.; sixth, action taken on the bill, if any.

Key to Symbols:
(D) ... Drafted by the Civil Service Employees Association.
(S) ... Sponsored by the Association and drafted in cooperation with others.
(A) ... Approved after conference with Administration and supported by the Association.
(E) ... Endorsed and supported by the Association.

SALARY AND INCREMENT LEGISLATION

Five hundred thousand dollars has already been appropriated by the Legislature in Chapter 1 of the Laws of 1955 for the cost of salary appeals granted during the present fiscal year. An additional five hundred thousand dollars has been recommended in the Executive Budget. Conferences have been held with the Administration to obtain a substantial increase in this figure in the supplemental budget for salary appeals.

2. 40 HOURS — INSTITUTIONS — PRESENT PAY (D)
Senate Rath 1944 2067 Civil Service
Assembly FitzPatrick, J. 2320 2411 Ways & Means
Fixes 40 hour, 5 day week for all employees of State institutions without reduction of present pay — appropriates 18 million dollars.

3. SALARY SCALES — WESTFIELD AND ALBION (D)
Senate Hatfield 366 366 Civil Service
Assembly Mariatt 1945 1993 Ways & Means
Provides that custodial employees at Westfield and Albion shall be allocated to the same grade as custodial employees in other prisons in the Correction Dept.

4. SALARY SCALES — DANNEMORA AND MATTEAWAN (D)
Senate Hatfield 1235 1289 Civil Service
Assembly FitzPatrick, J. 1641 1671 Ways & Means
Makes same provisions as above for custodial employees at Dannemora and Matteawan.

5. SALARY SCHEDULES — POLITICAL SUBDIVISIONS (D)
Senate Campbell 1999 2137 Civil Service
Assembly Lounsberry 1331 1350 Ways & Means
Requires all political subdivisions to adopt definite salary plans for all employees and to file such plans with the Department of Civil Service.

6. ARMORY EMPLOYEES SALARY SCHEDULES (A)
Senate Peterson 2289 2438 Defense
Assembly Walmsley 2573 2683 Ways & Means
Establishes new grades and salary schedules in State Armories for Engineers and Armors. Freezes in all emergency pay into base pay.

7. ARMORY EMPLOYEES — EXTRA INCREMENTS (D)
Senate McEwen 2380 Finance
Assembly Hanks 2905 Ways & Means
Provides extra increment for armory employees after five years at maximum at present salary grades.

8. SALARY SCHEDULES — SCHOOL DISTRICTS (D)
Senate Noonan 234 234 Ways & Means
Requires school districts to file salary schedules with the Education Department for non-teaching school employees.

9. SALARY INCREASES — TUBERCULOSIS SERVICE (D)
Senate McEwen 1382 1438 Civil Service
Assembly Main 1807 1838 Ways & Means
Provides tuberculosis service pay for all employees in hospitals in the Health Dept. maintained solely for the care and treatment of tuberculosis patients. Provides such increases for employees in institutions in other departments who are directly connected with the care, treatment or service of tubercular persons in such institutions.

10. STATE UNIVERSITY SALARIES (A)
Senate Budget 1263 1317 Finance
Assembly Budget 1611 1640 Ways & Means
Freezes present salaries into basic salary schedules. Grants extra increments to certain employees of State Universities and other salary protections similar to those in the civil service law.

11. PROMOTION — CORRECT SALARY INEQUITIES (A)
Senate Hults 1308 1364 Finance
Assembly Strong 1771 1802 Ways & Means
Corrects inequities that arose under last year's salary legislation which resulted in certain persons promoted between 9-1-53 and 4-1-54 receiving less salary than those promoted on and after April 1, 1954

RETIREMENT LEGISLATION

12. RETIRED EMPLOYEES (D)
Senate Hatfield 476 476 Finance
Assembly Noonan 428 428 Ways & Means
Provides supplemental pension for retired employees with more than 10 years of service to provide a total retirement allowance of at least \$60.00 per year for each year of service not to exceed 30 years. The maximum increase under the bill would be \$600.00 per year.

13. VESTED RETIREMENT BENEFITS (D)
Senate McEwen 339 380 Civil Service
Assembly
Permits member of the Retirement System who discontinues state service other than by death or retirement after ten years of service to leave contributions on deposit and receive retirement allowance at age 55 or 60 depending on which plan member has elected.

14. 25 YEAR RETIREMENT—CORRECTION INSTITUTIONS (D)
Senate Hatfield 365 365 Civil Service
Assembly Cusick 376 376 Ways & Means
Provides for retirement at half pay after 25 years of service in cus-

(Continued on Page 3)

Pay Decisions by April 15; Changes Predicted in Clerk And Professional Titles

ALBANY, March 7 — State employees who have appealed their salary allocation under the new State pay schedule will know the final decision some time between April 1 and April 15.

And, because of the heavy workload, those winning increases may have to wait until May before they receive their "retroactive" pay checks.

Conferences With Budget

The Division of Classification and Compensation in the State Civil Service Department this week began conferences with the State Budget Division. Approval of the Budget Director is required on salary recommendations made by the Civil Service agency.

"Tentative" Recommendations

It was learned that tentative recommendations have been made on a majority of the appeals now

before Division Director J. Earl Kelly. During the next two or three weeks, the "tentative" recommendations will be changed to "final" and, if necessary, shipped to the Budget Division for approval.

Some recommendations for increases already are before Budget Director Paul H. Appleby for decision.

Big Stake in Results

More than 50 per cent of all State workers have a stake in the decisions now being made.

Mr. Kelly told The LEADER a final listing of all salary appeals by job title will be issued after budget action. The listing will include the Civil Service recommendation and the action taken by the Budget Division.

How It Will Work

If a higher allocation is approved, those employees affected will receive a lump sum check covering the retroactive part of the payment for the period back

to April 1, 1954. In the future, the higher pay would be added to the employee's regular pay check.

The total increase permitted under the reallocation program will, however, be the equivalent of two increments, payable in 1955. The balance will be paid in 1956.

Strong cases have been made, it is reported, for upward reallocations for State workers in the specialized clerical positions, as well as for those in starting-level professional jobs. The support is said to have been expressed most strongly at recent salary hearings by representatives of the Civil Service Employees Association and by administrators in the various departments.

Best estimate, as of now, is that all decisions will be announced between April 1 and 15. The results are to be announced at one time. Four to six weeks are expected to be needed before the pay changes can be put into effect on a payroll basis.

Promotion Probation Is Shelved

ALBANY, March 7—The action of the State Civil Service Commission, in referring to a group of experts for further study on the subject of probationary periods in promotion exams, is viewed as a shelving of the proposal, at least for the present.

The Civil Service Employees Association is against probationary periods in promotions.

The Conditions

The resolution proposed for adoption by the Commission originated under the previous administration. The probationary term would apply in competitive class promotions under these conditions:

- (1) The position left vacant by such probation was to be held open pending the successful completion of the probationary term, and could not be filled except on a temporary basis.
- (2) The probationer would have the right to return to his previous permanent job at his own choice during the probationary period.
- (3) If the probationer's conduct or fitness were not satisfactory after three months, he could be restored to his permanent lower position before completion of the full period, and if the employee were to be found satisfactory after three months, he could be declared permanent on a waiver of the full nine month period.

STATE EMPLOYEE

ACTIVITIES

Ray Brook Chapter Holds Pancake Supper

RAY BROOK, March 7—About 100 members and friends of Ray Brook chapter, CSEA, partook of pancakes and sausages and joined in the merriment at the chapter's pancake supper, held February 21 in the Knights of Columbus Club Rooms, Saranac Lake.

The successful affair was under the direction of Mrs. Harry Sullivan and her committee: Charles Dowe, Harry Sweeney, Stella Perry, Mrs. Skylark, Clyde Perry, Nina Perry, Ernest Colella, Walter

(Continued on Page 16)



Dr. Frank L. Armstrong (right), director of Mount Morris Tuberculosis Hospital, congratulates Dr. Hans Bartelt on his new status—American citizen. Dr. Bartelt came to the United States from Germany in 1949, and joined Mount Morris staff in 1950.

CSEA Headquarters Staff Works Hard to Make Big Annual Dinner a Success

ALBANY, March 7—Headquarters staff of the Civil Service Employees Association has been working furiously last week and this making final arrangements for the annual dinner-meeting to be held on Thursday. There was mimeographing to be done, hotel reservations to be made for late delegates, arrangements with the DeWitt Clinton Hotel, where the meetings are being held, printing of programs, answering hundreds of questions which flowed in by phone and mail, sending out and receiving letters of invitation from the various dignitaries who will

attend—and the big mathematical job involved in getting more than 400 delegates and perhaps 100 guests into a room designed to hold a fraction of that number.

Virginia Leatham, chairman of the social committee; Joseph Lochner, executive secretary of the CSEA; and the staff have been putting in hours of overtime and sleepless night to get the affair off the ground smoothly.

Registration of Delegates
Registration of delegates will begin at 7 p.m. on Wednesday, March 9, at temporary headquarters in the Venetian Room. On Thursday morning at 9 registration will resume.

The delegates will meet at 10.
(Continued on Page 3)

Looking Inside

By H. J. BERNARD

Round-Up of Main Problems Confronting Civil Service

THERE IS WIDE DISPARITY of benefits enjoyed by public employees in the different jurisdictions. Experience shows it is slow work, bringing the lesser up to the greater. There can never be absolute parity, without a moratorium on new benefits.

The fringe benefits Congress voted last year, at the request of the Eisenhower Administration, are an outstanding pattern for State and local governments to follow. Joint contributor life insurance and broadened and more rewarding incentive programs are two examples. Also, the health insurance bill the Eisenhower Administration will probably succeed in getting enacted is a beacon.

The pattern of improvement may be derided by some as paternalism, by others as the substitution of social reform for the payment of adequate salaries, and by still others as an effort by government to usurp private industry's leadership in providing better security for employees. Those who talk about paternalism usually infer assumption by the government of some of the private responsibilities of its citizens. Those who benefit do not complain that their independence as citizens is being undermined or that government control is sinking toward statism. They see, instead, government taking a deeper interest in its citizens generally, and in own employees, and their families, in particular. If this is statism, let's have more of it.

Outstanding Problems

THE AREAS in which any government should act, and the extent to which it should act, concerning its employees, are subjects of deep concern to all public employees. The subject deals with the solution of civil service problems. Here are some of the outstanding problems:

PAY — The battle for higher pay, it has been slow to raise, groups in all jurisdictions. While government has not been slow to pay, it has been slow to raise. Now, under relentless prodding, it is catching up with its responsibilities, to a degree, and is bound to do so more extensively in the years to come. Fringe benefits will retard the upswing in pay. There is only one "kitty." Everything comes out of that—pay, fringe benefits, and, in the final analysis, even pensions. The raise for Federal employees will probably be somewhat, but not much larger than what the Eisenhower Administration proposed. State pay is in the throes of salary appeals from last year's reclassification that the employees found generally unsatisfactory. NYC pay is being improved through reclassification, for white-collar workers mainly, though not exclusively. The pay of policemen and firemen is to be raised, but as yet no definite statement has been made about the amount. Some of the raises will be retroactive to July 1, 1954, with 40 percent of the amount of raise paid in a lump sum, the remaining 60 percent in doubt, though promised, if the money can be provided. All employees who get raises will receive the higher amount starting July 1, 1955. NYC is showing real leadership and renouncing backward indifference to employee pay.

