

Civil Service LEADER

America's Largest Weekly for Public Employees

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Harriman Urges Passage Of Social Security Bills To Insure Sept. 1 Coverage

ALBANY, February 18—In a message to the Legislature, Governor Harriman last week urged immediate passage of an Administration-backed Social Security bill to insure starting of coverage by September 1, 1957.

Harriman's statement read:

"In my Annual Message, I recommended legislation to grant Social Security coverage on an optional basis to all public employees who are presently members of a public pension system.

"Identical bills have been introduced to effectuate this purpose (Assembly Int. 13, Print 502; Senate Int. 48, Print No. 410.) This proposed legislation carries appropriations of \$80,000 to the State Social Security Fund as a means of providing Federal Old Age and Survivors Insurance benefits to public employees as a supplement to state or local employee retirement benefits.

"This bill was introduced in advance of the Budget and separately so that it could be passed promptly and these valuable new benefits extended to state employees beginning September 1, 1957.

"I am of course prepared, as soon as the bill is reported out of Committee, to transmit to you a Message of Necessity authorizing immediate consideration and pas-

sage pursuant to the provisions of Article VII, Section 5 of the Constitution. In this way it is expected that the required referendum among state employees and the necessary legal and administrative arrangement can be completed so as to extend this coverage to state employees beginning September 1.

"I hope that there will be no delay in the passage of this measure."

The Administration Social Security Bills are permissive. County employees, through the Civil Service Employees Association, are seeking to make any Social Security bill mandatory.

H. C. Lummis Retires, Two PSC Aides Upped

ALBANY, Feb. 18 — The Public Service Commission has announced the forthcoming retirement of a career department employee and the promotion of two others.

Retiring as Director of the Commission's Transportation Division on April 1 is Herbert C. Lummis of Albany, with the agency 24 years.

He will be succeeded by Van M. Parshall, also of Albany, now Supervising Hearing Examiner for the agency. Named to fill the supervising post is Morris A. Goldfarb, another Albany resident, and presently a hearing examiner.

Social Security, Other Pension, Retirement Bills Sponsored by Republicans

ALBANY, February 18—Republican program legislation which would provide full Social Security coverage for state and municipal employees, as well as several other retirement benefits, has been introduced at the Albany session.

The bills, sponsored by the Joint Legislative Committee on the Employees' Retirement System, will, along with other legislation pertaining to employees' retirement and Social Security coverage, be the subject of a public hearing to be held at 2 P.M., February 26, in the Assembly Chamber.

Details of the legislation were revealed by Assemblyman Malcolm Wilson, Yonkers Republican and committee chairman.

"While these bills represent the sentiment of the committee," Wilson said, "we are anxious to ob-

tain the views of all interested persons. Any suggested modifications advanced at the hearing will be carefully weighed before final action is taken on the measures."

Civil Service Employees Association representatives will attend the hearing.

Bills introduced last week included measures which would:

1. Extend for another two years temporary provisions of the retirement and Social Security law which provide for the payment of an ordinary death benefit and the return of accumulated contributions in cases where members who die within 30 days after retirement did not select a favorable option.

2. Double, for one year, the death benefit for families of employees who died while in government service. The double death benefit will be provided by increasing the benefit to one month's salary for each year of service up to 12 years.

3. Permit members of the State Employees' Retirement System to get credit for military service following World War I, in cases where credit is not allowed, in the same manner in which credit is permitted for Federal Civil Service.

The bill making full Social Security coverage available to state and municipal employees provides for 18 months of retroactive coverage on a voluntary basis. If the coverage is extended to members of a retirement system, the bill provides that the eligibility for membership in the system will automatically be opened to those who were excluded from such membership.

The Social Security bill further provides that special referenda be held among eligible members of public pension or retirement systems in the state on the question of whether their positions should also be covered by old-age and survivors insurance.

Six Quarters Provided

If the referendum among state employees results in a favorable vote, the state is required to provide six quarters of retroactive coverage. As to either the first or last of these quarters, however, only one payroll date is to be included so that only 15½ months of cost would be required on the part of the state and the employees to provide the 18 months of retroactive coverage.

A provision is also made that in the event the Federal Social Security Act is amended to au-

(Continued on Page 16)

CSEA Offers Opportunity To Join Insurance Plan Without Medical Exam

During February, 1957, no medical examination is necessary for applicants for CSEA Group Life Insurance if the applicants are under age 50 and have not previously been rejected for this Group Life Insurance on the basis of a medical examination.

Applications must be signed while the employee is actually at work and must be received at Association Headquarters, 8 Elk Street, Albany, not later than March 1, 1957. This offer is available to members of the Association or eligible employees who join. The CSEA Group Life Plan is now available to employees of the State to employees of the counties of Westchester, Chemung and St. Lawrence, and the cities of White Plains, Newburgh, Ogdensburg and Potsdam.

Extra Benefits Added

Many extra benefits have been added to the CSEA Group Life Plan without increase in cost to insured members. Additional insurance amounting to 30 per cent of the face amount of coverage took effect on November 1, 1956. Double indemnity for accidental death was also added. Waiver of premium in the event of total and

permanent disability commencing before age 60 is also provided for all employees whose insurance age is under 50.

Within the past two weeks each member of the CSEA Group Life Plan insured on August 1, 1956 received from the CSEA a premium refund of six weeks' premium because of favorable loss experience under the Plan. CSEA members under the Plan save on insurance cost each year well in excess of their membership dues.

Low Cost Cited

More than \$9,000,000 has been paid to beneficiaries under the CSEA Group Life Plan. Claim checks are transmitted to the beneficiaries usually within 24 hours of receipt of notice of death at CSEA headquarters in Albany. Payments for CSEA Group Life Insurance are made by Payroll deduction.

The cost of CSEA Group Life Insurance is very low—13 cents bi-weekly—per thousand of insurance for insured members 29 years or younger with proportionately low cost for older employees. Applications for CSEA Group Life Insurance may be secured from Headquarters, 8 Elk Street, Albany, New York.

Troopers Form New CSEA Unit

ALBANY, February 18—Sixty State Division of Police employees in the Albany area have formed a chapter of the Civil Service Employees Association, John F. Powers, CSEA president, reported.

The new chapter is composed of troopers and civilian aides from Group G. The group met in CSEA headquarters here last week and elected Corp. Wallace Erlichman its temporary chairman and chose JoAnne Brady as secretary.

A constitution and by-laws were adopted by the group that will be known as Group G, New York State Troopers chapter. A nominating committee was appointed which will mail out ballots for election of permanent officers, to be chosen at the next meeting March 27.

Trooper units throughout the state are expected to form CSEA chapters as a result of Governor Harriman's recent executive order establishing the right for troopers to join employee organizations. Group G is the first new trooper chapter in the CSEA in years and the assurance of employee group activity without interference is expected to bring other groups in rapidly.

JUNIOR PAY RAISED FOR ARCHITECTS AND ENGINEERS

ALBANY, Feb. 18—The State Civil Service Department announced that minimum salaries for junior architect and junior engineer have been temporarily raised to \$5,094, the third-year step of Grade 15. Application may be made continuously to the Department's office in Room 2301, 270 Broadway, New York 7, N. Y.

McHugh Raps Al Wurf For 'Irresponsible, False' Prison Guard Data

ALBANY, February 18—Only 20 out of 323 men permanently appointed during the past six months as prison guards (correction officers) in the institutions of the State Department of Correction have resigned after appointment, Commissioner Thomas J. McHugh stated today.

This sharply contradicts, he pointed out, a statement made recently by Al Wurf, international representative of the State Employees Council 50, AFL-CIO, to the effect that a survey of appointments made from a recent Civil Service examination showed over 50 per cent of employees resigned after a few weeks of duty. Mr. Wurf went on to say that this situation could lead to "circumstances which could mar the long-standing riot-free record of state prisons."

Figures Called Untrue

Commissioner McHugh labeled Mr. Wurf's figures as obviously and completely untrue, and declared that the inference Mr. Wurf drew from the false figures was equally unfounded and irresponsible. Commissioner McHugh deplored

the impact of such untrue and misleading statements on the inmates of correctional institutions and their families, and on the more than 5,600 loyal institutional employees and their families. He pointed out that such wild and untruthful statements as Mr. Wurf's create a real danger in the institutions, for they unquestionably provide a tailor-made excuse for any disgruntled group of inmates seeking to cause a disturbance.

CSEA Digest

1. Republicans offer retirement bills and Governor Harriman urges quick passage of Administration Social Security Bill. (See Page 1).

2. President Powers answers Appleby's defense of 1957 State Budget. (See Page 3).

3. Assn. argues its pay and hours case during budget hearing. (See Page 3).

4. Trooper grievance machinery text. (See Page 16).

Written Tests Listed By Months in Which State Will Hold Them

The State Civil Service Department issued a list of examinations to be held this year.

CODE

Departments and divisions are abbreviated as follows:
 AM—Agriculture and Markets
 AC—Audit and Control
 CD—Civil Defense Commission
 CS—Civil Service
 Comm.—Commerce
 Cons.—Conservation
 Corr.—Correction
 Educa.—Education
 Exec.—Executive, Office of the Governor
 ABC—Executive, Division of Alcoholic Beverage Control
 CAD—Executive, State Commission Against Discrimination
 Parole—Executive, Division of Parole
 SP—Executive, Division of Standards and Purchase
 VA—Executive, Division of Veterans' Affairs
 INS—Insurance
 DE—Labor, Division of Employment
 SIP—Labor, The State Insurance Fund
 WCB—Labor, Workmen's Compensation Board
 MH—Mental Hygiene
 PS—Public Service
 PW—Public Works
 SW—Social Welfare
 TF—Taxation and Finance
 TSHRC—Temporary State Housing Rent Commission
 NYSTA—State Thruway Authority
 NYSTRB—State Teachers Retirement Board
 SD&A—State Departments and Agencies

Promotion examinations are coded as follows: NC, non-competitive; Comp, comparable; and INTR, interdepartmental.
 The list:

LIST OF EXAMS

OPEN-COMPETITIVE

Written Tests in March

Assistant, accountant, PS
 Accounting assistant
 Bank examiner trainee
 Beginning office worker
 Laboratory secretary
 Thruway toll collector, SD&A
 Bridge repair foreman, SD
 Draftsman, SD
 Principal electrical draftsman, SD
 Principal mechanical draftsman, SD
 Engineering technician, SD
 Forest appraiser, SD
 Supervising Forest appraiser, SD
 Assistant librarian
 Assistant librarian, medicine
 Rehabilitation interviewer
 Training technician
 Senior training technician
 Court attendant and officer, Supreme Court, First Judicial District

Some NYSES Offices Under Single Control

All New York City and intercity professional placement activity of the State Employment Service has been placed under single direction.

Jean Kennedy was named as superintendent of professional placement by Industrial Commissioner Isador Lubin.

Others assigned as superintendents were Mrs. Lucile S. O'Connor, commercial and sales placement, and Mrs. Edna Unger, industrial placement. George Seyfarth continues as superintendent of placement for apparel and service industries.

