

Civil Service LEADER

America's Largest Weekly for Public Employees

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Cash For

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See Page 3

HARRIMAN SIGNS PAY BILL; PROMISES 'MORE EQUITABLE' SALARY LEGISLATION IN '58

Mandated Social Security Bill Passes Legislature

Governor Averell Harriman is expected to sign the Social Security bill passed unanimously by both the Senate and the Assembly.

The bill provides for Social Se-

curity coverage for those State and local government employees who want it, on the basis of their public jobs, and thus opens the liberal survivorship benefits as well as pension improvement.

Bingham Talk to Top Twin Conference Meet

Johnathan B. Bingham, secretary to Governor Averell Harriman and a New York City attorney, and Maxwell Lehman, Deputy City Administrator, will be the honor guests at the first annual workshop of the Metropolitan and Southern Conferences, Civil Service Employees Association. The workshop will be held on Sunday, April 28 and Monday, April 29, at the Hotel Concord, Klamesha Lake, Monticello, N. Y.

Registration for the two-day joint meeting will begin at 2:30 P.M. on Sunday, April 28, followed by refreshments in the hotel cocktail lounge from 4:30 to 6:30 P.M. A private cocktail party will be held at 6:30 with the compliments of the management.

At dinner, beginning at 7 P.M., Mr. Lehman will be introduced as honor guest. Serving as toastmaster will be Thomas Conkling, past chairman of the Metropolitan Conference. The late evening will feature dancing, beginning at 9 P.M., and an all-star show starting at 10:30, in the Cordillon Room of the hotel.

Program

Delegates will take up matters of business beginning at 9:15 Monday morning, following breakfast at 8:30 in the Concord dining room. The topic of the 9:15 to 10:15 session will be a review of 1957 civil service legislation. Nellie Davis, Southern Conference chairman, will preside; John Kelly, Jr., assistant counsel for the CSEA, will act as discussion leader.

Edward Sorenson, chief of the State Social Security Agency, will lead a discussion scheduled for 10:30-11:45 on Social Security and the State employee. Presiding at that meeting will be Irwin Schlosburg, second vice chairman, Metropolitan Conference.



Johnathan Bingham

CSEA President John Powers will be guest speaker at luncheon, scheduled for 1:00 P.M.

The afternoon business session will begin with a 2:30-3:30 discussion on the State Retirement System, directed by Max Weinstein, Retirement System actuary. Francis M. Casey, CSEA field representative, will preside.

The day's final discussion meeting will take place from 3:45-5:00 P.M. The topic: State health insurance program. Edward Meacham, director of personnel services for the State Civil Service Department, will lead the discussion. Henry Shemin, past chairman of the Metropolitan Conference, presiding.

The highlight of the two-day conference will be the final dinner, at 7:00 P.M., when Mr. Bingham will address the gathering. CSEA Executive Director Joseph Lochner will be toastmaster.

Public employee retirement systems afford only meagre benefits to survivors.

Main Provisions Explained

A digest of the main provisions follows:

1. Each pension group will vote separately whether to open Social Security coverage to its members. If the vote is negative, there will be no such coverage for such

(Continued on Page 5)

Risk Law Is Extended For A Year

ALBANY, April 1—Governor Harriman has approved legislation to extend the state's security risk law another year.

The law permits the dismissal or suspension of employees of questionable loyalty and is extended until June 30, 1958.

First enacted in 1951, the law applies to state or local agencies which have been classified by the Civil Service Commission as security agencies.

The measure which was signed by the Governor did not include a number of recommendations of a special committee which was created by the Governor to study the legislation.

The committee in its report stated that many state and local government bodies had little to do with national defense but had been put in the security classification and recommended that the law be made more applicable to jobs which were more closely related to security and defense.

3 HEALTH DEPT. AIDES GET PERMANENT POSTS

ALBANY, April 1 — Three State Health Department employees have received permanent appointments as associate sanitary engineers in the department's bureau of environmental sanitation.

They are John C. Haberer, Athan A. Baskous and Alexander Rihm.

Social Security Approval Indicated in His Message

ALBANY, April 1—Governor Averell Harriman Saturday approved two bills providing some \$18,000,000 in salary increases for State employees and a 2-hour reduction in the work week of institutional employees.

Although the Governor termed the pay bill "grossly inequitable to the majority of state employees," he said he was signing it "as I do not want to deny the salary increases which are provided."

Mr. Harriman declared that next year he would propose salary adjustments "designed to correct the inequities of this year's legislation." He said also that he hoped to complete the reduction in the work week "which we began last year."

The bills signed by the Governor were introduced into the Legislature by Republican leaders and received a unanimous vote of approval in both houses last week.

Governor Harriman's message on the bills also gave positive indication of his intention to sign a bill to provide Social Security benefits for state employees and local public workers who wished to gain such benefits.

The chief executive's signature on the pay and hours bills is a marked victory for the Civil Service Employees Association, which made an all-out drive to obtain salary increases for state employees this year. The employee group represents the majority of state workers.