PROMOTIONS — The Federal government is saddled with an informal promotion method that can hardly be called a system and that sometimes proves dangerous, because personal or political friends of little or less merit get promoted over the heads of other employees who have more brains, ability, and seniority, but no pull. Regional directors of Federal civil service have a tough responsibility to see that agency heads do not commit too much promotion debauchery, but, being weighted down with many other tasks, can not always stay the hand that seeks to patronize some favorite with patronage. All studies of the Federal civil service system include adverse reports on the promotion method, yet the U.S. Civil

Service Commission merely says that it means to improve a bad situation by copying the best techniques of private industry, so that promotion will be more objective. The latest word is that there will be no establishment of mandatory promotion procedures for uniform government-wide application. If ever that were done, the necessity for political clearance for filling all jobs paying \$10,800 a year or more through the Republican National Committee would lose whatever practical meaning it has, although nobody in authority has yet explained just what the meaning is. The assumption is that the only vacancies in the competitive service that would be filled that way would be promotional, a sufficient backsliding. The question is asked, what about competitive jobs? The only answer so far. All quiet along the Potomac. In State and local areas, where promotion vacancies are filled through competitive exams, the main complaint is that there are not enough promotion opportunities. For those in other than populous titles, this may remain true. But for those in populous titles, every precaution should be taken that the choice promotion opportunities are not shifted into a service category of their own, whereby clerks, for instance, would never have an opportunity to become administrative assistants by promotion, even though many clerks may now be serving in such a title, and doing the same work as is covered by the job description of the higher title.

TRANSFERS — If an employee wants to be transferred, say, because his family has moved, he has to find a vacancy, get permission from the heads of his own department and the department to which he seeks transfers, and from the Civil Service Commission, besides. Quite a task. The Eisenhower Administration seeks authority to let the Commission authorize transfers between departments, with safeguarding of civil service status, vacations, sick leave, increments, etc. This would set a wholesome pattern for other jurisdictions. New York State has made some progress on this score, but the service was officially limited to too small a scale. The new State Administration hopes to do better. In NYC little attention is paid to transfer needs. In local jurisdictions there is less necessity for a remedy.

UNEMPLOYMENT INSURANCE — Federal and State employees have unemployment insurance, but employees of local government in the State do not, simply because the local governments have not voted it. Money is involved, of course, but it was involved, too, regarding the Federal and State governments. Thus we see how slowness to move keeps reasserting itself. Local governments should speedily get in step with the times and provide this benefit for their employees.

PENSIONS — The study made by the Kaplan Committee, which resulted in a report to the President and Congress, skyrocketed Social Security into the position of top pension topic. Shall Social Security be coordinated with the public employee retirement system? The committee, under H. Elliot Kaplan, New York State's former Deputy Comptroller in charge of the State Employees Retirement system, recommends coordination for Federal employees. It had no authority to make any recommendations about any other government jurisdictions. Employees will have a greater voice than anybody else in saying whether they want the survivorship benefits of Social Security to fill a void in the public employee retirement system benefits, and far broader insurance benefits, with no reduction in minimum retirement age under the public employee system, no loss of benefits, and no danger whatever that the Federal government seeks to take over the State and local government retirement systems. The opposition

(Continued on Page 15)

Bills in Legislature

The LEADER continues this week publication of bills introduced in the State Legislature that are of interest to civil service employees of New York State and its communities. A summary of each measure is given, with the name of the legislator who introduced it, the introductory number of the bill, and the committee to which it was referred. SI stands for the Senate and AI for the Assembly Introductory number.

School Fees for Local Firemen — Amends §77-b, General Municipal Law, to include registration and tuition fees of fire district officers and employees attending school, with other expenses which municipality may pay for. S.I. 2223, Hughes, Cities Com. Same as A.I. 1-2641, Schoeneck, Local Finance Com.

Repeal Condon-Wadlin Law — Repeals §22-a, Civil Service Law, which prohibited strikes by public employees and imposed penalties therefor. S.I. 2242, Rosenblatt, Civil Service Com. (Same as S. 117, 345, 456, 1018; A. 68, 419, 507, 540, 690, 1338, 1975.)

40-Hour Week for Institutional Aides — Amends §41-a, Civil Service Law, to fix 40-hour week for employees in certain institutions of State, for basic annual salary and to allow them pay for overtime if not allowed time off. A.I. 2198, Walmsley, Ways and Means Com. (Same as S. 1080.)

NYC Retirement — Amends §897, N. Y. Charter, to increase from \$1,800 to \$5,000, minimum aggregate amount that retired member of any N. Y. City retirement or pension system, may receive before retirement allowance would be suspended for holding public office. A.I. 1452, Berman, N. Y. City Com.

NYC Retirement — Amends §B3-39.0, N. Y. City Administrative Code, to provide for retirement for ordinary disability of members of N. Y. City employees' retirement system, after 5 instead of 10 years of city service. A.I. 1628, Berman, N. Y. City Com. (Same as Pr. S. 1809 of 1954.)

Earnings of NYC Pensioners — Amends §897, NYC Charter, to increase from \$1,800 to \$5,000, minimum aggregate amount that retired member of any NYC retirement or pension system, may receive before retirement allowance would be suspended for holding public office. S.I. 2255, Moritt, NYC Com. (Same as A. 1452.)

Free Toll for Manhattan State Aides — Adds new §64-b, Mental Hygiene Law, to require State to refund to State employees of Manhattan State Hospital on Wards Island, for toll or fee paid for use of Triborough Bridge while engaged in performance of duties or going to or from hospital, with Mental Hygiene Commissioner to pay Triborough Bridge Authority therefor. S.I. 2269, McCaffrey, Finance Com. (Same as A. 2117.)

Armory Pay — Amends §187, Military Law, to fix new schedule of salaries and grades for Armory employees. S.I. 2289, Peterson, Defense Com. Same as A.I. 2578, Walmsley, Ways and Means Com.

40-Hour Week for Police — Amends Chap. 360 of 1911, to provide that no patrolmen, platoon or member of municipal police department of force shall be assigned to more than 40 hours of duty seven consecutive day period. S.I. 2303, J. Cooke, Civil Service Com. Same as A.I. 2695, Volker, Cities Com.

Truck Weighers as Peace Officers — Adds new §512-a, Tax Law, to provide that employees of Bureau of Truck Weighing of Public Works Department shall have and exercise all powers of peace officers in enforcement of highway use tax provisions and provisions regulating weights and dimensions of motor vehicles. S.I. 2304, Manning, Taxation Com. Same as A.I. 2647, Tift, Judiciary Com.

Policeman as Deputy Commissioner — Repeals §14-b, General City Law, which provides that member of uniformed police force of city who accepts position of deputy police commissioner under leave of absence, shall not be deemed to have vacated position as member of uniformed force and may be reassigned. S.I. 2311, Desmond, Cities Com. Same as A.I. 3209, Dannebrock, Cities Com.

Age 70 Retirement — Amends §62, Civil Service Law, to provide that no State department, bureau, or other unit shall require retirement of State employee or officer

Education Jobs Offered in State

ALBANY, March 7—The State Department of Civil Service offers jobs in Albany to qualified men and women in adult education. The jobs are in the State Education Department. The salary starts at \$5,360 and rises to \$6,640.

Applications will be accepted up to Friday, March 18. The examinations are slated for Saturday, April 16.

Two of the openings are for assistant in Americanization and adult elementary education. The employees who fill these jobs would promote and supervise local public school programs in citizenship education for the foreign-born and in elementary education for illiterate adults.

Two other vacancies are in the position of assistant in adult civic education. Persons in these jobs would work with local public school systems to organize and operate adult education programs in civic, public and international affairs.

Where to Apply

Another position, assistant in education for the aged, involves helping local public schools in organizing and operating education programs for aging and aged adults.

Minimum qualification requirements follow a similar pattern for all three titles: 30 graduate semester hours with specialization in education (or, for the civic education jobs, social sciences); and years of experience in education, including the type of work appropriate to the title the candidate is applying for.

For each of the three titles, there is an additional requirement of one extra year of experience or 30 more graduate semester hours of study. A satisfactory equivalent will do.

Apply to the Recruitment Unit, State Department of Civil Service, State Office Building, Albany, N.Y.

before he attains age 70, except as specifically authorized by law. S.I. 2318, Desmond, Civil Service Com.

Social Security for School Aides — Adds new §115, Civil Service Law, to permit school boards by resolution to elect to extend old age and survivor insurance coverage to employees, even though they receive pension benefits from State Teachers' or other retirement system. S.I. 2319, Desmond, Civil Service Com.

Village Police Pension — Amends §194, Village Law, to permit member of village police force after completing prescribed period of service for pension purposes, to continue in service and on retirement to receive additional annual service pension of \$50 for each completed additional year of service, with deduction at rate of 5 per cent therefor. S.I. 2379, Condon, Villages Com. Same as A. 1, 3104, Meighan, Ways and Means Com.

Additional Increment for Armors — Amends §188, Military Law, to allow Armory employee allocated to salary grade, additional increment if he receives salary equal to or in excess of maximum salary for any fiscal year ending in 1950, 1951 or 1952 and has rendered five years of service after reaching total salary in position in same salary grade. S.I. 2380, McEwen, Finance Com.

Close County Offices on July and August Saturdays — Amends §206, County Law, to re-enact provision which expired on September 4, 1954, for county offices to close on Saturdays during months of July and August and before Labor Day. S.I. 2386, Milmo, Internal Affairs Com. Same as A.I. 2759 Barrett, Internal Affairs Com.

25-Year Retirement — Adds new §87-d, Civil Service Law, to permit member of State Employees' Retirement System on or before April 1, 1956, or within one year after he last became member, whichever is later, to elect to contribute to system after 25 years of total service and at age 50, or at age 55 if before 25 years of service, for retirement on allowance of 11/50th of final average salary for each year of total service. S.I. 2410, Milmo, Civil Service Com. (Same as A. 328.)

Pension Credit for Congressional Service — Amends §84, Civil Service Law, to allow members of State Employees' Retirement System credit for service as staff employees of U. S. Senator or Representative from this state and be deemed State employees for retirement purposes and eligibility for membership. S.I. 2413, Morton, Civil Service Com. Same as A.I.

Critical Job List Is Cut In Half

WASHINGTON, March 7—The list of essential and critical jobs, occupants of which may obtain deferment of call in the draft, cut to active duty from the reserves, has been curtailed by the Federal government. Formerly 87 occupations were included; now the number is 42.

Jobs with the Federal, State and local governments, as well as in private industry and commerce, are affected.

The new list:

Aircraft and engine mechanics (aircraft manufacturing); apprentice (critical occupations only); chemist (with specific qualifications); clinical psychologist; dentist; die setter; electronics technician, engineer draftsman; design; engineer professional (all branches); foreman (critical occupations only); geologist; geophysicist; glass blower; laboratory apparatus; instrument repairman; jig-and-template maker, machinist, mathematician (with specific qualifications).

Also, microbiologist (includes bacteriologist); nurse, professional; orthopedic appliance and limb technician; osteopath; parasitologist (plant or animal) with specific qualifications; pattern-maker; pharmacologist (with specific qualifications); physician and surgeon; physicist and physiologist (with specific qualifications); teacher, college and vocational (critical occupations only); teacher, high school (mathematics and physical and biological sciences only); tool and die designer; tool and die maker; veterinarian.

2776, Henderson, Ways and Means Com.

Race Track Work OK for Civil Servants — Amends Chap. 254 of 1940, to exclude from prohibition against pari-mutuel racing activities by public employees, those in competitive class of classified service of State, city or civil division, other than police officer or paid employee of police department, sheriff's office or district attorney's office. S.I. 1774, McGahan, Finance Com.

NYC Pension Plan — Amends §B3-6.0, NYC Administrative Code, to extend to January 1, 1956, provision for members of NYC Employees' Retirement System to pay double normal rate of contribution to annuity savings fund for additional benefits. A.I. 2196, Savarese, NYC Com. (Same as S. 204.)