Estate tax examiner, SD&A
 Game protector, Cons.
 Safety officer, SD&A

April

Director of rent research statistics
 Hearing stenographer, SD&A
 Consultant on child detention care
 Senior occupational therapist
 Publications production assistant
 Welfare consultant administrative associate
 Senior taxation attorney
 Compensation claims investigator
 Criminal hospital attendant-prison guard
 Milk-food inspector
 Surplus food inspector
 Senior surplus food inspector

May

Sales representative for the blind, all SD
 Toll division supervisor
 State veterans' counselor
 Safety coordinator
 Safety field representative
 Fire safety field representative

June

Court stenographer, Supreme Court, Eighth Judicial District
 Associate securities accountant
 Director of cottage program
 License inspector, SD and AG

PROMOTION

March

Senior account clerk, NYSTA
 Assistant public service accountant, PSC
 Senior public service accountant, PSC
 Senior actuarial clerk, INS
 Senior actuarial clerk, SIP
 Principal clerk, Hith
 Payroll audit clerk, HD, SIP (NCO)
 Principal payroll audit clerk, SIP

Senior payroll audit clerk, SIP
 Principal personnel clerk, SIP, NYO
 Principal purchase clerk, NYSTA

Senior economist, Exec. Div., Housing

Principal file clerk, Hith Incl. Labs, RE

Senior district manager, insurance fund, SIP

Senior library clerk, junior law librarian, Supreme Court, 8th Judicial District

Principal statistics clerks, Banking

Underwriter, SIP
 Associate in professional education

Training technician, Corr. Association training technician, SW

Correction captain
 Correction lieutenant
 Correction sergeant

File clerk, HD
 Principal file clerk

April

Senior account clerk, Intr
 Actuarial clerk, HD, Ins. Dept., Albany

Principal actuarial clerk, Ins. Dept., Albany

Principal clerk, Dept. St., NYO
 Principal corporation clerk, St.

Senior corporation search clerk, St.
 Senior medical records clerk, MH, USH

Head purchase clerk, St.
 Senior key punch operator, SIP, NYO

Law stenographer, HD, Law
 Principal stores clerk, Exec. Div., SP

UNION VALENTINE CARDS TO MAYOR PROVE POPULAR

Employees of the New York City Department of Hospitals were eager in their demand for Valentine cards which they signed and stamped, and sent to Mayor Robert W. Wagner, reminding him to cancel meal charges imposed on living-out employees.

Local 237, Teamsters, had 7,000 illustrated cards, but had to get out a "second edition" when the demand exhausted the original supply.

The union stewards at the hospitals distributed the cards in the dining-rooms, dressing-rooms and locker-rooms.

Principal stores clerk, MH
 Senior occupational therapist (orthopedic), HE
 Associate rehabilitation counselor for handicapped, HE
 Supervisor of occupational therapy, PYSC
 Administrative welfare consultant, SW (NCO)
 (Continued on Page 5)

Trackman List Issued

The Personnel Department issued on recently a 2,2312 name eligible list for trackman, New York City Transit Authority.

The highest earned score was that of veteran John C. Deldon, 97.6; with five points added for veteran preference, 102.6. Next was disabled veteran Ralph Thomas, whose earned score was 95.2, 105.2 with an extra ten points added.

Top twenty on the list, in order of prospective appointment are: Mr. Thomas, James A. Pertell, Edward A. Stodolski, all three disabled veterans; Mr. Deldon, Rich-

ard Lazarus, Anthony Mazza, Walter Mack, Richard Hults, Harold Weir, Lee Horton, Anthony Curcio, Walter Soho, Dwight Richards, John Carvino, Jr., Thomas Mackey, Vincent Sorrentino, Carstella Dalton, Jr., William Giampolo, Eugene Leddy and Frank Noschese.

No. 36 is the first non-veteran on the list.

The pass mark was 70 percent. The City rescaled the papers on the basis of full count for a correct answer, and a penalty of 0.8823 for a wrong answer, to increase the number of eligibles.

HONORED AT RETIREMENT DINNER



At a retirement dinner in his honor is Business Officer Robert E. Jones, of Binghamton State Hospital (far right). From left, Dr. Claude R. Young, assistant director; Mrs. Young, Ralph C. Arnold, food service manager, and Mrs. Jones.

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West End Branch, 581 Central Ave.

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 for Job Opportunities

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



An Answer To Dean Appleby

Last week The Leader printed the text of Dean Appleby's statement in defense of the Administration's 1957 budget which is silent on the questions of either the reduction of the work week or a general salary increase for state employees. My column this week will discuss some of the points in Mr. Appleby's message. We feel the Administration has overstated its claims of employee benefits, and in some instances engages in sophistry.

My comments will deal in particular with the Budget Director's claims on Social Security, Health Insurance, and "the upgrading of technical and professional positions". My comments are as follows:

Inclusion of the employees in the Social Security program is a much needed overdue modernization of retirement benefits especially when one considers that no substantive change had been made in this field except the 55-year plan since its inception 30 years ago. For years the CSEA sought and will continue to seek improvements in the State Retirement System in keeping with modern personnel practices.

Cost Estimate Is For Future

The Director of the Budget has claimed a cost of \$5.5 million, \$2.75 million is appropriated in his budget. His estimate is for future years, not this one.

The Director of the Budget points to the \$4.2 million appropriation for the health insurance plan. This was an improvement passed last year and one that long ago should have been in effect had there not been unnecessary delay in implementation. This delay has proved especially annoying to the state employees in view of the fact that last year's appropriation of \$1.5 million clearly pointed toward a target date of January 1, now long past.

Assn. Supports Pay Raise For All

The reallocations of certain special positions at a cost of \$2.8 million is pointed out. The CSEA has already pointed out that it is in accord with the need of adjusting the salaries of the higher echelon, but not at the expense of the lower graded employee. What is clearly needed is a substantial general adjustment. This is substantiated by the State's own studies, by the Administration's obvious concern over the critical recruitment problem, by the state of morale of the State's employees. This appropriation will do little toward meeting the problem which must be faced sooner or later. We have no definition as to who is included in this select group, but it is completely clear that that this borders on makeshift and smacks of tinkering with a rather delicate mechanism.

Increments Called Static Item

Further credit is claimed by reason of the cost of increments at \$4.6 million. We are unable to visualize or confirm this estimate. On the contrary several years ago the CSEA and the administration were in agreement that except for expansion of the service, that the service had "aged" itself to a point where net increment costs were static by reason of turnover. We can only assume that no account was taken of the savings that result from turnover.

The adjustments made last year, coupled with those of this coming year, are significant as is pointed out, but they are not the greatest advances made in any two year period as claimed. In 1951 an adjustment in salaries alone was made that was over 11 percent, and the following years, 1952, a 6 percent adjustments was made. This adjustment to salaries alone amounted to about 1 percent more than is claimed to have been made in these last two years to salaries and other benefits.

The New York State employees are not unmindful that substantial improvements have been made in the State's personnel program, and also they are fully aware of the fact that these cost substantial sums. At the same time it must be recognized that these improvements are primarily steps toward more nearly placing the State as employer on an equal footing with private industry.

200 Assn. Members Meet With Solons

Two hundred members of the Civil Service Employees Association, representing chapters in Steuben, Chemung and Tompkins Counties, met at the Mark Twain Hotel, Elmira, on February 8 to discuss with their State legislators pending Social Security legislation. President Albert J. Derenzo, Chemung County chapter, chaired.

The principal speakers were State Senator Harry K. Morton and Assemblyman Charles D. Henderson of Hornell, Harry J. Tift, Horseheads; Edward G. Soranson, Social Security administrator; Donald C. Wilber, ad-

ministrator and office manager of the Elmira Social Security Office, and Charles Kehler, president of Steuben County chapter. Speakers were introduced by John F. Madden Chemung County chapter representative.

A question and answer period and social hour, featuring a buffet lunch, followed the forum.

UTICA MAN NAMED TRUSTEE
ALBANY, Feb. 18 — Governor Harriman has sent the reappointment of Boyd E. Golder of Utica to the Senate for confirmation as a member of the State University Board of Trustees.

St. Lawrence Wins Better Sick Leave

St. Lawrence chapter, Civil Service Employees Association, won for county employees a sick-leave allowance comparable to that of State workers.

The resolution drawn up by the chapter was presented to the County Board of Supervisors, whose finance committee consented to meet with the chapter's committee on the question.

The chapter expressed its gratitude to the Board for adopting the new rule, which reads as follows:

"If it is necessary for an employee to be absent from his work because of illness, the department head may certify a payroll and the employee may be paid for such sick leave as follows:

(a) Starting January 1, 1954, one day per month accumulative for five years to 60 days; after five years, sick leave shall accumulate as follows: sixth year, 70 days; seventh year, 80 days; eighth year, 90 days; ninth year, 100 days; tenth year, 110 days.

(b) Employees having ten years' service prior to January 1, 1957 will receive the maximum of 120 days' accumulated sick leave with any recorded sick leave deducted retroactive to start of employment.

Sick leave shall be paid for only in case of illness and any employee absent from work more than five consecutive days shall furnish a doctor's certificate attached to the payroll."

Ten Returned To State Agency Jobs

ALBANY, FEB. 18—Ten New York State residents have been renamed to their posts on various state agencies by Governor Harriman.

The Governor sent to the Senate for confirmation the following names: James A. Farley, Jr., of New Rochelle, a member of the State Athletic Commission; Chester A. Gorski, of Buffalo, a member of the State Building Code Commission; Mrs. George A. Buchanan, of Haganan, a member of the Board of Trustees of the Guy Park House; Mrs. Estella F. Callan, of Frankfort, and Peter B. Cranney, of Ilion, members of the Board of Commissioners of the Herkimer Home; F. Eugene Wright, of Warwick, a member of the Board of Visitors of Middletown State Homeopathic Hospital; E. Roland Harriman, of Arden, a Commissioner of the Palisades Interstate Park Commission.

Also: Thomas H. Mitchell, Jr., of Thousand Islands Park, a Commission, and Paul Phillips, of Brooklyn, members of the Board of Trustees of the State College of Forestry at Syracuse University.

Osborne Renamed Probation Chairman

ALBANY, Feb. 18 — The State Probation Commission has re-elected Charles D. Osborne of Auburn as its chairman and Dr. Egon Pflager of McKownville as vice chairman for two-year terms.

Members of the commission also include Thomas J. McHugh, Correction Commissioner, Edward J. Taylor, State Director of Probation, Rev. John F. Stearns of Elmira and Leonard Probst of New York City, and James J. Beha of New York City, representing the State Commissioner of Correction.

QUESTIONS on civil service and Social Security answered.
Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

Assn. Argues Its Pay Case During Budget Hearings

ALBANY, February 18—The viewpoint of the Civil Service Employees Association toward Governor Harriman's 1957 budget, made to members of the Senate Finance Committee and the Assembly Ways and Means Committee at the budget hearing held last week, has been released by CSEA President John F. Powers.

The Association arguments for reduced working hours for institutional employees, a general salary increase and other improvements, as well as opposition to two Administration bills which would divide state job classification authority, were presented by John J. Kelly, Jr., counsel for the Association.

Mr. Kelly cited the fact that some 60 per cent of the State's employees are now earning less than \$4,000 per year—which does not match the average salary of factory workers—and that workers in the most arduous positions in State service—institutional work—are given the additional burden of working more hours than any other employee group anywhere, whether it be private or public service.

Kelly's Arguments

The text of Mr. Kelly's statement during the budget hearing is as follows:

"The Association appears here today in the interest of all civil service employees, of whom over 60,000 are our members, to convey to your honorable bodies the sentiments and arguments of this Association with respect to the 1957 budget, and particular reference to the matters of salaries and hours of work. The most notable aspect of the budget is its complete failure to make any provision whatsoever for any reduction in hours for the more than 25,000 state employees who are still working more than 40 hours per week. Last year the legislature approved measures reducing the hours of these and other employees from a maximum of 48 to the present maximum of 44 hours. The administration has stated that the hiring of new employees and the conversion to the 44-hour week was 95% completed by July 1, 1956. Nevertheless, the budget and its supporting bills fails to make any recommendation for further reduction in the hours of these thousands of institutional workers.

Long Work Week Resented

"We feel certain that it requires little argument to demonstrate the merit of the hours reduction program. Even the 40-hour week has become somewhat shopworn in private industry and one hears more frequently talk of pressures for an industrial 35-hour week. Yet the employees of the great State of New York, in particular those whose duties are most onerous and arduous, are still in the year 1957 required to work a basic work week of 44 hours.

"The institution workers are unanimous and vocal in their resentment at the continuance of this practice. We feel and urge that the program of reduction in hours should be completed this

year, and that all state employees should be guaranteed a basic work week of not to exceed 40 hours.

"The problem of salaries of the civil service employees has received but sketchy treatment in the budget bills proposed. One bill,—Senate Intro. No. 1246, Print No. 1296, Assembly Intro. No. 1508, Print No. 1540,—adds a new salary grade to the civil service structure and proposes the allocation of not more than 110 persons to the two highest salary grades. The other,—Senate Intro. No. 1247, Print No. 1297, Assembly Intro. No. 1509, Print No. 1541, authorizes a salary reallocation for certain "professional, scientific, technical, or educational" positions. With these objectives the Association has no quarrel, realizing as it does that the relatively higher paid employees, just as the lower paid employees, are in need of and entitled to substantial adjustment in their salaries.

New Jurisdiction Opposed

"We do, however, criticize severely the other provision in these two bills which would take part of the jurisdiction for allocating and clarifying positions in state service from the State Division of Classification and Compensation and place it in the head of the Department of Civil Service. The balance of the allocative power would remain in the Division. We fail to comprehend why there is any necessity or justification for the creation of this administrative monstrosity.

"If the Division of Classification and Compensation is to be responsible for some allocation and some classification, it should be responsible for all. It is no accident that the existing law provides for the creation of an independent division and officer to handle the extremely complex and important duty of classifying and

(Continued on Page 16)

Impresa To Tell MHEA Delegates Of Appleby Talk

At the February 20 meeting of the Mental Hygiene Employees Association in the Hotel Wellington, Albany, N. Y., Association President Emil Impresa will report on the results of his conference with State Director Paul Appleby on the subject of pay raises and a 40-hour week for Mental Hygiene employees.

Other speakers at the meeting, set for 7:30 P.M., will be Granville Hills, personnel director for the State Mental Hygiene Department whose topic will be the new attendance rules, and Joseph Lochner, executive director of the Civil Service Employees Association.

State Assemblyman Wilson C. Van Deusen has been invited to attend the meeting.

CULLEN GETS CLERK POST

ALBANY, Feb. 18—Richard E. Cullen has been named county clerk of Columbia County to succeed Grant Miller, resigned. The appointment was made by Governor Harriman. Mr. Cullen will serve until Dec. 31, 1957.

Why Retroactive Clause Is Needed in Bill For Social Security Tie-In

BY MORTON HAHN

Reference was made to the recent letters of Stewart J. Wright of Rochester and Robert R. Hopkins of Buffalo on the subject of retroactive Social Security coverage. Both writers referred only to the retirement aspect. The Leader editorial of December 25 rightfully stated that retirement benefits are

secondary to benefits to survivors. Except for those close to or past Social Security retirement age, it is in the survivors' benefits that the largest individual losses will be felt if retroactive coverage is not provided at least to January 1, 1956.

Effect of No Retroactivity
Without retroactive coverage, no

newly covered State or local government employee would become "insured" for any benefits, retirement or survivor, until 1½ years after Social Security tax deductions (premiums) commence. In other words, if coverage starts January 1, 1958:

(1) Employees already past or close to mandatory retirement age

(70) may not only find it extremely difficult to work until July 1, 1959, but may even find it impossible to obtain the necessary legislative consent.

(2) Those male employees who will be 65 between January 1, 1957, and June 30, 1957, will have to work until January 1, 1961 before becoming sufficiently covered to be eligible for retirement.

(3) In most cases employees will not be insured for retirement benefits until January 1, 1965.

(4) In the above cases, if the employee should die before earning the necessary coverage, his widow will receive no survivor benefits except possibly a burial benefit under (2) and (3) above.

(5) In the case of an employee who should die before July 1, 1959, there will be no survivor benefit to a widow caring for dependent children.

In all cases, benefits when effective will be considerably reduced, if there is no retroactive coverage, because of the two unproductive years of 1956 and 1957. For instance, in the case of employees earning the maximum annual Social Security salary of \$4,200 (any earnings above this figure are not counted) until they are eligible for retirement benefits, the following apply:

(1) Employees who have reached 65 prior to July 1, 1954 will have to work until July 1, 1959 and then retire at \$68.50 a month. With retroactivity it would be \$108.50 a month starting January 1, 1958.

(2) Employees who will reach 65 between January 1, 1957 and June 30, 1957, will have to work until January 1, 1961, and then retire at \$80.50 a month. With retroactivity they too could retire at \$108.50 a month starting January 1, 1958.

(3) Employees who work to and reach 65 between January 1, 1978 and June 30, 1965, will receive \$93 a month starting at that age. With retroactivity it would be \$108.50 a month.

(4) Employees who work to and reach 65 between January 1, 1978 and June 30, 1978, will receive

\$102 a month starting at that age. With retroactivity it also would be \$108.50 a month.

It can readily be seen that those closest to retirement age will suffer the largest reductions in retirement benefits. In addition their survivor benefits will also be proportionately cut.

It can also be seen that with retroactivity none of the listed benefits would be reduced. Retroactive coverage to January 1, 1956 will:

(1) Start everyone insured for most benefits.

(2) Those past retirement age can retire immediately with full benefits.

(3) Others can follow suit as they reach retirement age.

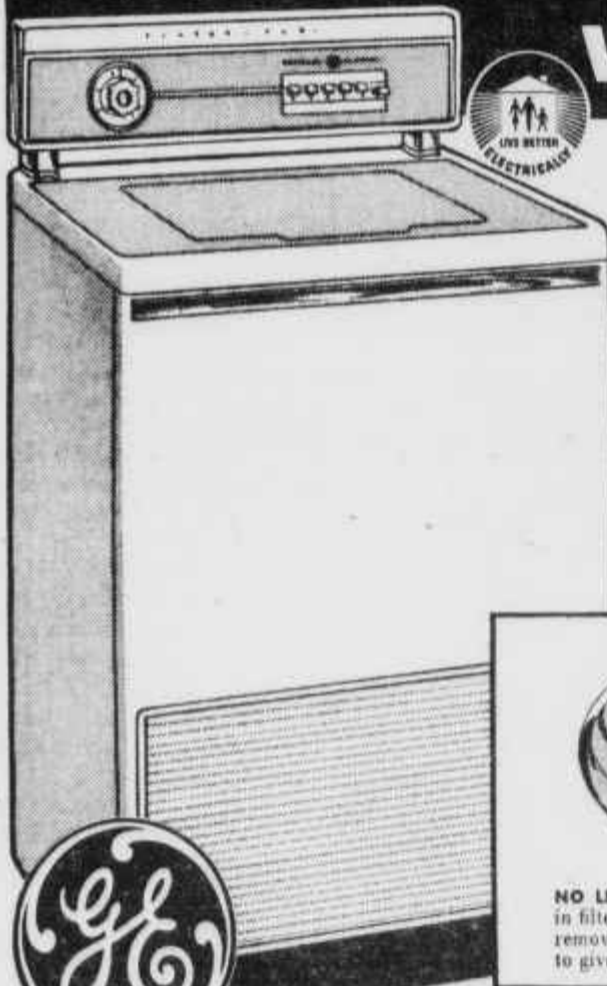
(4) Widows, dependent widowers, dependent children, etc., will be immediately protected in case of death of employees, and will receive full benefits—not reduced benefits caused by the two unproductive years.

The bill sponsored by the State Administration does not provide for retroactive coverage. Cost is being offered as the reason for its omission. Undoubtedly this is an important factor. However, it should not be an insurmountable problem. The employees' share can be obtained from future salary deductions or in reduced annuities. The employers' full share, including two years' retroactivity, would cost much less than a general wage increase. In all fairness to the employees and in view of the delay Social Security has thus far encountered, the cost question should not be raised now to block retroactivity when retroactivity is so important.

It is worth while to note that Social Security retroactive coverage will be of advantage even to those employees who have previous or outside coverage, if their government positions were the main source of income during the years 1956 and 1957.

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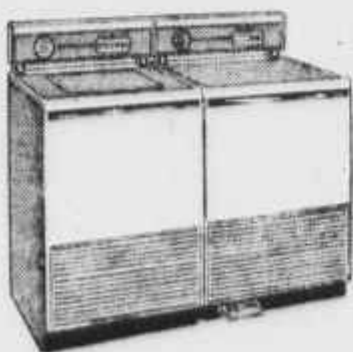


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Name Age

Street Apt #

City Zone State

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Coming State Written Tests

(Continued from Page 2)

Senior administrative welfare consultant, SW
Senior welfare consultant, SW
Associate taxation attorney, TF
Chief building guard, PW
Senior surrogate clerk, TY, NYO
Compensation claims investigator
Labor compensation investigator, WCB
Senior criminal hospital attendant, Corr.
Institution safety supervisor, CH (NCO)
Institution safety supervisor, MH
Senior milk-food inspector, AM
Vault guard, PW

May

Administrative officer, St. Lab. HE
Cashier, HE, RPMI
Cashier, TF
Principal clerk, Labor, NYO
Principal clerk, ED
Senior dictation machine transcriber, MH, Pil. St. H.
Senior dictation machine transcriber, MH, Rockland
Principal mail supply clerk, Labor, SIF
Senior law stenographer, TSH-RC
Senior law stenographer, Banking

Senior law stenographer, Comm. Against Discrimination
Senior law stenographer, TF
Assistant toll division supervisor, Con.
Toll division supervisor, NYSTA
Senior state veterans' counselor, Exec.
Senior fingerprint clerk, Corr.
Principal fingerprint clerk, Corr.
Senior Social Security disability examiner, SW

June

Chief account clerk, Exec. Div.
Rent examiner, TSHRC
Principal stenographer, Budget
Principal stenographer, Comm. Against Discrim.
Principal stenographer, Ins.
Principal stenographer, TSHRC
Senior youth parole worker, SW
Compensation claims legal investigator

September

Associate examiner of municipal affairs, AC
Principal examiner of municipal affairs, AC
Senior examiner of municipal affairs, AC
Associate attorney, TSHRC
Senior rent control attorney, TSHRC

Firemen's Children Win Six Scholarships

Six children of New York City firemen won scholarship awards from the Fire Department's St. George Association. The winners: Charles Ortlan, Jr., son of Charles Ortlan, Engine Company 288; Frank Moore Jr., son of Frank Moore, Engine Company 57; Virginia Truscott, daughter of Francis Truscott, Engine Company 332; Erna Fritsch, daughter of Charles Fritsch, Ladder 82; Diana Nelson, daughter of George Nelson, Engine Company 240, and Leonard Forman Jr., son of Leonard Forman, Ladder 117. Awards were presented at the Association's installation dinner held January 21 in Ruppert's Tap Room, New York City.

NINE ARE APPOINTED BRIDGE-TUNNEL OFFICERS

The Triborough Bridge and Tunnel Authority appointed nine bridge and tunnel officers at \$3,500 a year. The appointees are John R. Travers, Joseph P. Genetski, Solomon Samendoff, Pasquale D. Concilio, Richard Braunstein, James J. Hickey, Gerardo Conde, Eben J. Maxwell and William Gunderson.

VA EMPLOYEES HONORED

The Veterans Administration Hospital, Castle Point, N. Y., cited these employees for improvement ideas: Julia B. Gustafson, Anna C. Leger, Benjamin F. Williams, Dr. William P. Lacey, Robert E. Costello, Russell Barrett, Charles J. Feldman and Sidney Berkwitz.