NYC Fireman's Heart Bill — Adds new §33, Civil Service Law, to provide that in NYC, condition of impairment of heart resulting in total or partial disability to uniformed member of paid Fire Department drawn from competitive civil service list after physical examination on entry into service which failed to reveal evidence of condition, shall be presumptive evidence that it was incurred in line of duty, for all purposes except workmen's compensation and labor law provisions and for payment of salary, medical and hospital expenses for injuries incurred in line of duty. S.I. 2425, Bauer, NYC Com.

Saturday Closing of County Offices — Amends §206, County Law, to provide for closing of county offices on Saturday, except that Motor Vehicles Bureau may be kept open on Saturday during January by resolution of board of supervisors. S.I. 2438, Brydges, Internal Affairs Com. Same as A.I. 2796, Sill, Internal Affairs Com.

Saturday Closing of County Offices During Summer — Amends §206, County Law, to provide that county offices shall remain closed on Saturdays during July, August and before Labor Day and that when last day for filing expires on Saturday, during period of closing, time shall be extended to next business day. S.I. 2439, Brydges, (Continued on Page 12)

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
CIVIL SERVICE LEADER, Inc.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-6919
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879.
Members of Audit Bureau of Circulations.
Subscription Price \$3.00 Per Year. Individual copies, 10c.

Employees' Legislative Program Includes Changes in Retirement, Job Security, Work-Week, Pay

(Continued from Page 1)

social forces in institutions in the Department of Correction.

15. 25 YEAR RETIREMENT — MENTAL HYGIENE (D)
 Senate McEwen 381 381 Civil Service
 Assembly Noonan 1659 1689 Ways & Means
 Provides for retirement at half pay after 25 years of service for employees in Mental Hygiene Institutions.

16. INCREASED DEATH BENEFIT (D)
 Senate Rath 1942 2065 Civil Service
 Assembly Noonan 327 327 Ways & Means
 This legislation would increase maximum ordinary death benefit from one-half to one year's salary.

17. 25 YEAR — HALF PAY (D)
 Senate Milmo 2410 Civil Service
 Assembly Noonan 328 328 Ways & Means
 Permits employees to elect to retire after reaching age 50 and completing 25 years of service with half pay retirement allowance. Requires extra contributions on the part of the employee. Increases pension part of retirement allowance to 1/100th of final average salary which, with employee's increased annuity contribution produces retirement at half pay after 25 years of service.

18. SICK LEAVE, VACATION AND OVERTIME — RETIREMENT, SEPARATION OR DEATH (D)
 Senate Anderson 1615 1697 Civil Service
 Assembly FitzPatrick, J. 462 462 Ways & Means
 Provides that unused vacation, overtime and sick leave shall be paid in lump sum upon retirement or separation from service without fault. Payment to be made to employee's Estate or beneficiary if he dies in service.

19. RETIREMENT CREDIT — VETERANS (D)
 Senate Mitchell 1937 2060 Civil Service
 Assembly Main 2377 2468 Ways & Means
 Gives retirement credit to all members of Retirement System who served in World War II or Korean conflict who were residents of the State of New York at the time of entry into military service.

20. MINIMUM PENSION (D)
 Senate Hatfield 2143 2283 Civil Service
 Assembly Noonan 1151 1163 Ways & Means
 Guarantees pension of \$50.00 for each year of service up to 30, or minimum pension of \$1500 after 30 years of service. This amount together with annuity insures retirement allowance of at least \$1800 after 30 years of service.

21. MENTAL HYGIENE — DEATH BENEFIT (D)
 Senate McEwen 382 382, 1787 Health—Reported
 Assembly Noonan 329 329 Ways & Means
 Permits employees of Mental Hygiene Retirement System to accrue interest on their contributions and to receive an ordinary death benefit if they die in service.

22. REOPEN 55 YEAR PLAN (D)
 Senate Campbell 2651 Civil Service
 Assembly FitzPatrick, J. 2772 Ways & Means
 Would reopen 55 Year Plan for present members of Employees' Retirement System.

23. MILITARY EMPLOYEES — RETIREMENT (A)
 Senate Peterson 2881 Defense
 Assembly Walmsley 3334 Ways & Means
 Permits employees of Division of Military & Naval Affairs eligible for retirement under Military Law to withdraw from Employees' Retirement System.

24. ADDITIONAL EARNINGS RETIRED EMPLOYEES (E)
 Senate Brydges 194 194 Civil Service
 Assembly Duffy 288 288 Ways & Means
 Continues provisions permitting additional contributions, borrowing and permission for outside earnings for persons retired for disability.

25. SUPPLEMENTAL PENSION — CHANGE CUT-OFF DATE (A)
 Senate Cooke, J. 1122 1161 Civil Service
 Assembly MacKenzie 1438 1459 Ways & Means
 Changes retirement date from January 1, 1954 to January 1, 1955 for eligibility to receive supplemental pension for certain retired employees.

HOURS OF WORK — OVERTIME PAY

26. TIME AND ONE-HALF (E)
 Senate Campbell 1281 1337 Civil Service
 Assembly Gordon 1643 1673 Ways & Means
 Provides that State employees who are required to work overtime shall receive time and one-half for overtime.

27. PER DIEM EMPLOYEES — HOLIDAYS (E)
 Senate Zaretski 1103 1142 Civil Service
 Assembly Brown 142 142 Ways & Means
 Allows per diem employees in State service legal holidays with pay or compensatory time off.

28. TWO WEEKS VACATION AFTER 1 YEAR OF SERVICE CIVIL DIVISIONS (D)
 Senate Austin 2350 2441 Ways & Means
 Provides that all officers and employees of political subdivisions shall receive at least two weeks vacation after one year of service.

29. 40 HOUR — 5 DAY (E)
 Senate Gordon 648 650 Civil Service
 Provides that a 5 day 40 hour week be mandatory for State employees and that overtime work authorized in addition to 40 hours be paid for in cash.

30. EQUAL PAY LOCAL WELFARE AGENCIES (D)
 Senate Metcalf 2568 Finance
 Provides that Case Workers and similar local welfare employees shall receive the same salary as is paid State Department of Social Welfare employees.

CIVIL SERVICE AMENDMENTS

31. GRIEVANCE MACHINERY
 Negotiations have been and are in progress with the new Administration relating to a complete revision of the present grievance machinery.

32. APPEALS — POWER TO REINSTATE (D)
 Senate Manning 549 549 Civil Service
 Assembly Demo 628 627 Judiciary—3rd rdg.
 Empowers Civil Service Commission to order reinstatement of em-

ployee if it finds on appeal that employee's dismissal was unjustified. Under present law, Civil Service Commission does not have the power of reinstatement.

33. RIGHT TO HEARING AND COUNSEL IN DISCIPLINARY PROCEEDINGS (D)
 Senate Rath 1505 1571 Civil Service
 Assembly Hanks 1928 1976 Judiciary
 Assembly Steingut 1558 1586 Judiciary
 Provides that all employees in competitive class shall be entitled to a hearing when charges are preferred with right to counsel and to summon witnesses. Only veterans and exempt volunteer firemen have right to hearing under present law.

34. REINSTATEMENT — HEARING AND COUNSEL (A)
 Senate Sorin 1593 1664 Civil Service
 Assembly Wilcox 1974 2022 Judiciary—Reported
 Combines provisions of No. 32 and No. 33 in one bill.

35. REINSTATEMENT — WORKMEN'S COMPENSATION (D)
 Senate Speno 2073 2212 Civil Service
 Assembly FitzPatrick, J. 1640 1670 Ways & Means
 Provides that position of employee disabled as a result of compensable accident shall not be filled permanently for two years and that after two years such employee shall be entitled to preferred list status upon recovery from the compensable disability.

36. FEES ON PROMOTION EXAMINATION (D)
 Senate Hatfield 1063 1095 Civil Service
 Assembly FitzPatrick, J. 1320 1339 Ways & Means
 Amends present law to eliminate requirement of fee for promotion examination.

37. DEPUTY SHERIFFS — COMPETITIVE CLASS (E)
 Senate Zaretski 693 694 Internal Affairs
 Assembly DeSalvio 1488 1509 Internal Affairs
 Amends county law by providing that regular Deputy Sheriffs be appointed after competitive examination.

38. REMOVALS VETERANS (E)
 Senate O'Connor 2061 2199 Civil Service
 Assembly Wilson 766 1656 Civil Service
 Provides that veterans of Korean Conflict shall have same protection against removal as veterans of World War I and World War II.

39. VILLAGE POLICEMAN — INDEFINITE TERM (A)
 Senate Preller 1749 1780 Civil Service
 Removes one year term of appointment for village policemen in competitive class and provides indefinite tenure on the same basis as now accorded other competitive class employees.

40. RECODIFY CIVIL SERVICE LAW
 Senate Preller 1677 1707 Ways & Means
 Legislation recommended by Commission to recodify Civil Service Law. Revises many sections of the Law. Not planned for passage this year.

MISCELLANEOUS

41. PUBLIC EMPLOYEES HARNESS RACING TRACKS (D)
 Senate Milmo 2571 Finance
 Assembly Noonan 3278 Ways & Means
 Removes prohibition against public employees earning less than \$7500 from accepting part time employment by Harness Racing Associations or at Harness Racing Tracks.

42. PUBLIC EMPLOYEES HARNESS RACING TRACKS (E)
 Senate Condon 585 596 Finance
 Assembly
 Permits public employees to be employed part time by Harness Racing Association or at Harness Racing Tracks.

43. MILEAGE ALLOWANCE SUBDIVISIONS (D)
 Senate Anderson 1617 1689 Internal Affairs
 Assembly Demo 627 629 Local Finance
 Amends County Law to remove maximum 8¢ per mile mileage allowance.

44. EXTENDED UNEMPLOYMENT INSURANCE (E)
 Senate Hughes 916 946 Labor
 Assembly Peet 1660 1690 Ways & Means
 Amends present law to put State employees on same basis as private industry.

45. EXTENDED UNEMPLOYMENT INSURANCE (D)
 Senate Barrett 3185 Ways & Means
 Amends present law to remove requirement that State employees must be employed continuously for one full year prior to claim for benefits.

46. UNEMPLOYMENT INSURANCE POLITICAL SUBDIVISIONS (E)
 Senate Gittleton 1306 1362 Labor
 Assembly
 Mandates unemployment insurance for employees of local subdivisions.

47. FREE TOLL RIGHTS — MANHATTAN ST. HOSPITAL (D)
 Senate McCaffrey 2269 2418 Finance
 Assembly Austin 2117 2171 Ways & Means
 Requires State to reimburse employees working at Manhattan State Hospital for toll payment on Triborough Bridge when such employees are on official business or commuting to or from work.

48. STATE TROOPERS—TAX EXEMPT FOR SUBSISTENCE (D)
 Senate Hughes 2518 2687 Finance
 Assembly McGuiness 2932 3078 Ways & Means
 Federal Tax Law permits deduction of subsistence pay pursuant to statute. This bill puts the existing subsistence allowance for State Troopers into the Law.

49. COUNTY OFFICES — SATURDAY CLOSING (D)
 Senate Milmo 2386 Internal Affairs
 Assembly Barrett 2759 Internal Affairs
 Provides for Saturday closing of all County Offices.

50. PUBLIC OFFICES — SATURDAY CLOSING (E)
 Senate Donovan 354 354 Labor
 Assembly Mohr 415 415 Ways & Means
 Provides for Saturday closing of all public offices.



This is Edward D. Meacham, director of personnel services in the State Civil Service Department. Many State employees have written in to ask "What does he look like?" Well, here he is. He'll handle a variety of services directly and indirectly concerning the welfare of State aides. Under his supervision will be such matters as time and leave rules, transfers, counselling services, possibly personnel relations. The precise limits of his job have not yet been fully determined.

9 Appointed As Aides in Engineering

ALBANY, March 7—Nine Albany area residents have been appointed senior engineering aides in the Albany offices of the State Department of Public Works. Appointees include Harold Williams of Delmar, Joseph Dee of Ravena, John McCann and Keith Trombly, both of Troy, Andrew Mironchuk of Castleton, Carl Beer of Sand Lake, and Joseph Muehleck, John McDade and Donald Fitzgibbon, all of Albany. Starting salary for the position is \$3,730.

Other appointments include Edward Friedlander of Troy as associate architect, which starts at \$8,090; Ruth Palombo of Cohoes as stenographer, starting salary \$2,450, and Ethel Hayner of Albany as typist, starting salary \$2,320.

Association Dinner

(Continued from Page 1)

The agenda includes an opening prayer by Rabbi Samuel Wolk of Albany, and a welcoming address by CSEA President John F. Powers. Following roll call, there will be reports by the officers and by committees. A number of resolutions are scheduled to come up, several of them concerned with extending the term of office for CSEA officers from one to two years. Another resolution asks a study of the feasibility of a paid executive officer for the Association.

The afternoon will be free to the delegates. Governor Harriman, introduced by John E. Holt-Harris, will speak at the evening dinner. His address will be followed by a "gridiron-type" show.

Various Groups Meet

During the course of the day, various Association groups will hold their own meetings. The Mental Hygiene delegates, the Capitol District Conference, and the Metropolitan Conference are all scheduled to meet, separately, at 5:30 p.m.

There will be a cocktail party for the Governor and official guests before the dinner.

"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

READERS have their say in the Comment column of The LEADER.

Civil Service LEADER

America's Largest Weekly for Public Employees
 Member Audit Bureau of Circulations
 Published every Tuesday by
CIVIL SERVICE LEADER, INC.
 97 Duane Street, New York 7, N. Y. BEEKMAN 2-6010
 Jerry Finkelstein, Consulting Publisher
 Maxwell Lehman, Editor
 H. J. Bernard, Executive Editor N. H. Mager, Business Manager
 10c Per Copy. Subscription Price \$1.37 1/2 to members of the Civil Service Employees Association. \$3.00 to non-members.

TUESDAY, MARCH 8, 1955

Be Sure Not to Die Before You Retire

This is the story of James X, a hypothetical civil service employee, and a member of the State retirement system. Mr. X dies at age 52, after 25 years of service. His wife and family, knowing how much he and the State had regularly paid into his retirement fund, expect that they will be able to look forward to relative comfort. Also, they know that he had four weeks of accumulated vacation time to his credit; and during the last year of his life, because his office had been busy, he had put in 85 hours of overtime. All this accumulation would add up to additional cash which the family badly needs.

Then came the shocking revelation. Under existing law, the State does not pay to the family of a deceased employee anything for his accumulated vacation and overtime. That's lost. Moreover—and this really hurts—there is no payment from the Retirement System except the return of the employee's own accumulated contribution plus interest. No payment is made from the pension reserve established by the State, no matter how many years of service the employee may have put in, or how substantial the reserve. That's lost, too.

The only thing that goes to the employee's beneficiaries, in lieu of all these losses, is a maximum of six months' salary. This is called the ordinary death benefit.

The mere statement of the problem shows how harsh the law is. There is a bill before the Legislature designed to correct the situation in part, by increasing the maximum ordinary death benefit to a year's salary after 12 years of service.

How Others Do It

There is nothing extravagant about this bill, when its provisions are compared with what is being done in other areas.

The New York City Retirement System has an ordinary death benefit of one full year's salary after ten years of service.

New Jersey now provides for members of its retirement system an ordinary death benefit of one-and-a-half year's salary, with the privilege of purchasing an additional year-and-a-half. The New Jersey system, in addition, provides a paid-up life insurance policy at no cost to the member.

The Disparity

To emphasize how great a disparity exists between those who die in service and those fortunate enough to live, take these examples:

First, consider John Y, an individual in grade 38, the highest salary grade in State service. Assume he has 45 years of service, having started his work as a youngster. Under the option Mr. Y has selected, the reserves set up by the State at the time of retirement are about \$35,000, and an additional \$35,000 if there were no deficiencies in his accumulated contributions. If Mr. Y died shortly after his retirement, his beneficiary would receive approximately \$70,000.

If, on the other hand, he were to die a few days before his retirement became effective, his beneficiary would receive the return only of his own contributions. Instead of \$35,000 as the State's part, he would get only \$6,500—that being one-half of his final year's salary. Thus, his family loses more than \$29,000 because he didn't wait long enough before dying.

Now take an employee at the other end of the scale.

Mary Z is at the maximum of grade 3, her salary at \$5,040 a year. Under present law, her ordinary death benefit would be approximately \$1,500. The reserve set up for her after 45 years of service, from the pension fund, would be probably between \$8,000 and \$9,000. The difference in the case between the half-year's salary and

(Continued on Page 7)

Comment

COUNCILMAN'S VIEW ON JOB INSURANCE

Editor, The LEADER:
 I was delighted to read the editorial in the March 1 issue of The LEADER, urging that all civil service employees be covered and protected by unemployment insurance. I agree fully with you that this be brought about. Might I suggest, however, that you should also include in your campaign workman's compensation coverage as well for all City employees. That is handled on a wholly irregular pattern in the City of New York, some being covered, some not. I, for one, believe that all employees should be protected in that way, and that the City would gain and not lose in the long run by granting such protection.

Finally, I am glad that the whole problem of social security is likewise being studied. That problem is a difficult one, because social security has to be fitted into whatever pension system is involved, and there can be no special plan proposed. But unemployment insurance and workmen's compensation should come, in any event, and without delay.
 STANLEY M. ISAACS
 Minority Leader
 City Council, NYC
 New York City

LAUDS EDITORIAL ON TRIBOROUGH TOLLS

Editor, The LEADER:
 Your splendid editorial in the February 22 LEADER (in re free toll privileges for non-resident car owners of Manhattan State Hospital) was more than appreciated by the non-resident employees and the officers of Manhattan State Hospital chapter, Civil Service Employees Association.

We feel that your article will be of great benefit in drawing wider attention to this long-suffered imposition.

Thanks a million, and God bless you.

JOHN WALLACE
 President, Manhattan State Hospital chapter, CSEA,
 New York City

SEEKS TO RECOUP LOST PENSION CREDIT

Editor, The LEADER:
 I am a veteran with three year's service in World War II, and was an employee of NYC until 1949 when I transferred to State service. I received credit for my military service in the NYC Retirement System, but lost the credit upon switching to the State retirement system. There is no way to "buy back" the military credit. I have been told.

Perhaps other State employees similarly penalized might form an organization to work toward rectification of this injustice.
 M.P.

NIAGARA POLICE PLEAD FOR 40-HOUR WEEK

Editor, The LEADER:
 You are no doubt aware from previous correspondence between us, that we, the members of the Niagara Frontier State Parks Police Force, have been for years unfairly discriminated against in the matter of a 40-hour work week which was granted to all other State Civil Service Employees under Chapter 270—Laws of 1947. This Law also provides for overtime pay where it is practical. To date we have never received any overtime pay and it has been only since last December, 1954 that our Department Head has granted us 40 hours on an experimental basis.

Over the past seven (7) years we have tried in vain to have this injustice corrected. Every member of the Legislature who sponsored, worked or voted for the Bill (Chapter 270) in 1947, states that it was intended to apply to all State Civil Service Employees. Every Department Head whom we have contacted, agrees that as State Civil Service Employees, we should be working a forty (40) hour week under Chapter 270—Laws of 1947.

Our Department is a comparatively small one, consisting of 21 men, which means that the extra man required to institute a forty (40) hour week would necessitate a very small appropriation of funds.

This year, as on several previous occasions, we are having a bill introduced in the Legislature by Senator Brydges of Niagara Falls, (Senate Intro 1855), co-

(Continued on Page 7)

MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material is gathered from communities throughout the United States.

CITIES HAVE OWN TV SHOWS

BANGOR, Me., has begun a 15-minute television program to give its citizens information every week about what is going on in their city government.

A growing number of cities are now using TV to acquaint the public with local affairs. Cincinnati, O., has a weekly show, "The City Manager Reports." Peoria, Ill., sponsored a 13-week program, "Municipal Report." "This Is Kansas City, Mo.," is the title of another city-produced TV program.

Bangor's program—"This Is Your City" costs the city nothing. A local station not only furnishes the time but also donates the services of a staff photographer who takes still shots for use as illustrations during the regular show.

The first program featured an explanation by the city manager of how the city is organized. The second one was devoted to how local laws are made, and three members of the city council appeared with the city manager to discuss how the council operates and to touch on current legislative problems. Forthcoming programs are planned to include interviews with heads of various city departments.

The city asks listeners to send in questions, and one program out of every four is spent answering.

CHECK ON HOME REPAIRS URGED

CITIES would do well to caution building inspectors to check up on neighborhood home repairs, says the American Municipal Association.

Amateur handy-men may never have heard of municipal building permits. The association warns that cities may be losing revenue as well as the right to make sure home improvements will not clash with standards set by building and housing codes or by zoning ordinance provisions.

TELEPHONE REVENUES — TAX SOURCE

A number of U. S. cities now have permission by state law to tax gross revenues of telephone companies. Fifteen major U. S. cities now impose such a tax, varying from one to five per cent.

WAYS TOLD TO SAVE WATER

"FAUCET FRUGALITY" is the regimen the Denver, Colo., water board would like the city's residents to follow.

A Denver housewife developed a program of frugal use of water. It deals only with water use in the home. Among the water-saving tactics are these:

Take showers, not baths. A tub takes 20 gallons, a shower only ten—provided you don't linger under the spray.

Wait till the dish washer is full of dirty plates and utensils before turning on the machine.

Adjust the float in the toilet tank—a tank doesn't have to be all the way full for flushing.

Replace leaky stoppers in kitchen and bathroom sinks.

Do not make a wastepaper basket or ashtray out of the toilet.

No need to run water to chill it for drinking. Keep a water bottle in the refrigerator.

Milk companies sterilize milk bottles, so there is no call to use quantities of water rinsing out milk bottles.

Use a little water to wet the toothbrush and to rinse it afterwards, but don't keep the faucet open all during brushing.

Question, Please

UNDER THE FEDERAL Civil Service Retirement System, is it true that an employee, if he resigns, still may leave his contributions on deposit, and be retired on reaching age 62? I know that in the State Employees Retirement System, and the NYC Employees Retirement System, one who is not an employee can not retire, but, on resignation, may leave his contributions on deposit only for a limited time, in case he may return to service.
 L.W.M.

Answer—The Federal Civil Service Retirement System provides that when an employee resigns, if he has more than five and less than 20 years' service, he may withdraw his contributions or leave them in; if he has longer service, he must leave them in, and, on attaining age 62 would receive a pension. Should he die before reaching age 62, the contributions would become part of his estate. If the service is less than five years he must take his contributions out, within time limit.

WHAT is the exclusion fraction I have been reading about in The LEADER, in regard to tax on retirement allowance?
 L.P.

Answer — The exclusion fraction represents the amount excluded from taxation. The difference is the amount taxed. The fraction has as its numerator the amount the employee contributed to the pension system, and as its denominator the actuarial value of his allowance. This value is determined by multiplying the annual retirement allowance by the number of years of life expectancy. The years differ, for men and women, and ages, and are found in a pamphlet the U. S. Treasury Department issues. For instance, if the multiplier is 20, and the allowance is \$1,500, the value remaining value of the allowance is \$30,000, and for \$6,000 contributions the exclusion is 1/5. This remains a steady item for the remaining years of one's life, hence limited tax exemption applies continuously. Under the former method, the employee paid tax on a small amount, but soon, usually within three years, the limited exemption expired, because he has used it up, and thereafter he paid tax on the full allowance. What hurts present pensioners is that they are called on now to pay a tax on a much higher amount than previously, provided they still would have had some residual exemption under the former method.