14 Get Police Honorable Mention

Police Commissioner Stephen P. Kennedy awarded honorable mention citations to 14 members of the New York City police force. Seven such awards went to a sergeant and six patrolmen who participated in a gun battle resulting in the capture of two gunmen. The winners: Sergeant Richard D. Roland and Patrolmen George F. Thomson, James J. Connelly, Leonard Kolberg, Robert K. Roche and Arthur M. Mebert, 48th Precinct, and Patrolman John J. Ratomski, 40th Precinct.

Detectives James F. Casey, Francis J. Goggin, Edward M. Patton and Carmine J. Palese were cited for a gun fight with two armed robbers; Detective Jeremiah P. O'Connor, for apprehending two men who had just committed a payroll holdup; Patrolman Patrick J. Driscoll, for the capture of an armed bandit, and Detective John J. Yuknes, for the capture of two holdup men.

In addition, six members of the Department received exceptional merit awards; 49 commendations; 96 meritorious police duty awards, and 103 awards for excellent police duty.

THREE ARE ELECTED TO BOARD OF PBA

Patrolmen Bernard E. Sweeney, Louis Rostebeck and William Neundorff were elected delegates on the executive board of the Patrolmen's Benevolent Association, New York City Police Department.

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BRIDGE OPERATOR KEY ANSWERS STAND

The tentative key answers in the promotion test for bridge operator were unchanged, the New York City Personnel Department revealed. Three of the 113 candidates participating wrote protest letters relating to four items.

FIRST AWARD PRESENTED

WASHINGTON, Feb. 18—Ernest S. Primoff, head of the trades and industrial unit in the U. S. Civil Service Commission's test development section, received the first Commissioners' Award for Distinguished Service.

DR. HUNT TO HEAD ERIE HEALTH SERVICE

Dr. Robert C. Hunt resigned as Assistant Commissioner of the State Mental Hygiene Department, effective on April 1, to become director of Erie County community health services. He will supervise the county's mental health program, conduct studies and supervise treatment of the mentally ill.

Dr. Hunt has been with the Mental Hygiene Department for 23 years. He was director of St. Lawrence State Hospital. He was named Assistant Commissioner in 1952.

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- BROOKLYN WEDNESDAYS
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There is also an 8 P.M. CLASS IN MANHATTAN ON MONDAYS ONLY FOR THE BENEFIT OF THOSE WHOSE WORKING HOURS PREVENT THEIR ATTENDANCE AT AN EARLIER CLASS.

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Jamaica: FRIDAY—10 A.M. or 7 P.M.

TRANSIT PATROLMAN

Manhattan: TUESDAY at 1:15 or 7:30 P.M.
Jamaica: WEDNESDAY at 7:30 P.M.

SANITATION MAN

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

CLERK (ENTRANCE)

Manhattan: TUES.—5:30 or 7:30 P.M.—Jamaica: MON, 7 P.M.

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TUESDAY, FEBRUARY 19, 1957

Bargaining Advances

THE day will come when all public employees will have the same opportunities for collective bargaining, and all their organizations with numerical superiority the same rights to exclusive bargaining, as obtains in private industry. Meanwhile progress in that direction is slow, but not disheartening. Now that Philadelphia has signed a year's contract, on an exclusive bargaining basis with one union, a contract that is citywide in effect, the movement has been given a strong stimulus.

Benefits Not Small Even Now

Collective bargaining does exist on a considerable scale for public employees. The powerful Civil Employees Association has been engaging in it successfully for years; with 70,000 members, 58,000 of them New York State employees, the remainder employees of localities other than New York City, it has given further proof that even strength need not turn radical. The CSEA enjoys practically exclusive bargaining privileges, too, though nominally not; it has about the same proportion of state employees as members as the Philadelphia union had of employees of departments covered in the contract just signed. The Philadelphia figure was 73 percent. Nothing short of practically exclusive bargaining can accrue from such a preponderance.

The Federal Scene

In some Federal departments exclusive bargaining contracts exist, too, affecting blue collar workers. Now an effort is being made by employees to have Congress pass a bill guaranteeing union recognition. That would be the first step toward general collective bargaining. The next step would be exclusive bargaining by the numerically superior organization, determined either through dues deduction from payroll, or an actual election. In the New York City government two such elections have been held.

The argument in favor of clear lines of authority is that organizations springing up at random produce a multiplicity that interferes with the economical conduct of government, while also employees dissipate their strength by division. The economy argument means that dealings with large numbers of organizations does not bring labor peace, hence it is not worth the price to government. It is not worth the price to the employees, either, for unless they are strongly represented they are little better off than if they are unrepresented.

Employees Should Wake Up

Another factor is that a well-conducted, aggressive organization attracts members. The chief difficulty, after all, is the slowness of public employees to recognize not the mere need but the necessity of being members of an organization. How weak is the voice of the lone employee, or how futile his thoughts, however well founded, if not ever uttered where they might do him some good, has been a fact too long ignored by too many employees.

THE CALENDAR of the Board of Estimate summarizes a resolution to provide a \$9,000 salary for an administrator in the New York City Health Department. The summary explains that his duties are now more varied and more responsible and include "administrative management functions complimentary to operation of activities." Is this a long way of stating the short truism that the Yes Man always gets ahead?

NEW YORK CITY is teaching employees to be top administrators. Good! But it should take a course itself in the necessity of top-pay for top-fighters.

LETTERS TO THE EDITOR

STATE TROOPER EYES MERE 80-HOUR WEEK

Editor, The Leader:

You have published letters in which State office and institution employees have complained about their hours. Now will you hear what a State Trooper has to say? While others are striving for a deserved 40-hour week, Troopers are presently working 110 hours a week. That figure is correct, not a misprint. So all who work 44 or 48 hours a week should be thankful they're not in the State Police.

Subject to Transfer

If a Trooper is lucky he may be stationed in a place for maybe a year or two, but is subject to transfer at any time to any place. Not only is this a hardship on the Trooper but it is also rough on his wife and children. If a Trooper buys a home he has no security that he's going to stay stationed in one place for the rest of his career. The likelihood is excellent that he will be transferred numerous times. He shouldn't complain, for he is making 40 cents an hour.

The Grievance Plan just approved by the Governor means exactly nothing to the State Police for, as it stands now, if a Trooper is foolish enough to submit a grievance he can be sure that he will be transferred or else sent into Troop Headquarters on the "pile."

No Glance to the Rear

Recently on an inspection of a certain State prison, the Governor told one of the guards that he was appalled to hear that the prison guards were still working 40 hours a week. Right in back of our Governor were three Troopers, each of whom works 110 hours a week.

Mr. Editor, please do all you can to get our work week cut down to just 80 hours. We would be so happy to be able to go home to our families three nights a week, instead of two, also a raise to maybe 75 cents an hour. We could ask for a permanency in station also, but that would be too much at one time.

STATE TROOPER.

FOUND EDITORIAL MUCH TO HIS LIKING

Editor, The Leader:

I read your editorial in the February 12 issue, "Reclassification Issue," with great interest and satisfaction. Your analysis of the conflict is admirable and worthy of incorporation in a decision of our highest court.

The broad issues involved transcend any alleged rights to promotion of certain employees, some of whom though on promotion lists were unable to meet the stringent requirements for reclassification under the Career and Salary Plan.

EDWARD T. KRUGLAK,
Chairman, Legislative
Committee Society of
Architects and Engineers,
Board of Education.

BENEFITS FOR ONLY LITIGANTS CALLED UNJUST

Editor, The Leader:

In many large civil service areas, the failure of officials to observe the law against working employees out of title moves some eligibles on a current promotion list to sue to enjoin such impropriety. Whether or not that would stimulate regular promotions is debatable.

An out-of-title worker may happen not to be a promotion eligible. Interested in seeing the present list expire without appointments he would even intervene as a respondent in a law

suit in an effort to retain his job.

Those who see no advantage for themselves, one way or another, exhibit disinterest in the furtherance of sound civil service principles and so stand mute.

Community Enterprise

Should the petitioners prevail, the question remains whether those who did not expose themselves to the rigors of justice and its techniques, though possessing equities equal to those of the employee litigants, may benefit therefrom without further ado.

Many cite authority that the benefits of a law suit belong peculiarly to those who gave of their names to what is properly a community enterprise.

Indeed, a perverse appointing authority may require each individual to go to law before honoring any cease-and-desist application.

Case law educed to calcify the insistence on piecemeal relief is a denial of common sense. Pompous legalisms will not confer an aura of righteousness to empty repetitive efforts.

Derivative Benefits

Some persons are prepared to make potential martyrs of themselves "on behalf of all those similarly situated." This may reflect a knowing or devil-may-care attitude. In any case, civic-mindedness is ultimately involved. If for no other reason, this factor renders an assist to the soundness of

permitting derivative benefits to accrue even to those who would not or could not lend their names to the proceedings.

JULIUS CHAIET.

MENTAL HYGIENE PAY DOESN'T MEET LIVING COSTS

Editor, The Leader:

In regards to pay increases for State employees, I would like to offer Governor Averell Harriman an opportunity to prove his sincerity in helping the lower-income state employees.

In my particular instance, my husband, who is an employee of a State Hospital with nine years of service and working a 44-hour week, receives take-home pay of \$245.04 a month.

Since it is my job to balance the budget I find it more difficult each month with the increased cost of living. Here is a resume of necessities:

Mortgage on house\$ 77
Gas and electric 25
Telephone 6
Food 100
Gasoline and car expenses
(necessary for work) 30

Total\$238

This does not include any allowance for water bills, insurance, medical and dental expenses, clothing or other necessities.

Is such income sufficient for a family of five?

A job such as my husband's renders an assist to the soundness of
(Continued on Page 15)

Question, Please

IN YOUR NEWS REPORTS on laborer pay you describe the proposed prevailing rates, under Section 220 of the Labor Law, as not constituting grading. The Court of Appeals has held that positions in Part 36 of the City Service, the pay of which is determined by prevailing rates, are in the graded service, the bottom and top of the grade merely being the same amount, P. L.

That is true, but it is extremely technical to apply the distinction to this case. The Court of Appeals also held that a position in the graded service is not subject to the Labor Law, since grading is performed under the implied powers of the civil service section of the State Constitution, and takes precedence. While the one finding does not contradict the other, for reasons too involved to discuss here, it can be seen that grading, like so many other civil service terms, has somewhat different meanings, depending on the circumstances and context. In the news reports you refer to the word grading was used as referring to the salary schedule of the Career and Salary Plan, which has grades. Prevailing rates for laborers, for employees in any other titles, would be entirely independent of grading of that type.

SOCIAL SECURITY

HOW MUCH may an individual earn while receiving Social Security without losing benefits? C. E. V.

While you are under age 72, you may earn up to \$1,200 a year without losing any monthly benefits. If you earn between \$1,200 and \$2,080 a year, you may receive a certain number of monthly payments, depending on the amount of your earnings. If you earn more than \$2,080, you would be eligible for payment only in

those months in which you neither earned more than \$60 as an employee nor rendered substantial services in self-employment.

I AM ELIGIBLE for disability payments beginning July, 1957. How much will my benefit be? J. E.

The amount depends on your average earnings under Social Security. It is the same as the amount of the old-age insurance benefit you would be entitled to if you were 65. However, while you are under 65, your benefit is reduced by the amount of any other Federal disability benefit or any state or Federal workmen's compensation you receive.

HOW CAN I BE SURE that all of my earnings under Social Security have been credited properly? L. V.

You may check your official Social Security record as often as once a year by writing to the Social Security Administration, Baltimore, Md., and asking for a statement of your account. If an error has been made in your account, your Social Security office will help you get it corrected.

I HAVE BEEN told that the Social Security tax has been increased. If so, what is the new rate, and when does it become effective? P. V.