'Catastrophe' Insurance Advocated by State Group

ALBANY, March 7 — Movement to secure "catastrophe" insurance for 50,000 members of the CSEA was launched by Commerce chapter, CSEA, at its luncheon meeting March 1 when more than 100 members approved the plan and passed three resolutions calling for action by the Capital District Conference and the parent body.

The resolutions were presented by the chapter's insurance committee after several months of study. The "catastrophe" insurance takes over where normal health, accident policies and hospitalization plans leave off, according to the committee's report.

What It Does

"This type of insurance provides for long-drawn illnesses, extensive surgery or similar large medical costs beyond the limits of hospitalization-surgical policies," said Alfred Basch, committee member, in presenting the report.

The insurance will operate on the group system with rates based on the number of clients. It is possible for a single chapter to secure the protection.

Considered a 'Fringe' Benefit

The three resolutions will be presented at the Association's annual meeting in Albany, March 10 and later to all five conferences.

One of them provides for employer participation, a fringe benefit now provided by many of the nation's larger industrial concerns. In the case of the CSEA, the State would be the participating employer and it would be possible for clients to pay their share through the payroll deduction system.

The resolutions: No. 1 — Whereas a major compensation factor for the relatively low pay of State employees has historically been greater stability of employment and superior fringe benefits such as pensions, sick leave, paid vacations and holidays;

And whereas, in recent years, improvement in fringe benefits by private employers have progressed to the point that their employees enjoy benefits contributing to their security and superior in many respects to those of State employees, such as non-contributory pensions, social security including survivorship benefits and employer-financed or partially-financed life, health and hospital-

ization, as reported by the U. S. Bureau of Labor statistics in their Bulletin 1113, a study of Wages and Related Benefits, 40 Labor Market Areas, 1951-1952:

The Resolutions

The three resolutions provide:
1. The Civil Service Employee Association should make every effort to obtain contributions by the State government toward the cost of group life, hospitalization, surgical and other types of group insurance.

2. The CSEA should contract for its members with the insurer offering the most attractive group "catastrophe" insurance coverage.

3. If a program of catastrophe insurance is instituted, the administration should be induced to share the cost, and the employee's share should be by payroll deduction.

The insurance committee of the Commerce chapter consists of Walter Willetts, chairman, Harold Rubin, Edward Applebaum, James E. McGrath, and Alfred Basch.

Guest speakers at the Commerce luncheon were Lawrence T. Kerwin, president of the Capital District Conference, and Commerce Commissioner Edward T. Dickinson.

Comment

(Continued from Page 6)

sponsored by Assemblyman Curto (Assembly 2362), to grant us a forty (40) hour work week.

We plead with you to give this bill your favorable approval so that we and our families may finally be permitted to enjoy the benefits of a forty (40) hour week, which all of our fellow workers in New York State Civil Service have been enjoying since April, 1947.

JAMES MACKAY
DOMINIC CONTI
Niagara Falls, N.Y.

CHEMICAL SOCIETY ATTACKS LOW STATE SCIENCE PAY

More than one-third of the junior chemist positions in New York State government laboratories are unfilled because the salaries are too low, reports the American Chemical Society.

REPRESENTATIVES' PAY RAISED 50 PER CENT

WASHINGTON, March 7—President Eisenhower signed a bill raising the pay of members of the House of Representatives to \$22,500 from \$15,000. Federal judges and officials got raises, too.

THE STATE SCENE

STANLEY KOLLIN, architect of the reorganization plan for the State Civil Service Department, has been upped via the reclassification route to a principal examiner of methods and procedures spot at \$8,090 a year.

THE DAILY PRESS missed the Desmond story recently, when the Newburgh Republican called for a \$10,000 State appropriation to finance a new counselling service for State workers, to prepare them for retirement.

DR. GEORGE JAMES has left his State Health Department post as Assistant Commissioner for program development for an Ohio post — city health officer at Akron.

A RECENT OPINION by the Comptroller's Office lists employees of a village public library as generally regarded as "village employees," but says it's a "moot question" whether the power to fix vacations for such employees is held by the library board or the village board.

WORD from the Comptroller's Office is that special attention is being paid to the type and kind of long distance phone calls being

made by State employees. The orders are to detect misuse of calls.

THESE State employees received non-competitive promotions recently: Robert MacGregor, as an associate in science education, Education Department; Valory Siniapkin, senior building construction engineer, Mental Hygiene; Lawrence J. McGrath, bail clerk for the Queens County District Attorney's Office.

LOCAL and county public welfare employees should draw higher pay, according to Robert Quinn, recruitment representative of the State Civil Service Department. Mr. Quinn voiced this view at a recent meeting of the New York Public Welfare Association in Albany.

PATROLMEN CANDIDATES VISION TRAINING

For Night Requirement Tests

Dr. A. A. Markow

OPTOMETRIST — OPTHALMIST

5016 12th Ave., Brooklyn

By Appointment UL 2-2146

DO NOT DIE BEFORE YOU RETIRE

(Continued from Page 6)

the accumulation would be between \$6,500 and \$7,500. To Miss Z's family, that's a tremendous loss.

Why the death of a faithful employee should wipe out the funds which the State has accumulated for him—this is something which an actuary might understand, but not ordinary mortals.

The bill designed partially to correct the injustice has been sponsored by the Civil Service Employees Association. It was introduced in the Senate by Mr. Rath (Intro. 1942, Print 2065), and in the Assembly by Mr. Noonan.



America's Largest
Clothier with
America's most
convenient way to
buy now—pay later!

Just charge it and take

6 MONTHS TO PAY

with no down payment

WANT A GOOD JOB — FAST?

Our plans call for the addition of one or two more men to our staff this year. These men will be given a good salary to start and will be trained in estate planning, tax, business and life insurance.

Following is a short history of some of the men in our organization:

- A—started December 15, 1945 at \$325 per month. Now earning \$2,180 per month.
- B—started July 15, 1950 at \$250 per month. Now earning \$1,750 per month.
- C—started February 1, 1952 at \$325 per month. Now earning \$840 per month.
- D—started September 1, 1952 at \$400 per month. Now earning \$635 per month.
- E—started October 1, 1953 at \$300 per month. Now earning \$500 per month.

Our new men now start at a salary—not commissions—ranging between \$300 and \$600 per month depending upon their qualifications.

Our men are carefully screened through tests like civil service tests before they are hired. We are not at all interested in a man the public would call an "insurance salesman."

If you know any men between the ages of 28 and 40, married, with one or two children and who are dissatisfied with their present positions or who are economically disturbed, have them call for an appointment.

Continental-American
Life Insurance Co.
135 Broadway
New York 6, N. Y.
Digby 9-0303



under our modern plan...
**CIVIL SERVICE EMPLOYEES
QUALIFY for SAVINGS up to 30%
on Auto Insurance**

(Capital Stock Company . . . not affiliated with U. S. Government)

GOVERNMENT EMPLOYEES Insurance Company

GOVERNMENT EMPLOYEES INSURANCE BUILDING, WASHINGTON 5, D. C.

Name _____ Age _____ Single Married (No. of Children _____)

Residence Address _____ Occupation _____

City _____ Zone _____ County _____ State _____

Location of Car _____

Year	Make	Model (Dts., etc.)	No. Cyl.	Body Style	Cost	Purchase Date	<input type="checkbox"/> New <input type="checkbox"/> Used

1. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work? _____ One way distance is _____ miles.

(b) Is car used in any occupation or business? (Including to and from work) Yes No

3. Estimated mileage during next year? _____ My present insurance expires _____ / _____ / _____

4. Please include information on Comprehensive Personal Liability Insurance. 919

MAIL TODAY FOR "RATES"—No obligation!

GOVERNMENT EMPLOYEES Insurance Company's statistics prove that Civil Service employees are better than average drivers and deserve lower auto insurance rates.

Our modern plan qualifies you for savings on your automobile insurance of up to 30% below

OVER A QUARTER MILLION POLICYHOLDERS . . . OVER \$30,000,000 IN ASSETS

manual rates. You deal directly with the Company and eliminate the added expense of soliciting agents and brokers.

Wherever and whenever you need service, over 550 professional claims adjusters are ready and waiting to help you 24 hours a day. Send for rates on your car.

Exams Now Open

The following exams for State Jobs are now open for receipt of applications by the State Civil Service Department.

Applicants must be U.S. citizens and residents of New York State, unless otherwise indicated.

Apply, in person or by mail, to Civil Service Department offices in NYC, Albany and Buffalo. Last day to apply given at end of each notice.

STATE

Open-Competitive

2028. **THRUWAY TOLL COLLECTOR**, \$2,870 to \$3,700. No educational or experience requirements. Fee \$2. (Friday, April 15.)

2029. **PRINCIPAL PLANNING TECHNICIAN**, \$7,690 to \$9,340; one vacancy in Albany. Open to all qualified U. S. citizens. Requirements: (1) bachelor's degree, with specialization in public administration, municipal government, or zoning and planning; (2) three years' administrative experience on planning and zoning problems; and (3) either (a) four more years in research or administrative work, or (b) 60 graduate hours in political, statistics or economics, or (c) 48 graduate hours in public administration, municipal government, or zoning and planning, or (d) equivalent combination of graduate study and experience. Fee \$5. (Friday, April 15.)

2030. **ASSOCIATE PLANNING TECHNICAL**, \$6,250 to \$7,680; one vacancy in NYC. Requirements: bachelor's degree with specialization in public administration, municipal government, or zoning and planning; (2) two years' research or administrative work on planning and zoning problems; and (3) either (a) three more years' experience, or (b) 30 graduate hours in political science, statistics or economics, plus 1½ more years' experience, or (c) 30 graduate hours in public administration, municipal government, zoning and planning, plus one more year's experience, or (d) equivalent combination of graduate study and experience. Fee \$5. (Friday, April 15.)

2031. **ASSISTANT LIBRARIAN (LAW)**, 4th Judicial District, \$5,113; one vacancy in Rochester. Open only to residents of Allegany, Cattaraugus, Cayuga, Chautauque, Erie, Genesee, Herkimer, Jefferson, Lewis, Livingston, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Seneca, Steuben, Wayne, Wyoming and Yates counties. Requirements: (1) bachelor's degree, with 30 hours in library school; and (2) either (a) bachelor of law degree or equivalent, or eligibility to take State Bar exam, or (b) two years' experience in law library of at least \$0,000 volumes, or (c) one year's experience in such library and two years of law office experience, or (d) one year in law library and two years of law school study, or (e) equivalent. Fee \$5. (Friday, April 15.)

2032. **TOLL COLLECTOR**, State Bridge Authority, \$2,918 to \$3,602. Vacancies at Bear Mountain and Mid-Hudson Bridges. Fee \$2. (Friday, April 15.)

2033. **STEAM FIREMAN**, \$2,870 to \$3,070; 69 vacancies throughout the State. Requirements: either (a) one year's experience in operation or maintenance of high pressure steam boilers burning oil, coal or gas; or (b) one year's experience in operation or maintenance of low pressure steamboilers burning oil, coal or gas, and completion of course in fundamentals of stationary engineering. Fee \$2. (Friday, April 15.)

2034. **TELEPHONE OPERATOR**, \$3,320 to \$3,040; 19 vacancies. Requirements: six months' experience in operation of telephone switchboard. Fee \$2. (Friday, April 15.)

2900. **UNEMPLOYMENT INSURANCE CLAIMS CLERK**, \$2,870 to \$3,700. Jobs with Division of Employment, Department of

Labor. Requirements: one year's specialized work experience demonstrating ability to meet and deal with people; and (2) four years' general business experience. High school study may be substituted for general business experience on year-for-year basis. Completion of 39 college credits may be substituted for one year of specialized work experience. Fee \$2. (Friday, April 15.)

ACTIVITIES OF EMPLOYEES IN STATE

Bowling, Basketball News at Central Islip

CENTRAL ISLIP, March 7—Patients and employees of Central Islip State Hospital have been treated to top-notch bowling and basketball matches in recent weeks.

The five top bowlers in the hospital's bowling league competed with champion Graz Castellano, the first man to roll a perfect game on the TV Bowling Series. Mr. Castellano, associated with Wagner-Adler Bowling Supply Co., thrilled the patients with fancy trick shots.

Other exhibitions have been scheduled for the near future.

The Patient Team and the Recreation Big Five competed in the first half of a twin-basketball bill, which also saw the hospital's senior students and general affiliate nurses matched against the OT and RT Little Five. There was dancing between the halves of both games, to the music of the patients' band.

The following day, the recreation departments of Central Islip and Kings Park State Hospital engaged in a well played bowling match at Larkfield Lanes, East Northport.

"The teams were mixed to afford a chance for all present to participate in this friendly exhibition of skill and luck," Joe Perillo, CI chapter president, reports.

P.S. Kings Park emerged victorious, but CI bowlers say "Wait til next time."

Creedmoor Chapter To Meet March 16

QUEENS VILLAGE, March 7—Creedmoor State Hospital chapter, CSEA, will meet at 8 P.M. on March 16 in the social room. All chapter officers and candidates for office are urged to be present.

Representatives of building and services are requested to return all ballots to chapter secretary, Mrs. Helen C. Peterson, Building M O.T., not later than 5 P.M. on Tuesday, March 15.

Napanoch Program Praised by Visitors

NAPANOCH, March 7—The highest praise was accorded the rehabilitation work at Napanoch Institution by seven distinguished visitors—one of the U. S.'s foremost penologists and six penal experts from Egypt.

"A really unique correctional institution," was the comment of Sanford Bates, the American expert.

"If there were more institutions conducted along this line," he said, "we would not, I am sure, have the unthinking demand on the part of the public that 'prisons be abolished.' When institution life becomes necessary, for men whose delinquencies stem largely from the fact they have not had an equal chance in life, a place like Napanoch would seek to give a partial answer.

"The balance of the answer," he added, "will have to be given by the community outside, if, and when, these inmates are given another chance."

Mr. Bates is a former head of the Federal prisons, former Chairman of the New York State Parole Board, and former New Jersey Commissioner of Institutions and Agencies.

Colonel Yassin El Refale, director of inmates department for the prison administration at Cairo, Egypt, said that he and his fellow countrymen "leave the institution imbued with the idea that a great deal can be done for the delinquent boy and adult criminal."

The other visitors were Brigadier General Shoukri, assistant director general of Egypt's prison department; Captain El-Rafale, officer in Oiza Central Prison; Captain Sayed, third in command, Alexandria Central Prison; Abd El-Latif, engineer in industries de-

partment, and Captain Salah, military secretary to the general director.

Major Thomas J. Hanlon is superintendent of Napanoch Institution, operated by the State Department of Correction for male defective delinquents.

Helen Musto Addresses Biggs Chapter Meeting

ITHACA, March 7—At a meeting of Biggs Memorial Hospital chapter, Ithaca, on February 24, Helen Musto, past president and executive secretary of the Central New York Conference, spoke on "What Is the Central Conference." Miss Musto outlined the work of the Conference and education committee, of which Raymond Castle of Syracuse is chairman.

President Edgar Graham reported on the recent meeting of the Central Conference.

Members discussed TB-Service, hazardous pay, 40 hour and split-shift week in institutions. Reports of committees included "sunshine fund" for employees.

Among new members to join the chapter are: Joseph J. Parker, Jeannette Haire, Jane Watros, Alma C. Rouch, Richard Caward, Stanley R. Les, Pearl M. Messenger and Ana Sincebaugh.

Edgar Graham will attend the annual dinner meeting in Albany, and expects to attend the meeting of Health Department delegates. (Continued on Page 9)

Typewriters Rented for Exams ZENITH

34 East 22nd St. SP 7-4930
TYPEWRITERS RENTED For Civil Service Exams. We do deliver to the Examination Rooms. All makes. Easy terms. Adding Machines. Mimeographs. International Typewriter Co., 240 E. 80th St. RE 4-7900 N. Y. C. Open till 6:30 p.m.

STATE ELIGIBLE LISTS

(Continued from Page 5)

Eligibles 251 to 260

Scores 85.90 to 85.50

Hoffman, Harry, Forest Hills; Smith, Edwin, Middletown; Wiard, William, Amityville; Denny, Harry, Bronx; Joseph, Dorothy, Brooklyn; Lange, Edward, Albany; Larney, Agnes, Watertown; Barabas, Andrew, Islip; Pasquale, Concetta, Binghamton; Besmanoff, William, Brooklyn.

Eligibles 261 to 270

Scores 85.50 to 85.05

Rosetti, Winifred, NYC; Licht, Frederick, Lake George; Shannon, Walter, Canton; Magram, Herbert, Bronx; Moroz, Edward, Amsterdam; Goldstein, Bernard, Bronx; Hoyt, Vernon, NYC; Hirshout, Herman, NYC; Cohen, Arthur, Brooklyn; Murray, Thomas, Sparrowbush.

Eligibles 271 to 280

Scores 84.90 to 84.50

Karhan, Hary, NYC; Wayne, Marvin, Brooklyn; Baker, Ivah, Binghamton; Dellorto, Fred, Brooklyn; Wohltmann, C. H., Dongan Hills; Shepard, Bernice, NYC; Lax, Jay, Brooklyn; Lowinger, Rudolph, Brooklyn; Metzger, Louise, White Plains; Leone, Clarence, Brooklyn.

Eligibles 281 to 290

Scores 84.50 to 83.70

Hanna, William, Rochester; Deasy, John, Astoria; Sanders, Mary, Hamburg; Russom, Robert, Mechanicsville; Garvey, Charles, Auburn; Browne, Cyrille, Brooklyn; Joyce, Clement, Binghamton; Egan, Charlotte, Rochester; Touchette, Edgar, Whitehall; Bentz, Milton, Whitestone.

Eligibles 291 to 300

Scores 83.70 to 82.80

DiPrima, Amedeo, Rochester; Federgreen, B. J., Brooklyn; Elenko, Irving, Kew Gardens; Bernstein, Milton, Kings Park; Elder, Margaret, NYC; Moyer, Paul, NYC; McLeod, Aletha, Brooklyn;

Beers, Donald, Blooming Grove; Browning, Hester, Syracuse; Jennings, Robert, NYC.

Eligibles 301 to 310

Scores 82.65 to 81.20

Callan, Charles, Bronx; Young, Doris, Buffalo; Bigelow, Auden, Mattituck; Clarke, Hugh, L. I. City; Zinn, Sidney, Flushing; Marone, Patrick, Batavia; Shinder, Seymour, Brooklyn; Quinian, James, Amsterdam; Levinson, Julius, Brooklyn; Noland, Roberta, Binghamton.

Eligibles 311 to 320

Scores 81.20 to 79.20

German, Robert, Endwell; Imrie, Gordon, NYC; Tanenbaum, Max, Brooklyn; Finkel, Saul, Brooklyn; Brandon, James, NYC; Hughes, Kathleen, Buffalo; Kesttenbaum, Morris, NYC; Swart, Irving, Little Neck; Shapiro, Jay, Far Rockaway; Natale, Julie, Brooklyn.

The Terrace

3111 OCEAN PARKWAY
Brooklyn's Most Unusual Ballroom



FOR AN EXQUISITE RECEPTION

"SPECIAL RATES FOR WEDDING BREAKFASTS"

ESplanade 2-7400

Open 12 Noon to 10 P.M.

STUDY THE BOOK RAILROAD PORTER

SIMPLE STUDY MATERIAL; EXAM QUESTIONS AND ANSWERS TO HELP YOU PASS THE TEST. EXAM IS NOW OPEN.

Price \$2.00

LEADER BOOK STORE

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

PHOTO by Con Edison



Big Penny. You may think a penny's "just peanuts" today . . . but it still buys a lot of electricity. For example, 1¢ will run your TV 2¼ hours . . . or your refrigerator 6 hours . . . or your electric clock for more than 4 days. Con Edison electricity does so much . . . costs so little!

TYPEWRITERS for RENT
for CIVIL SERVICE EXAMS
for HOME USE
LATE MODELS
BEST OF SERVICE
ALBRIGHT'S
833 Broadway, N.Y.C. N.Y. AL 4-4828

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 8) with Dr. William Siegal, on March 8.

Mrs. Ruth Lear represented the chapter in Albany on March 2, at the Conference on TB-S differential.

News of Employees At Brooklyn State

BROOKLYN, March 7 — President Emil Impresa and delegate Arnold Moses will represent Brooklyn State Hospital chapter at the CSEA and MHEA meetings in Albany this week.

In a letter to William J. Farrell, chairman of the nominating committee, Mr. Moses stated that, at the present time, he definitely would not be a candidate for election to any chapter office.

The journal committee is seeking assistants to aid this function. Contact Frank Cole, committee chairman.

Mr. Impresa reminds all members who have not done so, to pay their dues as soon as possible. This will avoid confusion and double billing for the chapter and the Association.

Congratulations to Richard Morgan on his promotion to staff nurse and to Frances Bennett, a new employee.

Mrs. Fred Ross, Mr. & Mrs. Emil Alberts, Mr. and Mrs. Lee Underwood, all in Florida; and Archie Miller in Bermuda.

Recent visitors were: Mary Boddey Laterza, still on a maternity leave, and John Shoemaker, R.N., from Broadacres.

Returned from recent leaves were: Josephine Pinder, Maxie Morris, Pura Vega and Leonard Labita.

The chapter wishes Albert Dennis and Pasquale Cappacio, who resigned, best of luck on their new jobs.

Convalescing last week were: Pauline Bonas and Charlotte Sherlock.

Bowling Belles At Kings Park

KINGS PARK, March 7 — Latest reports on the doings of the Kings Park Women's Bowling League show that for February 17 and 18 Kline's team held first place. Second to eighth spots are held by Chermak's, Nasso's, Bill's Food Center, Baker's, Fire House, Bob's and Okst's.

Nasso's hold the high team title both for single game, 705, and

for highest score of three games, 1,955.

The highest individual game was bowled by G. Olofsson and the highest three games by E. Smith.

Deepest sympathy is extended to Helen Bradley of Group 5 Female on the loss of her mother.

Mr. and Mrs. A. Janicek are vacationing in Florida along with Mr. and Mrs. J. Janicek.

Edith Teece has resigned after many years of service. Everyone wishes her much happiness and the best of luck.

Thanks to the splendid cooperation of all of the employees, the First Annual Scholarship Fund Drive was a great success. Mrs. Lyons won a watch while Mrs. Maloney was the winner of a clock-radio.

This year the Nurses' Alumni Association decided to initiate a yearly scholarship to be given to a member of the graduating class of the Kings Park Central High School. This scholarship will consist of a sum not to exceed \$300 for a period of three years.

All nurses are urged to join the Alumni Association now.

Around the 'Big Town' With DE Employees

NEW YORK CITY, March 7 — Birthday greetings are extended to the following Division of Employment staff members of L.O. 610: Emma Gilbert, March 1; Charles Cressy, March 2; Edith Plaza, March 9; Edith McGrath, March 11; Sid Goldberg, March 15; Frank Goldberg, March 28.

Sally McQueen of the Shipyards Office is once again a grandmother. To look at her you would never believe it.

Kay Armeny is seriously considering a position as a ski instructor in a fashionable Vermont resort.

Fred Gelson of L.O. 710 is being transferred to the Brooklyn Needle Trades Office. Martin Donnenfeld of L.O. 730 is being transferred to the Manhattan Needle Trades Office.

Staff welcomes back from vacation Helen Green and Lena Tersillo of L.O. 730. It's good to have Lou Sharfrank of L.O. 730 back after his short illness.