Beginning January 1st the Social Security tax that workers pay, and which is matched by their employers, was raised from 2 percent to 2¼ percent. The Social Security tax paid by self-employed persons on their earnings in 1957 will be increased from 3 to 3¾ percent. The additional tax will be used to finance the new disability insurance program which provides monthly Social Security payments to qualify disabled workers between the ages of 50 and 65.

State Jobs

The State is now accepting applications for the following examinations. The last day to apply appears at the end of each notice.

Unless otherwise indicated, candidates must be U. S. citizens and must have been State residents for one year immediately preceding the examination date.

Apply at one of the following: State Department of Civil Service, Room 2301, at 270 Broadway, New York City, corner of Chambers Street; Examinations Division,

39 Columbia Street, or lobby of State Office Building, Albany; State Department of Civil Service, Room 212, State Office Building, Buffalo, or at local offices of the New York State Employment Service.

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NYC Jobs

The following New York City jobs opened for application February 1. The closing date appears at the end of each notice.

Apply for any of these jobs in person, by representative or by mail to the Department's Application Division, 96 Duane Street, New York 7, N. Y. No mail ap-

Where to Apply For Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATkins 4-1000. Applications also obtainable at post offices, except the New York, N. Y., post office.

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

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

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

LEGAL NOTICE

SCHOONMAKER, MARY L.—CITATION.—P 1457/1950.—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. TO: MABEL BROOKS ROBERTSON, GIRARD TRUST CORN EXCHANGE BANK, as sole surviving trustee of the residuary estate of Eleanor D. Muzey, THE NEW YORK TRUST COMPANY, as Executor of the Last Will and Testament of Agnes L. Green, HARRY M. SOMERVILLE, Executor of the Last Will and Testament of Marjorie S. Schoonmaker, MARJORIE S. WILSON, PLAINFIELD TRUST CO., as Executor of the Last Will and Testament of Katherine S. Wood, PLAINFIELD TRUST CO., as Executor of the Last Will and Testament of Mary S. Andrews, JAMES L. MILLS, BURRETT S. MILLS, J. WILLIAM MILLS, ALAN B. MILLS, MARION CLARK, C. LOTHROP RITCHIE, as sole heir of Nancy Doyle Ritchie, EAST SIDE HOUSE SETTLEMENT, W. SPENCER ROBERTSON, co-executor of the Last Will and Testament of Mary L. Schoonmaker, BANKERS TRUST COMPANY, co-executor of the Last Will and Testament of Mary L. Schoonmaker, HONORABLE LOUIS J. LEFKOWITZ, Attorney General of the State of New York on behalf of unknown heirs of any deceased legatee, ALICE PASSY, FRED HOHL and MARGARET BRADLEY, if any of them be living, and if they be dead, in their respective heirs at law, next of kin, distributees, executors, administrators, legal representatives, husbands or wives, legatees, devisees, successors in interest and all persons who by purchase or inheritance or otherwise have or claim to have an interest herein derived through said persons or through their respective heirs at law, next of kin, distributees, executors, administrators, legal representatives, husbands or wives, legatees, devisees, successors in interest, or through any of them, being the persons interested absolutely or contingently in the trust created under Article Fourth of the Last Will and Testament of Mary L. Schoonmaker, deceased, who at the time of her death was a resident of the County of New York, SEND GREETING:

Upon the petition of BANKERS TRUST COMPANY, a corporation organized and existing under the Banking Law of the State of New York, having its principal place of business at 14 Wall Street, Borough of Manhattan, City of New York.

YOU AND EACH OF YOU are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 15th day of March, 1957, at half-past ten o'clock in the forenoon of that day, why the final account of proceedings of Bankers Trust Company, as Trustee of the trust under Article FOURTH of the Last Will and Testament of Mary L. Schoonmaker should not be judicially settled and this Court should not direct distribution of the principal of the trust fund to the general legatees under said Will in accordance with their respective interests.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS HONORABLE S. Samuel Di Falco, a Surrogate of our said county, at the County of New York, the 9th day of January, in the year of our Lord One thousand Nine hundred and Fifty-seven.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

plication will be honored unless accompanied by a self-addressed, six-cent stamped envelope at least nine inches wide.

OPEN-COMPETITIVE

7832. STATIONARY ENGINEER, \$20.64 a day, 59 vacancies, various City departments. Fee \$50. U.S. citizenship and State residence required, plus stationary engineer's license issued by New York City Buildings Department. (Thursday, February 21).

PROMOTION

7861. SENIOR SHORTHAND REPORTER, \$4,850-\$6,290, Departments of Investigation and Personnel. Vacancies from time to time. Fee \$4. A permanent job in one of those departments as shorthand reporter (old title, stenographer (reporting), grade 3) for six months preceding May 25 for filing, two years for appointment. (Thursday, February 21).

7579. FOREMAN OF BRIDGE PAINTERS, \$6,070 for 250 days, Public Works Department. One current vacancy, others from time to time. Fee \$5. Permanent job in the department as bridge painter for six months preceding May 11 to file, two years for appointment. (Thursday, February 21).

7581. FOREMAN OF BRIDGEMEN AND RIVETERS, \$32.80 a day, Public Works Department. One current vacancy, others arise. Fee 50c. Permanent employment in the department as bridgeman and riveter for six months preceding May 11 to apply, two years to be appointed. (Thursday, February 21).

7580. FOREMAN OF CARPEN-

LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent.

TO: PATRICK MCCARTIN, ROSE ANN DONAGHEY, ELIZABETH MCCARTIN, CHARLES MCCARTIN, CATHERINE MCCARTIN, FRANCIS MCCARTIN, MARY PAFFETT, ROSANNA QUINN, AGNES M. KELLY, JAMES KELLY, THOMAS HARDING, DOROTHY HUCKBEE, NATIONAL SURETY CORP., being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of CATHERINE MCCARTIN, deceased, who at the time of her death was a resident of 590 West 172nd Street in the County of New York SEND GREETING:

Upon the petition of ROSE ANNE SLANE residing at 50 Hillcrest Street, Staten Island 8, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the eighth day of March, 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of ROSE ANNE SLANE as Administratrix of Catherine McCartin, deceased should not be judicially settled.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE S. Samuel Di Falco a Surrogate of our said county, at the County of New York, the 25th day of January, in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

TERS, \$26.85 a day, Departments of Education and Public Works. Two current vacancies, others Fee \$50. Permanent employment in one of those departments as carpenter for six months preceding the test date, May 11, to file, two years, for appointment. (Thursday, February 21).

7582. PLUMBER, \$26.25 a day, Brooklyn College, Departments of Correction, Education, Hospitals, Parks, Police, Public Works, Sanitation, Housing Authority and Queens President's office. Twenty vacancies. Fee 50c. Permanent employment in one of the departments as plumber's helper for six months preceding the test date, June 11, to file two years for appointment. (Thursday, February 21).

ASSISTANT COURT CLERK, \$4,550-\$5,990. (Domestic Relations Court, Examination No. 7895; Municipal Court, No. 7429; Special Sessions Court, No. 7572; and City Magistrates' Courts, No. 78-68). Vacancies from time to time. Fee \$4. Permanent employment in one of the above courts as uniformed court officer or interpreter for six months preceding the test date (April 27) to apply, for two years to get appointed. (Thursday, February 21).

7861. SENIOR SHORTHAND REPORTER, \$4,850-\$6,290, Departments of Investigation and Personnel. Vacancies from time to

LEGAL NOTICE

CITATION THE PEOPLE OF THE STATE OF NEW YORK

By the Grace of God Free and Independent

HENRY ROXBURGH, as Domiciliary Executor and administrator named under the Last Will and Testament of Paul Moritz Rosenberg, deceased, ERNESTINE (also known as ERNA GALICKI) ROSENBERG, if living, and if dead, to her unknown executors, administrators, distributees and assigns being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of PAUL MORITZ ROSENBERG, late of the Netherlands, deceased, who at the time of his death was a stateless resident of the Netherlands. Send Greeting:

Upon the petition of RUDOLF CALLMANN, residing at 117-14 Union Turnpike, Kew Gardens, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 1st day of March, 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of RUDOLF CALLMANN, as Auxiliary Administrator with the Will Annexed of PAUL MORITZ ROSENBERG, deceased, should not be judicially settled and why a decree should not be made and entered judicially declaring that ERNESTINE (also known as ERNA GALICKI) ROSENBERG, former wife of said decedent, predeceased said decedent, and fixing counsel fees of RUDOLF CALLMANN, in the sum of \$4,500.00, of which \$1,300.00 has been paid on account.

In testimony whereof, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed.

WITNESS, HONORABLE S. SAMUEL DI FALCO a Surrogate of our said county, at the County of New York, the 17th day of January, in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

time. Fee \$4. Permanent employment as shorthand reporter (old title: stenographer, reporting, grade 3) for six months preceding test date (May 25) to apply, for two years to be appointed. (Thursday, February 21).

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20 Beechwood Drive Brookwood Park

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BERKSHIRE HOTEL, 140 State St., Albany, N. Y. ½ block from Capitol; 1 block from State Office Bldg. Weekly rates \$14 & up.

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ALL NEW 1957 PORTABLE TV

The Perfect EXTRA Set for Him, for Her, for Them!

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The perfect EXTRA set! Truly portable TV with console quality viewing, yet so light in weight! Compact, low-in-cost, full performance models. No quality has been sacrificed to "travel-ize" these 1957 G-E models. They belong anywhere, will go anywhere—indoors, outdoors, all around the house.

Compare!

- For its screen size, "lightest weight TV... check and see!"
- ALUMINIZED TUBE & DARK SAFETY WINDOW assure brighter and sharper pictures
- DYNAPOWER SPEAKER for clear, lasting tone quality

NEW G-E FAMILY PORTABLE TV
17T025 Bermuda Bronze \$149⁹⁵*
17T026 Terra Cotta & Ivory

NEW G-E COMPANION TV
14T017, Peacock Blue and Ivory \$129⁹⁵*
14T018, Bermuda Bronze & Ivory

In steel cabinet without dark safety window
14T016, Terra Cotta & Ivory \$104⁹⁵

NEW G-E PERSONAL PORTABLE TV

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- DYNAPOWER SPEAKER for clear, lasting tone quality

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GR 5-6100

State Jobs

(Continued from Page 7)
degree in mechanical or electrical engineering, or an equivalent. (Friday, March 15).
6011. LAUNDRY SUPERVISOR. \$3,480-\$4,370. Three vacancies.

Fee \$3. Two years in commercial or institution laundry work, one year of which must have been supervisory. (Friday, March 15).

PROMOTION

5001. SUPERINTENDENT OF LONG ISLAND PARKS, Long Island State Park Commission. \$9,750-\$11,650. One vacancy. Babylon. Permanent employment in the Commission, Bethpage Park Authority or Jones Beach

State Parkway Authority in a grade 27 or higher position for one year preceding the test date, April 13. (Friday, March 15).
5002. ASSOCIATE REHABILITATION COUNSELOR (Mental Handicaps), Education Department, \$6,550-\$7,980. One vacancy, Albany. Permanent employment in the department as senior reha-

ilitation counselor for one year preceding the test date, April 13. (Friday, March 15).
5003. PRINCIPAL STORES (Continued on Page 13)

Get Your- ARCO STUDY BOOK at the- Civil Service Bookstore

- TOLL COLLECTOR (Thruway) \$3.00
- PATROLMAN \$3.00
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Training Course Completed by 17

Seventeen City employees, representing 12 City departments, received certificates for successful completion of the training program in leading supervisory conferences, Personnel Director Joseph Schechter announced.