Etta Steinman, CSEA Local Office representative of L.O. 115, has just returned from a Florida vacation. Stella Ederlin of the same office is off on a Mexican tour.

Staff of L.O. 115 wishes a speedy recovery to little Donald Feldman, son of Mrs. Geraldine Feldman.

Law Makers 'Consider' Free Toll Bill for Manhattan State Aides

NEW YORK CITY, March 7 — Members of the State Legislature have told Manhattan State Hospital chapter, CSEA, their utmost consideration will be given to the free toll bill for non-resident car owners at the hospital. The bill provides for free passage on the Triborough Bridge to and from work. Every legislator received a letter from the chapter's free toll committee urging support of this and other employee legislation.

Individual chapter members are urged to write their State Senators and Assemblymen on behalf of the free toll measure.

Charles R. Culyer, CSEA field representative, stressed the need for a strong organization, when he spoke before the chapter's membership committee on March 2. He noted that of all the so-called organizations on behalf of State workers, only the CSEA gave complete and well planned assistance to employees at the appeal hearings.

Renewals of chapter membership keep pouring in. The total is now 386.

Among new members who joined in a two-week period are: Juanita J. McGill, Sidney Smith, Henry Kalthoff, Ann Shanahan, Alice Gorman, Helen Isby and Theresa Heneghan. Welcome.

Buildings and departments represented at the meeting were: powerhouse, engineering, laundry, New Branch, occupational therapy, physio-therapy, bakery, School of Nursing, Kitchens 1 and 3, business office, stenographers, Main, Mabon and Keener Buildings, laboratory, nurses, and patrolmen.

Get well wishes to Sarah Gynan, Jim McGee, Alfred Carroll, Herbert Bunn, Anne Martyn, Catherine Coone and Josephine Dwyer. Welcomed back after recent illnesses were Mary Mullen of

Kinnecutt Building and M. Geraghty.

Mr. and Mrs. William Oshinsky are enjoying their Florida vacation, according to the card recently received.

Shirley Horn, popular dietitian, is on maternity leave. All join in hoping her wish for a girl comes true.

The Blood Bank is running low. Volunteer donors are urgently requested to contact the chapter.

The chapter would appreciate it if CSEA chapters in metropolitan area State institutions supported the inclusion of Patrick Geraghty's name on the Association Memorial Plaque. Write to Charlotte Clapper at Association headquarters, Albany, and send a copy of the letter to Manhattan State.

NYC Chapter Gains Three New Members

NEW YORK CITY, March 7 — New York City chapter, CSEA, continues its drive for new membership. The newest members are Charles V. O'Neill, Joseph Schwartz and Juliette B. Vargas.

Sam Berman, principal clerk, Collection Bureau, Tax and Finance, is convalescing at home after an operation.

Condolences to Marvin Goldblatt, attorney in the Collection Bureau, Tax and Finance, on the death of his mother, and to the family of Judge Thomas L. Corcoran, chapter member who died February 24.

Important announcement coming in this column. Watch for it!

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

Course Set for Claims Examiner Promotion Test

A series of lectures by outstanding authorities is being sponsored by the New York City chapter of the Civil Service Employees Association to aid candidates in the April 16 promotion exams for senior unemployment insurance claims examiner, unemployment insurance manager, assistant employment security manager, and employment security manager.

The lectures will be held in Room 659, at 80 Centre Street, Manhattan, on Monday and Wednesday from 6:30 to 8:30 P.M.

Fee is \$2 for the entire series. Those wishing to register are asked to call Miss Esposito, at the NYC chapter office, 80 Centre Street, Room 905, telephone COrtland 7-9800, extension 319.

SEYMOUR HALPERN BECOMES LABOR RELATIONS ARBITER

Seymour Halpern, former State Senator widely known for his interest in civil service legislation, has been named impartial chairman of labor relations for the moving and storage industry. He will interpret contacts involving members of the International Brotherhood of Teamsters. Mr. Halpern was defeated in a campaign for a congressional seat last fall.

608 FEWER NYC JOBS HELD BY PROVISIONALS

The number of provisionals in NYC employ on March 1 was 608 fewer than on February 1. The total is 8,839. If temporary jobs are included, the total number is 10,348.

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside."

Fast Hiring For These U. S. Jobs

Opportunities exist for getting hired fast for the following U.S. jobs open in NYC and vicinity. Starting pay is cited.

2-19-5 (54). ENGINEER, \$5,060 to \$7,040. Fields: aeronautical; aeronautical research, development and design; architectural; electronics; fire prevention; general; hydraulic; industrial; internal combustion power plant research, development and design; marine; materials; mechanical; naval architecture; ordnance; ordnance design; safety; structural. Requirements: competition of four-year professional engineering curriculum, or four years of technical engineering experience plus 1 1/2 to 3 1/2 years of engineering experience.

2-25-1 (53). CONSTRUCTION INSPECTOR (DREDGING), \$3,410. Requirements: three years of general experience as a workman on waterways and construction plus one year's experience as a foreman, superintendent or inspector of dredging activities.

2-88. STENOGRAPHER, \$2,750 to \$3,175, and TYPIST, \$2,500 to \$2,950. Requirements: pass a writ-

LIQUIDATION PRICES SLASHED Our cost and below on all appliances and gift items in stock. Contact us at once for best selection. Bring this ad for free gift. Municipal Employee Service 15 Park Row Suite 428-431 CO 7-5390

SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

Never Finished High School? Looking for Better Pay?

NOW YOU CAN GET THE EQUIVALENT OF A High School Diploma

• IN ONLY 90 DAYS! • NO CLASSES TO ATTEND for only \$9.95

A Diploma Opens Up New Opportunities!

If you are one of the thousands who do not have a high school diploma — if you had to quit school to go to work or into the Armed Forces — or if you are foreign-born and never had a chance to attend school at all — here's the opportunity you've been waiting for! Whether you've ever attended High School or not — you can now get a HIGH SCHOOL EQUIVALENCY DIPLOMA in a few short weeks — without going to any classes!

And what a difference a diploma makes in your life! It means you can apply for countless good jobs that are now closed to you... thousands upon thousands of Civil Service Jobs! If you want to earn more money by learning a new trade or vocation, you find that most vocational schools want students with diplomas! And — more and more — private employers are demanding high school diplomas before they will even interview you! So make up your mind now to get that diploma! Add \$20, 30, \$50 a week to your pay check... by qualifying for a high-salary job that requires a high school diploma!

How To Get Your Diploma Without Going to High School!

In New York State, the State Department of Education offers anyone who is over 21 not now attending High School, and who satisfactorily passes a series of 5 examinations a High School Equivalency Diploma. But you must pass the first time or you will have to wait another year before you can take the test again! And if you fail the second time, you do not get another chance! So you see, it's vitally important to pass the first time! But your State does not trap you for this test! That's entirely up to you... and here's how the Arco High School Equivalency Diploma Course can help you!

Our Course consists of 25 easy-to-understand lessons. Study them in your spare time. Go as fast or as slow as you like. These lessons help you where you need it most — prepare you for all the subjects you must know to get your Diploma. Whatever it is you need to learn — or just "brush up on" — you'll get it in this famous home-study Course. There are preliminary exams in spelling, grammar, literary interpretation, scientific materials, math, reading comprehension, etc. to show you where your weak spots are. So you need only study what you do not now know. The Course also includes

- Priv. Employers High School Equivalency Diploma Fully Recognized By: • Civil Service Commissions • Leading Universities & Colleges — N. Y. U., etc. • Trade Schools

reviews and final check-up exams to determine when you are ready to take the State test... and when you do take it, the chances are you'll pass with flying colors... because you've had expert help in preparing for it! And then you'll be the proud possessor of a High School Equivalency Diploma... a diploma fully recognized by Federal, State and Local Civil Service Commissions, by private employers, trade and vocational schools, colleges, etc. Think of it! Just a few hours of your spare time now may actually mean thousands of dollars to you in the near future!

SPECIAL OFFER SAVES YOU \$40! And here's the best news of all... the low, low price of this Arco Course. Thousands of happy, successful men and women actually paid \$50 for the same identical course which you can now get for only \$9.95! That's right! — only \$9.95 complete. And you don't risk anything to examine it. Send no money — just the coupon. On arrival, pay postman only \$9.95 plus small postage charges. That's all... this regular \$50 Course is all yours! But you don't have to keep it. If you are not completely convinced that it will help you get a High School Equivalency Diploma — return the Course and we'll refund your money. So don't put off! The sooner you get started, the quicker you'll receive your Diploma... and the quicker you'll qualify for a better-paying job, a happier life. Mail coupon NOW.

ARCO PUBL. CO., 480 Lexington Ave., N. Y. 17

Arco Publ. Co., Dept. L10 480, Lexington Av. NY 17
Name
Address
City
State
Zip
SAVE MONEY! Save \$40 now as we pay \$50 postage handling 10-day money-back guarantee.

DOBB'S HATS
Just Received Shipment All Sizes All Colors
MEN SAVE MONEY
THIS FALL!
ABE WASSERMAN Can Give You Value!
Nationally Advertised Brand Hats
of the finest quality up to \$10 FOR ONLY \$3.50
LATEST STYLES & COLORS
You Can Save Money at
ABE WASSERMAN
CANAL ENTRANCE: 40 BOWERY ARCADE and 16 Elizabeth St. Opp. New Entrance to Manhattan Bk Telephone WOrth 4-0216. Take 3rd Ave. Bus or "L" to Canal St. Open Until 8:30 Every Evening. Remember For Your Convenience OPEN SATURDAYS TO 3 P.M. Also Cleverly's Black Hats at \$3.50

Bills in Legislature

(Continued from Page 12)

Lowable service rendered on or after October 1, 1920. A.I. 2753, Austin, NYC Com. (Same as Fr. A. 2268 of 1954.)

Age 55 Retirement — Amends §60-a, Civil Service Law, to permit member of State Employees' Retirement System by notice filed on or before September 30, 1955, to elect to contribute on basis of retirement at age 55. A.I. 2772, Fitzpatrick, Ways and Means Com. (Same as S. 1714; A. 2127.)

Veteran Preference — Amends §6, Art. 5, Constitution, to strike out provision that veteran of U.S. armed forces for preferences in civil service appointments and promotions must be resident of State at time of entrance into U.S. armed forces. A.I. 2855, Brennan, Judiciary Com.

Armory Pay — Amends §188, Military Law, to allow Armory employee allocated to salary grade, additional increment if he received salary equal to or in excess of maximum salary for any fiscal year ending in 1950, 1951 or 1952, and has rendered five years of service after reaching total salary in position in same salary grade. A.I. 2905, Hanks, Ways and Means Com. (Same as S. 2380.)

NYC Fireman's Heart Bill — Adds new §33, Civil Service Law, to provide that in NYC, condition of impairment of heart resulting in total or partial disability to uniformed member of paid Fire Department drawn from competitive civil service list after physical examination on entry into service which failed to reveal evidence of condition, shall be presumptive evidence that it was incurred in

line of duty, for all purposes except workmen's compensation and labor law provisions and for payment of salary, medical and hospital expenses for injuries incurred in line of duty. A.I. 2917, La Pauci, Civil Service Com. (Same as S. 2425.)

Filling of NYC Fire Vacancies — Requires NYC to fill from appropriate eligible list, vacancies existing in competitive class in Fire Department within 90 days from date of vacancy and forthwith when vacancy exists in rank other than that of fireman and has been temporarily filled by person in lower rank for cumulative period of four months. A.I. 2941, Monteleone, NYC Com. (Same as S. 2481.)

Local Public Welfare Pay — Amends §20, Social Welfare Law, to authorize State to deny State reimbursement to public welfare districts or any city or town thereof for failure to pay employees salaries at least equal to minimum salary paid by State to its employees performing similar duties. S.I. 2568, Metcalf, Finance Com.