The certificates were issued by the Department of Personnel and the School of Industrial and Labor Relations of Cornell University.

"The employees participating in this program," Mr. Schechter said, "will proceed to establish supervisory training programs in their own departments in human relations in supervision."

The names and departments:

Elvin Adams, Louis D'Arconte and Andrew J. Galvin, Board of Education; Lieutenant Vincent A. Carlin and Inspector Robert R. J. Gallati, Police; Battalion Chief F. Connor, Fire; John Digney, Buildings; Miriam Edelson, Welfare; Edward Gorecki and Anthony Stefanac, Transit Authority; Louis Kreiger and Leo Rose, Hospitals; William A. Kueper, Sanitation; Milton Luger, Correction; Daniel F. Milchman, Personnel; Irwin Petk, Comptroller's Office, and Harry Shapiro, Health.

SHORTHAND REPORTER COMMITTEES APPOINTED

Harry L. White, president, New York State Shorthand Reporters Association, has announced the following committees:

Civil Service—Arnold Cohen, chairman; John P. Cassidy, Dorothy S. Felperin, J. Wayne Frost, Joseph G. Gold, H. Ray Hunt, Samuel S. Sklarew, Arthur F. Weld.

New York City Courts—Daniel S. Fields, chairman; Philip G. O'Connor, Libby Goldberg, Emanuel Grodsky, Irving Oblas, Frederick Weinberg.

Free Lance—Irwin R. Stone, chairman; Richard Brito, Paul Fromm, Harold T. Young.

Legislative—Julian J. Covel, chairman; John M. Flannery, Paul Fromm, Edward H. Hoy, Arthur R. Kirwin, Arthur R. Mann, Joseph Neitlich, Max A. Slate, Clifford G. Smith, Arthur F. Weld.

Awards of Merit—William Cohen, chairman; Harold Berman, Murray Deutsch, Charles G. Foster, Harold P. Hogstrom, Harold Horowitz.

SENATE CONFIRMS NINE ON YOUTH COMMISSION

ALBANY, Feb. 18—The Senate has confirmed Governor Averell Harriman's recommendations for the appointment of nine persons to the State Youth Commission.

They are Mark A. McCloskey, New York City, chairman; Mrs. Caroline K. Simon, Dr. Kenneth B. Clark, Hugh A. Doyle and Mrs. David Levy, New York City; Henry J. Osinski, Buffalo; William Rose, Suffern; John Hay Whitney, Manhasset, and Carroll E. Casey, Rochester.

SHAPIRO CONFIRMED FOR JOB ON BENCH

ALBANY, Feb. 18—The State Senate approved Governor Harriman's appointment of J. Irwin Shapiro as Justice in the City Court of New York. Mr. Shapiro was appointed State investigation commissioner by Governor Harriman in 1955. No successor was mentioned for that post.

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2 family brick, attached 2, 3 room apt. Semi-finished basement, 2 modern kitchens, 2 baths, oil heat, garage.

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3 magnificent bedrooms (4th bedroom optional)
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Full basement with laundry area. **\$14,750**

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NO CHANGE IN KEY OF DENTAL ASST. EXAM.

There were no changes in tentative key answers in the dental assistant examination, the New York City Personnel Department announced. None of the 33 participating candidates protested any item.

REQUIREMENTS APPROVED FOR TWO MORE NYC TESTS

The New York City Civil Service Commission approved advertisements for two open-competitive examinations. The titles are blacksmith's helper and public health physician (district health administration).

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HOUSE HUNTING? SEE PAGE 11

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State Jobs

(Continued from Page 10)

CLERK, Division of Standards Purchase, \$4,030-\$5,020. One vacancy, Albany. Permanent employment in the Division in a grade 7 or higher job for one year preceding the test date, April 13. (Friday, March).

5004. SENIOR OCCUPATIONAL THERAPIST (ORTHOPEDIC), West Haverstraw Rehabilitation Hospital, \$4,650-\$5,760. Two vacancies. Permanent employment at the hospital as occupational therapist for one year preceding the test date, April 13. (Friday, March 15).

5005. PRINCIPAL CLERK (PURCHASE), Workmen's Compensation Board, \$3,840-\$4,790. One opening, Albany. Permanent employment on the Board in a grade 7 or higher job for one year preceding April 13, the exam date. (Friday, March 15).

5006. SENIOR CLERK (MEDICAL RECORDS), Mental Hygiene institutions, \$3,170-\$4,000. One opening, Utica. Permanent employment in a grade 3 or higher position in a Mental Hygiene Department institution for one year

preceding the exam date, April 13. (Friday, March 15).

5007. PRINCIPAL STORES CLERK, Mental Hygiene institutions, \$4,030-\$5,020. One vacancy, Newark. Permanent employment in a grade 7 or higher job for one year preceding April 13, the test date. (Friday, March 15).

5008. SENIOR MEDICAL TECHNICIAN, Mental Hygiene institutions, \$3,840-\$4,790. One opening, Rochester State Hospital. For application; permanent employment as medical technician for three months preceding April 13; for appointment, one year preceding the test date. (Friday, March 15).

5009. DISTRICT ENGINEER, Public Works Department, \$13,170-\$15,510. Two vacancies, Districts 4 and 8. State engineer's license, and permanent employment in the Department in a

grade 31 or higher engineering job for two years preceding April 1, the test date. (Oral test, week of April 1). (Friday, March 15).

5010. HYDRO-ELECTRIC OPERATOR, Public Works Department, \$3,660-\$4,580. One current vacancy, two others expected. Permanent employment as junior hydro-electric operator or canal structure operator for one year preceding the test date, April 13. (Friday, March 15).

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Delehanty Opens Drafting School In Jamaica Building

In further recognition of the continuing growth of Long Island, M. J. Delehanty, director of the Delehanty Institute, announced another enlargement of the Institute's training facilities in Queens. On February 18 Delehanty Drafting School was opened in its own building at 89-25 Merrick Boulevard, Jamaica. The new school is a short distance from the large new home of the Delehanty High School at 91-01 Merrick Boulevard, opened in observance of the high school's 12th anniversary last September.

There is, Mr. Delehanty stated, an insistent demand for men and women who possess training in drafting to fill many well-paying positions in numerous industrial plants throughout Queens, Nassau and Suffolk counties.

Jobs Plentiful

In addition, the building boom continues unabated on Long Island and skilled draftsmen find many excellent career opportunities open to them in architects and builders offices. The Delehanty Drafting School in Manhattan was established more than 25 years ago and enjoys a splendid reputation among employers of draftsmen. The opening of the new Delehanty Drafting School in Jamaica likewise will be welcomed by personnel executives of the Long Island industrial community.

Courses will be offered in architectural, structural and mechanical drafting, with specialization in piping, electrical, machine drawing and technical illustration. Students may enroll for either day or evening classes, men and women with a minimum of 2 years of high school or the equivalent in education or experience usually may qualify for admission. Courses are approved for Korean veterans. Information may be obtained at the Delehanty High School, telephone JA 6-8200, or the Delehanty Drafting School in Manhattan at 123 East 12 Street, near Fourth Avenue, telephone GR 3-6900.

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City _____ Zone _____ County _____ State _____
Location of Car _____ Occupation _____
Yr. Make Model (Dir., etc.) Cyl. Body Style Cost Purchase Date New Used

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

Age	Relation	Marital Status	No. of Children	% of Use

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Text of Grievance Rules Issued for State Police

Following is the text of the executive order issued by Governor Averell Harriman regarding grievance procedure for the State Police:

I. PREAMBLE

In order to establish a more harmonious and cooperative relationship between the state and the members of the Division of State Police, it is hereby declared to be the policy of this administration and the purpose of this order to provide for the settlement of differences through an orderly grievance procedure. It is also the policy of this administration to assure to the members of the Division the right to full freedom of association, self-organization and designation of representatives of their own choosing for the purpose of adjustment of their grievances, free from interference, restraint, coercion or reprisal. All the provisions of this order shall be liberally construed for the accomplishment of this purpose.

II. BASIC STANDARDS AND PRINCIPLES

1. Every member of the Division shall have the right to join or refrain from joining or to continue as a member of any employee organization or association; provided, however, that no employee shall organize or help to organize or become a member of any society or group of persons which teaches or advocates that the government of the United States or of any state or of any political subdivision thereof shall be overthrown by force or violence, or by any unlawful means, or which interferes with the full, faithful and proper performance of the duties of members of the Division.

2. Every member of the Division shall have the right to present his grievance in accordance with the procedures prescribed hereunder with or without a representative of his own choosing, free from interference, coercion, restraint, discrimination or reprisal. There shall be no discrimination against any member because they have formed, joined or chosen to be represented by any employee organization or association for the purposes of this order.

3. It is a fundamental responsibility of all officers and non-commissioned officers of the Division to consider and, commensurate with authority delegated by the Superintendent, to take appropriate action promptly and fairly upon grievances of their subordinates. To this end appropriate authority shall be delegated to officers and non-commissioned officers by the Superintendent.

4. The Superintendent shall be responsible for carrying out the provisions of this order and the regulations prescribed hereunder and maintaining the standards herein prescribed for the Division.

5. The Superintendent, or his designated representative, shall hold conferences at appropriate times with member representatives on problems relating to conditions of employment and the continued improvement of State Police service to the public. Proposed new rules or modifications of existing rules governing working conditions should, wherever practical, be announced in advance and discussed in conference with employee representatives before they are established. Members are encouraged to contribute their experiences and their ideas to the solution of problems in the State Police service and to acquire a feeling of identification with the objectives of the Division.

6. The informal resolution of differences prior to initiation of action under formal grievance procedure is encouraged.

III. SUPERINTENDENT'S AUTHORITY

The Superintendent of the Division of State Police is hereby charged with the responsibility and empowered in conformity with the standards, principles and procedures herein set forth:

1. To carry out the provisions of this order for resolving employee grievances relating to conditions of employment in the Division of State Police and to promulgate such regulations as may be necessary to accomplish its purpose.

2. To hold hearings, to conduct investigations, to appoint fact-finding or advisory committees, to require the attendance of members of the Division as witnesses, and to require the production or examination of records, books and papers relating to such matters.

3. To distribute to each member of the Division a copy of this order to the end that all members are fully informed of their rights.

4. To render advice and assistance to members of the Division in any matter relating to the use of the procedures provided in this order.

5. To submit to my office on the first day of each month a report on the manner in which this order and any regulations prescribed thereunder have been administered.

IV. GRIEVANCES: PROCEDURAL REQUIREMENTS

1. Two procedural stages are provided:

(a) The first stage shall consist of the member's presentation of his grievance to his immediate superior (as prescribed in Art. 2 Order of Rank, Rules and Regulations of the Division) who shall, to the extent necessary or appropriate, consult with and permit the member to consult with any of his superiors to and including the troop commander. The discussion and resolution of grievances in the first stage shall be on an oral basis. Group grievances should be presented in the first instance to the lowest ranking superior common to all members in the group.

(b) The final divisional stage shall be the determination by the Superintendent or, at his election, by a duly designated representative with full responsibility for the determination of grievances in the final divisional stage.

If a grievance is not satisfactorily settled at a lower stage, the member may request a review and determination by the Superintendent or his designated representative. In such case, the specific nature of the grievance and the facts relating thereto shall be reduced to writing jointly or separately by the member and by the appropriate supervisor. The Superintendent, or his designated representative, shall, on the request of the employee hold an informal hearing at which the member and his representative may appear and present oral statements or arguments or he may designate one or more officers or members of the Division to conduct such informal hearing and to submit a report thereon with recommendations. The final determination of such grievances shall be made by the Superintendent or his designated representative.

Members of the Division assigned to Division Headquarters, members on special details, and those employees in clerical or other capacities will be governed by the foregoing procedures, presenting their grievance to their immediate superior in the first stage who shall consult with and permit the member or employee to consult with any of his or her superiors or supervisors to and including the head of the Bureau concerned. If the grievance is not satisfactorily settled in the lower stage the procedure will be the same as already provided for the final stage.

2. Representation. A member shall be entitled to a representative of his own choosing in the presentation and processing of a grievance at all stages under this order.

3. Time Limitations. In order to insure the prompt consideration of grievances, a determination

within five days is required by those responsible in the first stage. If the member is not satisfied with the determination at the first stage, he shall within 20 days reduce the specific nature of the grievance to writing in the manner previously provided and forward same to the Superintendent who shall within 5 days make such arrangements as may be necessary to process the grievance to final determination.

4. Time off for the processing of grievances. A member and his representative, if a state employee, shall be allowed such time off from his regular duties as may be necessary and reasonable for the processing of a grievance pursuant to this order without loss of pay or vacation or other time credits.

V. APPEALS

Determinations resulting from the final stage will be reviewed by the Governor or his designee upon written request of the member or group concerned.

VI. APPLICATION

(a) The provisions of this order and the procedures established hereunder shall be generally applicable to conditions which are in whole or in part subject to the control of the Superintendent and involve alleged safety or health hazards, unsatisfactory physical facilities, surroundings, materials or equipment unfair or discriminatory supervision and disciplinary practices not the subject of written charges and unjust treatment by fellow members.

(b) This order is not applicable to:

1. Matters relating to removal or disciplinary action instituted by written charges.

2. Matters relating to retirement.

3. Matters pertaining to open competitive promotional examinations for which appeal procedure is already provided.

(c) Determinations will be filed at Division Headquarters and will be made public by the Superintendent on the written request of the member concerned.

VII. DUTY OF OBEDIENCE

It should be kept in mind that the Division of State Police is a semimilitary organization and that it is the duty of every member to obey every lawful command or order issued orally or in writing and failure to do so may result in a breakdown in discipline and serious consequences. Orders must be obeyed and grievance procedures invoked later. Any member of the Division who fails to carry out orders or comply with instructions is liable to disciplinary action.

VIII. REVOCATION

This order revokes and supersedes the order issued 14 April 1951 entitled "Complaints and Problems."

Accounting Idea Wins Aide \$50

A selector device for accounting posting which increases accuracy and saves time for various state institutions and agencies has won a cash award of \$50, and a Certificate of Merit signed by Governor Harriman for Mrs. Helen Keefer, Clerk Grade No. 3, of Westfield State Farm, Bedford Hills, New York.

The superintendent of the institution, Miss Henrietta Addison, at a conference of the entire Accounting and Stores department which Mr. Roland L. Joyce heads, congratulated and commended Mrs. Keefer for her meritorious suggestion.

Miss Addison in the award ceremony remarks stated that she hoped other employees may be inspired by Mrs. Keefer's achievement and the official recognition given to it.

RESEARCH REPORT

By HENRY GALPIN

Aides' Dissatisfaction Spontaneous

We have just returned to the office after spending days in the field at several State institutions. Our business brought us in direct contact, as usual, with local CSEA leadership, but we were also in the closest possible contact with the State Employee per se. It is only fair to report that we were, to use a current phrase, "shook" by the widespread universal dissatisfaction that exists among the State Employees over their salaries. Further our most reliable "scouts" make it clear that this exists among departmental employees as well as institutional.

We've been around longer than we'll admit and have been through quite a few salary campaigns. We find the greatest amount of employee dissatisfaction we have yet seen. It is real, spontaneous, not trumped up, not manufactured. The complaints were literally universal, yet not just planted by recalcitrants. Our field contact was not just confined to the "guy on the ward" or the kitchen helper, but we also talked with people with supervisory responsibilities at several levels. They expressed concern with the present situation, and more than once the term "hiring the semi-employables" was used, so that we feel that even the widening use of the flexible hiring rate is failing to fulfill its function of providing temporary relief. Furthermore, temporary relief may well mean future trouble.

We do not believe that the present salary situation can be passed over lightly by those charged with responsibility of decision nor do we mean to imply that they have. We do say that another good hard look is needed by them.

The decision on whether to make a salary adjustment this year must be made on the basis of the merit of the case and no other.

ACTIVITIES OF EMPLOYEES IN STATE

Steuben County

Steuben County chapter, CSEA, held a dinner meeting on January 29 in the Keyhole Room of the Hotel Stanton, Corning, N. Y.

Ben Roberts, Association field representative, discussed the current State legislative program with emphasis on Social Security bills. A lively discussion period followed.

President Charles Kehler chaired the business meeting that preceded Mr. Roberts' talk, giving a progress report on local projects. It was announced that Robert Robinson, chapter first vice president and chief probation officer, would serve as delegate to the February 20 meeting in Albany.

A minute of silent prayer was offered in tribute to the late Dr. Rudolph J. Shafer, director of the county laboratories for 30 years and a loyal member of the chapter.

Entertainment during the dinner included vocal solos by Mrs. Sarah Johnson, accompanied by Mrs. Genevieve Clancy.

Dinner arrangements were in charge of Margaret Slayton, social chairman, and Barbara Shepard.

Creedmoor

The president of Creedmoor chapter, CSEA, urges all employees of the hospital to write their Senators and Assemblymen requesting support in obtaining the 40-hour week and a pay increase for State employees. Senator Walter McGahan and Assemblyman Lew Wallack are the representatives to write. The lawmakers should be swamped with mail urging the passage of legislation to secure these benefits, President Campion said.

Mrs. Sadie Sweeney was elected commander of the Creedmoor Veterans Organization; Larry Guarisco, 1st vice commander; Al Bierman, adjutant, and Luther Baird, treasurer. Mrs. Sweeney is the first woman to be elected commander of the post. Officers will be installed on February 19.

Senior employees at the hospital have formed the Creedmoor Quarter-Century Club.

Mrs. Robert Burwell was elected president of the newly-formed Creedmoor Quarter-Century Club, composed of senior employees at the hospital. Harry Bickel was elected secretary, and Peggy Fisher, treasurer. Thirty-two members attended the first meeting. All those with 25-year pins are eligible to join.

The chapter extends a warm welcome to its Hungarian friends who recently started work at the hospital.

Vacationers: Herman Miller,

Charlie Byank, and Mr. and Mrs. Shover Shine, who are visiting in Burlington, Vermont.

Betty Robell is pleased with her new night-duty assignment.

Bessie Bopp and Violent Palmer, recently hurt in an auto accident, are on the road to recovery.

Members' condolences go to Mr. and Mrs. Joseph Keane on the death of her mother, to John Flood, whose sister died, and to Ed Dolega, on the death of his mother.

Pilgrim State

Pilgrim chapter, CSEA, will meet on Thursday, March 7, at 8 P.M. in the lounge of the community stores building, West Brentwood, N.Y. All members are urged to attend. A report of the Albany meeting will be given. President Jack Cottle will chair.

The chapter now has a membership of 2,310—a 35 per cent increase over 1956.

Onondaga

The executive committee of the Onondaga chapter, CSEA, held its monthly meeting February 5 in the Finance Office, City Hall. Among the guests was Ben Roberts, CSEA field representative.

President Rogers read a letter from Assemblyman Charles A. Shoeneck, Jr., referring to Social Security coverage, and a copy of Legislative Document 13 containing the report of the State Commission on Pensions.

Laura Gurnick, co-chairman of the membership committee, reported on the group's January 29 meeting in the Merchants Bank Building, at which refreshments were served.

Helen Angelog, Arthur Darrow, Arlene Brady, John Bachman and Miss Gurnick were named delegates to the CSEA annual meeting, to be held in Albany on February 20.

The workshop held in conjunction with the Central Conference on February 2 in the Onondaga Hotel was a very successful one. About 50 members attended, representing 12 chapters of the Association. Robert Clift, who was in charge, did an outstanding job. Mr. Clift announced that the steering committee will hold another workshop in Oneonta soon.

The chapter's next quarterly meeting will be held on March 13 at Kirk Park Community House. Awards will be made to outstanding chapter members.

A speedy recovery to Ruth Doust, an employee of the recording division of the County Clerk's Office, who was a recent patient in Syracuse General Hospital,

LETTERS TO THE EDITOR

(Continued from Page 5)

quire much experience, study diligence and faithful attendance.

If the State employees were upgraded and paid a salary according to the average standard of living, the State would be fulfilling its obligation to the people and also would be able to hire

and retain well-trained personnel.

It is obvious to all that the Mental Hygiene Department employees desperately need a raise.

Mrs. L. C.

MENTAL HYGIENE JOBS AND FREEDOM FROM FEAR

Editor, The Leader;

Not too many years ago, Franklin D. Roosevelt expressed hope in a speech entitled "The Four Freedoms." One of these was freedom from fear.

Right here in the State, which Governor Averell Harriman extols in vacation brochures, the mental hospitals are crowded with unfortunate persons who could no longer cope with their fears.

I and many like me are working as attendants in these hospitals. We are laden with fears, too, for our homes, our children, for the simple necessities of life.

Does the Governor know that almost 85 percent of the mothers of New York City must work to help supplement their husbands' incomes? When one considers how difficult it is to leave children to their own devices for several hours a day, one can appreciate the fear in our hearts as we leave for work each day.

The Governor has the power to alleviate some of these fears; to tie up to Mr. Roosevelt's ideals.

We want a 40-hour week (giving us two days a week with our children), and a 15 percent raise, to bring our income up to that paid by industry for related work.

WORKING MOTHER.

LEGAL NOTICE

MAYEROFF, JOSEPH.—CITATION.—P. 249, 1957.—The People of the State of New York, By the Grace of God Free and Independent, To GITA LEAH STERNBERG, FRUMA MIRIAM MAYOROV HENIE RIVA WEISBLATT, FRIEDA BLUMA MAYOROV, the next of kin and heirs at law of JOSEPH MAYEROFF, deceased, send greeting:

Whereas, Avron M. Polk, who resides at 505 West End Avenue, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 21, 1956 relating to both real and personal property, duly proved as the last will and testament of JOSEPH MAYEROFF, deceased, who was at the time of his death a resident of 1666 Lexington Avenue, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 15th day of March, one thousand nine hundred and fifty-seven, at half past ten o'clock in the forenoon of that day why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable S. Samuel Di Falco, Surrogate of our said County of New York, at said county, the 31st day of January in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE,
Clerk of the Surrogate's Court.

Gerosa Honored As Man of the Year

Lawrence E. Gerosa, New York City Comptroller, was honored as Man of the Year by the New York Society at a dinner in the Hotel-Sheraton Astor. Senator Jacob K. Javits, recipient of the group's 1955 award, presented

a plaque to Comptroller Gerosa for outstanding civic, social and philanthropic activities.

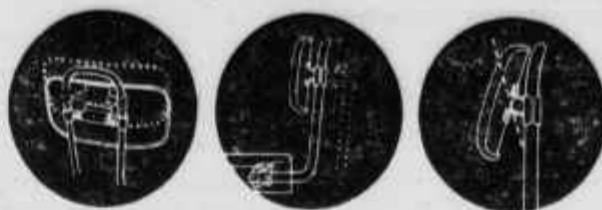
Chairman for the dinner was Brigadier General Charles E. Keegan, former City Councilman; vice chairman, Francis J. Murano.

PHYSICIST EXAMS

The New York City Personnel Department summoned one candidate for an open-competitive physicist test on February 15; three were called to a promotion examination for physicist, and two for senior physicist, on the same date.



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MENTAL HYGIENE MEMO

By A. J. COCCARO

Tolls, Taxes and Progress

Forty years ago the State of New York, realizing the necessity of getting employees to Manhattan State Hospital, provided free ferry service from Manhattan to Wards Island.