Race Track Employment — Amends Chap. 264 of 1940, to provide that restriction against public employees being employed at harness racing track, shall not apply to those whose compensation is less than \$7,500 a year. S.I. 2571, Milmoie, Finance Com. Same as A.I. 3278, Noonan, Ways and Means Com.

Court Attendance — Amends §88, Criminal Code, to permit judge of New York County Court of General Sessions to appoint attendant who shall be classified as court attendant after 10 years' service, and shall retain classification after death, resignation or retirement of judge. S.I. 2578, Mitchell, Codes Com. (Same as A. 2857.)

20-Year Police Retirement — Amends §88, Civil Service Law, to

permit officers and members of organized police departments to retire after 20 years of total creditable service or at age 60, if they are members of State Employees' Retirement System. S.I. 2589, Rath, Civil Service Com. (Same as A. 1901.)

Supplemental Pension for Local Aides — Amends Chap. 319 of 1952, to define local retired employee for purpose of supplemental pension, to mean person who retired before January 1, 1955, instead of 1954, and to include beneficiary of deceased member of municipal pension of retirement plan or system who receives retirement allowance or pension of less than \$1,200 and who is 60 years of age or over. S.I. 2590, Santangelo, Civil Service Com. Same as A. 2969, Phipps, Ways and Means.

NYC Transit Retirement — Adds new §83-46.1, NYC Administrative Code, to provide for retirement after 20 years' service as motorman or conductor for NYC Transit Authority, of member of City Employees' Retirement System on making contribution therefor. S.I. 2633, Baume, NYC Com. Same as A.I. 3199, Curto, NYC Com.

NYC Sanitation Pension — Permits member of uniformed force of NYC Sanitation Department to contribute for retirement in amount of 25 per cent of amount payable into retirement system for annuity and pension, with City to contribute remaining 75 per cent, and for retirement after 20 years' service, with allowance of 1/2 of annual salary. S.I. 2634, Bauer, NYC Com. Same as A.I. 3208, Preiler, Ways and Means.

Offices May Amend Pension Provisions — Amends §84, Civil Service

Law, to strike out provision that any municipality shall not have power to modify provisions relating to contributions payable to or pensions or other benefits payable by pension or retirement system or fund. S.I. 2636, Bauer, Civil Service Com. Same as A.I. 3188, Brown, Ways and Means Com.

Erie County Deputy Sheriffs — Amends §652, County Law, to provide that on and after January 1, 1956, appointments of deputy sheriffs in Erie County shall be made by sheriff from appropriate civil service lists, with those holding office on December 31, 1955, with at least six months' service, to acquire permanent status. S.I. 2641, Bauer, Internal Affairs Com.

Medical-Surgical Insurance — Amends §20, General City Law, to permit cities to enter into group insurance contracts for City employees with any insurance com-

pany authorized to do business in State, for furnishing medical and surgical services and hospital service. S.I. 2644, Brydges, Cities Com. Same as A.I. 3234, Hollinger, Local Finance Com. (Same as Pr. S. 2433 of 1954.)

Physiotherapy Practice in State Institutions — Amends §6512, Education Law, to permit practice of physiotherapy in State hospital or other State institution or municipal hospital, by employee thereof, without being licensed. S.I. 2649, Brydges, Education Com. Same as A.I. 3020, Baker, Education Com. (Same as A. 3020.)

20/20 EYESIGHT CAN BE YOURS



WITHOUT GLASSES!

VISUAL TRAINING of candidates for **PATROLMAN, FIREMAN, ETC.**

to achieve all civil service eyesight requirements

★ ★ ★

Klear Vision Specialists
7 West 44th St., N. Y. C.
VA 6-4038

9-4 Daily, Tues. & Thurs. to 8 P.M.
Perfectly Invisible Lenses Also Available

Do You Need A High School Diploma?

(Equivalency)

- For Personal Satisfaction
- For Job Promotion
- For Additional Education

TRY THE "Y" PLAN

- COACHING COURSE
- FOR MEN AND WOMEN
- SMALL CLASSES
- VISIT A CLASS FREE
- START ANYTIME

\$35 TOTAL COST \$85

Send off Booklet Or

YMCA EVENING SCHOOL
15 West 43rd St., New York 23, N.Y.
TEL: ENdcast 2-8117


A Special Combination Course
PEX in Monitor Switchboard and typewriting at a very moderate rate. Dorothy E. Kane School, 11 West 42nd St., WI 7-7127.

SPECIAL CLASS

WIREING & TAB SORTERS, VERIFIERS, COLLATORS, REPRODUCERS, SORTERS IMMEDIATELY. PHONE MR. LOUIS C. KANE WI 7-2318-9

Dorothy E. Kane School
11 W. 42 St., N.Y.C.

HANDS TIED



Because You Lack A **HIGH SCHOOL DIPLOMA**

You can get one at HOME in your spare time. If you are 17 or over and have left school, write for interesting booklet — tells you how!

AMERICAN SCHOOL, Eastern Office
120 W. 42nd St., N. Y. 36, N. Y.

Send me your free High School booklet.

Name _____ Age _____
Address _____
City _____ State _____

IBM AT BMI

KEY PUNCH AND TAB PREPARE FOR CIVIL SERVICE POSITIONS WITH HIGH PAY TRAIN FOR PART TIME JOBS 40 HR. COURSE—LOW TUITION CALL OR VISIT

BUSINESS MACHINE INSTITUTE
107EL WOODWARD, 20th ST. NEWARK NJ 0-2011

Sadie Brown says:

VETERANS and CIVILIANS

Our program for successful Business Careers, Day or Evening.

BUSINESS ADMINISTRATION EXECUTIVE SECRETARIAL

with specialization in Salesmanship, Advertising, Merchandising, Retailing, Finance, Manufacturing, Radio and Television, etc.

ALSO

HIGH SCHOOL EQUIVALENCY DIPLOMA

Come in and see me personally, I will advise and guide you. No obligation.

COLLEGIATE BUSINESS INSTITUTE
204 Madison Ave. (42 St.) PL 2-1078

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." See Page 2.

PATROLMAN

N. Y. City Police Department

PHYSICAL CLASSES

BRONX UNION YMCA
476 E 161 St (3rd Ave. "L")
ME 5-7800

CIVIL SERVICE PREPARATION

Civil Engineer-BWS & Building Const. Jr. Civil, Mech'l, Electrical Engineer Civil, Mech., Elec Engineer Draftsman Asst Mech Engr Boiler Inspector Supt Bldg Const Insp-Const, Housing Jr Architect Statistician Custodian Engr Actuary Steel Inspector Transit Exams

LICENSE PREPARATION

Prof. Engr, Arch, Surveyr, Portable Eng, Stationary, Refrigeration, Electrician

DRAFTING—DESIGN—MATHEMATICS

MONDELL INSTITUTE
200 W. 41st St., Trib. Bldg., WI 7-2086
Branches Bronx, Bklyn & Jamaica
Over 40 years Preparing Thousands for Civil Service, Engrg. & License Exams

LEARN IBM KEYPUNCH Nos. 016, 024, and 031, Verifiers, Sorters, Duplicators, Etc. Monitor switch board, Typing, Computer operation, FC Bookkeeping and Typing, etc. Dorothy E. Kane School, 11 W. 42nd St. WI 7-2318-9.

EXAMS APRIL 23

High-Pay

Hearing Reporter
Hearing Stenographer

Our intensive COACHING COURSE will help you prepare.

Cost — Moderate Tuition—Day-Evening

Interboro Institute
64 W 74 St (off Cent PK) SU 7-1720
Registered by Regents, VA Appr. Approved by National Shorthand Reporters Association (NSRA)

Prepare to Pass Physical Tests for Patrolman

Expert Instructors

Required Equipment Available in specially Reserved Gym

8 a.m. to 10 p.m. Weekdays

Central YMCA
55 Hanson Pl. Brooklyn

Two minutes from all Subway Lines at Flatbush Ave. and L.I.R.R.
Phone St. 3-7000

City Exam June 4 for

RAILROAD PORTER

\$62 a week — Many openings
Applications open March 10-26

Intensive, Thorough Course Complete Preparation

Class meets Wednesdays 6:15-8:15 beginning March 9
Write or Phone for More Information

Eastern School AL 4-5029
133 2nd Ave., N.Y. 3 (at 8th St.)
Please write me, free, about your RAILROAD PORTER course.

NAME _____
ADDRESS _____
DOB _____ PE _____

City Exam May 21 For

AUTO MECHANIC

\$5,265 for 250 days a year

Intensive, Thorough Course Complete Preparation

Open Competitive Applications Taken March 8-23

Class Meets Thursdays 7 to 9 P.M.

Write or Phone for More Information

Eastern School AL 4-5029
133 2nd Ave., N.Y. 3 (at 8 St.)
Please write me, free, about your Auto Mechanics course.

NAME _____
ADDRESS _____
DOB _____ PE _____

City Exam May 21 For

AUTO MACHINIST

\$5,265 for 250 Days a Year

Open Competitive Applications Taken March 8-23

Intensive, Thorough Course Complete Preparation

Class Meets Wednesdays, 7 to 9 P.M.

Write or Phone for More Information

Eastern School AL 4-5029
133 2nd Ave., N. Y. 3 (at 8 St.)
Please write me free about your AUTO MACHINIST course.

NAME _____
ADDRESS _____
DOB _____ PE _____

SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

EDUCATIONAL INSTITUTE

Estab. 1923

CALL **TRIANGLE** 5-8668

1 DeKalb Av. at Fulton St., B'klyn. Albee Theatre Bldg., Rm. 607-612

Study at Your Home or at Our School

LEARN Spelling, Grammar, Math, Letter Writing and Correct Conversation.

ADULTS Assisted in preparation for HIGH SCHOOL EQUIVALENCY EXAMINATIONS and instructed in all Branches of MATHEMATICS to prepare for MECHANICAL and TECHNICAL VOCATIONS

Remedial Work in Reading, Spelling and Arithmetic

OPEN ALL YEAR. DAY & EVENING, INC. B'K.

Who wants to get into civil service?

Have you a relative or a friend who would like to work for the State, the Federal government, or some local unit of government?

Why not enter a subscription to the Civil Service Leader for him? He will find full job listings, and learn a lot about civil service.

The price is \$3 — That brings him 52 issues of the Civil Service Leader, filled with the government job news he wants. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
57 Duane Street
New York 7, New York

I enclose \$3 (check or money order) for a year's subscription to the Civil Service Leader. Please enter the name noted below:

NAME _____
ADDRESS _____
CITY _____ STATE _____

SCHOOL DIRECTORY

Academic and Commercial — College Preparatory

Building & Plant Management, Stationary & Custodian Engineers License Preparation

BERG HALL ACADEMY, Flatbush Ext. Cor. Fulton, Bklyn. Regents & GI Approved. UL 8-2447.

Business Schools

WASHINGTON BUSINESS INST., 2185-7th Ave. (cor. 125th St.), N.Y.C. Secretarial and civil service training. Switchboard. Moderate cost. MO 2-0080.

BROOKLYN SCHOOL OF BUSINESS, Comptometer, IBM Keypunch, Switchboard, Accounting, Spanish & Medical Secretarial, Veteran Training, Civil Service Preparation. East 177th St. and E. Tremont Ave., Bronx. KI 8-0000.

LEARN IBM KEY PUNCH — 40 to 80 hours, Dorothy Kane School, 11 W 42 St., NYC Rm 700 WI 7-7129

L. S. M. MACHINES

IBM Key Punch & Tab Training. Combination Business School, 120 West 126th St. UN 4-3170. Free Placement Service.

INVESTIGATION — DETECTION — CRIMINOLOGY

Secretarial

BRACKS, 124 NASSAU STREET, N.Y.C. Secretarial Accounting, Bookbinding, Journalism Day-Night. Write for Catalog. BR 2-4840.