In the ensuing years the Triboro Bridge was built, the free ferry service was discontinued, and the purchase value of the dollar continued to shrink.

Federal and State income taxes rose to new levels. Salaries of the State employees continue to lag behind private industry and cost of living indexes. Recruitment of adequate personnel in the mental hospitals became a serious problem.

Our State is known to pay lower salaries than private industry. Part of this low salary is taken back by State income taxes levied against the State employee. By discontinuing free ferry service to Wards Island, the State, in effect, is imposing a toll tax upon the employees who are forced to use the bridge facilities to get to their State job.

Free Tolls For Other Aides

It was pointed out to us that employees of the NYC Department of Parks, New York City Police, New York City Public Works employees are accorded free toll privileges to and from their job.

A bill has again been introduced to the Legislature to give Manhattan State hospital employees free access to the bridge facilities in the line of duty. The legislators have little to lose by passing such a bill. Proceeds on the Triboro Bridge in the last few years have hit new record highs, and passage of this bill would not hurt anyone. It has been pushed around year after year, because it is of local nature and does not interest legislators from areas outside of the Manhattan district. Each employee at Manhattan State Hospital should write today to the majority and minority leaders of the State Senate and Assembly calling for their support to see that this bill passes both houses.

Kelly Gives CSEA Salary Case at Budget Hearing

(Continued from Page 3)

allocating to appropriate salary grades the thousands of state titles. It was done specifically to assure the creation of an independent agency, all of whose employees and staff, including the Director, are in the competitive class and not subject to the whims of changing politics. It is our earnest recommendation that these two bills be amended to prevent against the administrative monstrosity of divided classification responsibility.

"Even more important, however, to the great bulk of the State's employees is the failure of the budget to recommend any general salary adjustments. The Association's program is for a 15% general salary increase. Legislation to effectuate this program has already been introduced by Senator Ernest I. Hatfield and Assemblyman Orin S. Wilcox.

"We rest our case for a salary increase this year not only on the studies and surveys made by our Association, but are reinforced to this end by the comprehensive salary studies done, not by our Association, but by the State Division of Classification and Compensation.

Below Factory Workers

"In the Fall of 1956, the Civil Service Department study showed that the entrance level positions in state service are an average of 13% behind comparable salaries in private industry. Moreover, the Civil Service Department study conclusively demonstrates that the state salaries from the very bottom to the very top require a substantial salary adjustment to be in any respect comparable to private industry or to other leading public jurisdictions. Our own findings support the figures of the state agency. In the overall, we present that over 51,000 or nearly 60% of the state's workers are

earning less than \$4000—less than the average wage computed on a yearly basis, paid to the factory workers in New York State. Some 16,000 of these 51,000 receive less than \$3000 per year, which, by modern values, bring them far below the necessary standards for decent living.

"The Civil Service Employees Association and the state's employees have no wish to be caught in the inflationary spiral which seems to be developing. They know too well the dangers of inflation. They have many times suffered from the damages which runaway prices and lagging salary adjustments have caused in their lives. The workers in industry and commerce are not tied to the rigidities of the state fiscal scheme. Their salaries can be adjusted almost immediately, whereas the public worker's income is fixed, at least, for a year.

Equality With Industry

"We are not unmindful of those budget bills which do contain employee benefits. For many years this Association has been urging an increase in the present ordinary death benefit of ½ year's salary. This year we are pleased to note that our program in this respect has been endorsed, and that the budget contains provision for an increase in the ordinary death benefit to a maximum of one full year's salary. We also are gratified to note that our recommendations have been accepted with respect to providing an ordinary death benefit to members of the closed Mental Hygiene Retirement System. We also are pleased that the budget contains funds to enable the effectuation on a realistic basis of the Health Insurance Plan for state employees authorized last year.

"These improvements for state employees, however, do not go to the heart of the issue. The state is

GOP on Social Security Bill

(Continued from Page 1)
thorize the extension of old-age and survivors insurance to policemen and firemen, separate referenda shall be held among these public servants on both state and local bases.

Where systems provide retirement allowances consisting of separate pension and separate annuities, the members are authorized to have their contributions reduced by the amounts required to pay their social security contributions. The bill provides an appropriation of \$4.5 million for the state's share and \$50,000 for administrative expenses.

Assemblyman Wilson said that other bills involving state and municipal employees would also be introduced shortly under the sponsorship of the Joint Legislative Committee on the Employees' Retirement System.

More Bills To Come

Among those yet to be introduced are measures calling for making permanent the temporary provision of the Retirement and Social Security Law providing for the ordinary death benefit and the return of accumulated contributions to the estate of members who die in the 30-day period after retirement; extending for one year provisions permitting a retired employee to earn up to \$1,800 a year as a state or municipal employee and increasing from \$2,500 to \$3,500 a year the maximum retirement allowance such excess of \$3,500 to waive the excess in order to enjoy the yearly earning privilege.

In addition, proposed GOP legislation would grant to locally paid policemen, outside of New York City, substantially the same rights as paid firemen now have to salary payments and medical care in the event of injury or illness incurred as the result of the performance of duty.

Also proposed are measures extending for another year temporary provision of the Retirement and Social Security Law relating to (1) the privilege of making additional contributions; (2) the obtaining of credit for service rendered to a non-actuarial system; (3) the making of loans to members between the ages of 65 and 70, or to members absent on military duty; (4) the privilege of certain retired members to earn modest amounts in temporary seasonal or occasional public employment.

Also: (5) Provisions allowing members retired on disability to earn the difference between what they would now be receiving in their public positions and their retirement allowance without suspending portions of their pensions.

plagued, it contends, by difficulties in recruitment and by excessive employee turnover. The answer to these problems is found in the failure of the budget recommended for this year to treat adequately of the two basic factors accounting for the recruitment and turnover difficulties, — i.e. hours of work and adequate salaries. We sincerely urge that action consistent with the indisputable facts be taken, either in connection with the budget or by separate legislation, to insure correction of these glaring inequities. The public employee with amazing unanimity are daily expressing their bitter resentment that the budget contains no proposal for reduction in hours and only a most inadequate and sketchy treatment of the salary question."

Ferro Cites Aides' Plight In Open Letter to Harriman

Vito Ferro, president of Gowanda State Hospital chapter, Civil Service Employees Association, recently composed an open letter to Governor Harriman and members of the Legislature in which he cited the intense need to improve the lot of Mental Hygiene Department employees.

Because Mr. Ferro's letter cites many dangers to the quality of service through lack of governmental action, The Leader presents his message here.

Ferro's Letter

It reads:

Governor Harriman and Members of the New York State Legislature—many of you have received a letter similar to this in the past week. The subject is, as you already know, the Mental Hygiene Hospital employees, the lowest paid group of State employees.

I can not help but think for a State as great as ours, how slow our progress has been toward improving salaries and shorter work week for Mental Hygiene Hospital employees. Certainly the salaries and working conditions in State Service are far below those in private industry.

I wonder if you realize the hazard that a Mental Hygiene Hospital employee is subject to.

The daily contact which institutional employees have with patients, often times crowded quarters, increase the hazard of their occupation. The threat of injury hangs over the head of every employee. This in itself is and should be considered a hazard of health and safety. Employees in these institutions can not be certain of a free week end or holiday, as can employees in other occupations. They must be on duty at all hours of the day and night. The long and broken work schedule affects the normal home, social and recreational life of these employees.

Waste of Training

At present, the hospital employs good and efficient personnel. Considerable time and money is spent to train this personnel so that the best of care may be given to our most unfortunate citizens, the mentally ill, only to find that this employee is leaving hospital service during or after his hospital training. Why? Because he suddenly realizes that he can not live on a meager attendant's starting salary of \$52 per week gross pay, or the kitchen helper and the farmhand R-2, salary \$48 per week gross pay. These salaries are based on gross pay before any deductions are made for Federal Tax or for his retirement plan.

The farmhand or kitchen helper receives \$1.20 per hour. The ward attendant receives \$1.30 per hour. In this day and age, would you consider this a living wage? That is why these same employees will find a position in a machine shop, steel plant, automobile plant, and will receive two to three times the amount of salary and do a more pleasant type of work and live a better social life. Here again it appears that the State has not only wasted time and money, but has deprived our patients of the proper care, having these hospital employees resign after or during their training period.

Have you ever stopped to realize that a person who is unemployed and is on unemployment insurance, receives the maximum of \$36.00 per week which is \$12.00 less per week than a State employee who is employed in one of the lowest paid groups, Mental Hygiene. After the State employee pays his income tax and pension,

DR. SOBEL IN VISITOR POST

ALBANY, Feb. 18—Dr. Raymond Sobel, of Chappaqua, has been nominated by Governor Harriman as a member of the Board of Visitors of Westfield State Farm to succeed Arnold A. Costabile, M.D., who resigned.

His name has been sent to the State Senate for confirmation to the post.

he finds that he has earned less than the person who is drawing unemployment insurance.

Editorial Tells Story

This is a quotation from the editorial page, published December 8, 1956, in the Buffalo Evening News:

"Witness after witness at a recent legislative hearing testified that New York was lagging far behind many other states in recruitment and training of qualified personnel in the field of mental illness. Testimony was also offered that the State is still spending mere pittance for research in this field.

"The hearing was productive. It made clear the need for a greatly expanded program of psychiatric research and training in the State, and also yielded many remedial recommendations. The work of Dr. Paul Hoch, Commissioner of Mental Hygiene, was lauded, but as one witness noted, he can not do the job alone. Gov. Harriman and the Legislature owe it to the mentally ill, and to the public, to throw their full weight behind corrective measures.

"The critical statewide shortage of personnel is apparent Erie County, where it not only affects existing institutions like the Buffalo and Gowanda State Hospitals, but undoubtedly will affect the new state school for mentally retarded children in West Seneca."

This is a quotation from State Senator, George R. Metcalf, Chairman of the Senate Committee on Public Health—statement published in the New York State Mental Hygiene News:

"Testimony of the many experts at the hearing made it obvious that the State needs to assess its research program and redraft its salary schedule."

He also pointed out that salaries in the State were consistently lower for all psychiatric personnel than in many other states, causing a "serious drain" on the State's psychiatrists and hospital personnel.

Variable Minimum

At the present time, in order to facilitate the hiring of ward personnel (the backbone of the institutions) in the Mental Hygiene Institutions as Wassaic, Harlem Valley, and Newark, New York, the Budget Director has resorted to the application of the variable minimum. As you already know, this will bring the starting salaries for Mental Hygiene attendants to well over \$300 over the starting salaries for Mental Hygiene attendants at any other institution throughout the State. It is unfortunate and incredible that the Budget Director has resorted to such an unfair method to recruit personnel to carry out such important work, the care of the mentally ill. This itself is an infraction of the Civil Service Law, "Equal pay for equal work."

I can not help but feel that the Administration and the members of the Legislature are not only depriving the career employee of a fair and just salary, but is also depriving our unfortunate citizens (the mentally ill) of their rightful psychiatric care. Please bear in mind that these unfortunate citizens may be a neighbor, friend, or one of our loved ones.

I firmly believe, after talking with many of the people in my community and supported by the editorial in the Buffalo Evening News and the statement made by Senator George R. Metcalf, that the only solution to this problem is not by establishing a variable minimum policy, but to increase salaries to a par with private industry and a shorter work week. Only in this way could the hospitals recruit and retain adequately trained and qualified personnel.

In conclusion, I believe that immediate steps should be taken to correct these long-existing inequities. As long as these problems and conditions are allowed to continue, then our elected members of our State government are depriving not only the State employees, and the public, but are depriving the mentally ill of their rightful psychiatric care.