Harriman's Message

In a message commenting on the two bills Governor Harriman said:

"These bills provide for new salary schedules for all State employees, and for a two-hour reduction in the work-week for those State employees who are now working a regularly scheduled work week of 44 hours. The salary bill appropriates \$19.4 million to finance the salary increases provided by the new schedule and to carry out the reduction in the work week. The actual cost of these two measures is, however, estimated to be in excess of \$21 million.

"State employees merit the increased pay and the reduced work-week provided by this legislation. I am shocked, however, that the Republican leaders passed salary legislation of this dimension which in its distribution of pay increases is grossly inequitable to the majority of State employees. The new salary schedule provides a pay increase of \$120 or less for more than 50 percent of the State's employees, while it provides salary increases ranging from a minimum of \$650 to \$1,500 for the highest paid four percent of State employees. The plan shows no awareness of, or a callous dis-

regard for, the needs of 90 percent of the State's employees who now receive less than \$6,000 per year.

40-Hour Week

"Until I became Governor, no effort had been made to reduce the 48-hour work week prevalent in the State's institutions.

"Last year, on my recommendation, the work week was reduced by four hours for 33,000 State employees, and I gave assurance that

(Continued on Page 14)

Civil Service Commissioners Sworn In

ALBANY, April 1—Miss Mary Goode Krone and William H. Morgan have taken their oath of office as reappointed State Civil Service Commissioners. The oath was administered by Governor Harriman.

In a switch of terms, Miss Krone was appointed to succeed Mr. Morgan, who had resigned to permit Miss Krone to be appointed to his term. The political switch gives Miss Krone a new appointment for two years and Mr. Morgan a new five year term.

460 Summer Jobs Open at Playgrounds

Qualified New York City men and women between 18 and 35 may apply now for summer jobs as playground assistants with the Department of Parks, at \$9 a day. Those under 18, with employment certificates or vacation work permits, may also apply.

There are 460 openings for the seasonal positions, which run from June 1 through September 15.

Persons interested in part-time work may apply for jobs paying \$1.12½ an hour, working from September 16 to May 31 next. In such cases, the work-week cannot exceed 24 hours.

Candidates must have been City residents for three years immediately preceding appointment. In addition, high school graduation and one of the following are required: one summer season of experience as an instructor, coach or counselor in an organized recreational program; 30 credits toward a baccalaureate degree registered with the State University, or an equivalent combination of education and experience.

Appointees will assist the recreation leader of a playground area or small neighborhood play area in such work as organizing team games, distributing and collecting play equipment, maintaining order, record-keeping, etc.

As the examination is non-competitive, and there is no written test, the list of eligibles will not be in the order of relative standing. With all qualifying equally, there will be no formal eligible list. The Parks Department will handle appointments itself.

Where to Apply

Application may be made to the Personnel Department's application bureau, 96 Duane Street, New York 7, N. Y.

Haverstraw Post Filled

ALBANY, April 1—Mrs. Alma B. Crosby of High Tor Vineyards, New City, has been appointed a member of the Board of Visitors of Haverstraw Hospital. She succeeds Mrs. Leroy E. Kimball, whose term has expired.

York 7, N. Y., or to one of the following Parks Department offices:

Arsenal Building, Personnel Division, 64th Street and Fifth Avenue, New York 21.

Litchfield Mansion, Prospect Park West and 5th Street, Prospect Park, Brooklyn 15.

Administration Building, Bronx Park East and Birchall Avenue, Bronx Park, Bronx 62.

The Overlook, Union Turnpike and Park Lane South, Forest Park, Kew Gardens 15.

Clove Lakes Park, 1150 Clove Road, West New Brighton, Richmond 1.

Mail Applications Accepted

Applications may be made by mail, provided a self-addressed, six-cent stamped envelope at least nine inches wide is enclosed. However, applications will not be received by mail, but in person or by representative only. The closing date is Tuesday, April 30.

12 More State Exams to Open

The following tests open for application on Monday, April 22, and close on Friday, May 31. Do not attempt to apply before April 22. The tentative examination date is Saturday, June 29. Titles, entrance and maximum salaries are shown.

- Aquatic biologist, (open to any qualified citizen), \$4,430-\$5,500
- Special agent, Mental Hygiene, \$4,650-\$5,760
- Law Department Investigator, \$5,130-\$6,320
- Senior mechanical stores clerk, \$3,320-\$4,180

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WILLOWBROOK ALTAR GUILD HOLDS DINNER



The Protestant Altar Guild of Willowbrook State School recently held its first annual dinner. Pictured are (from left) Gertrude Yuill and Florence Francis, re-elected as treasurer and president, respectively; Lillian E. Palmer, wife of Chaplain J. Murdock Palmer; Catherine Berman, wife of Dr. Harold H. Berman, director. Seated in the background is Mrs. George Gold, wife of Dr. Gold, hospital pathologist.

Senior clinical psychologist, \$5,390-\$6,620
 Psychologist, Erie County, \$4,650-\$5,485

Park engineer, \$5,660-\$6,940
 Senior personnel administrator, (open to any qualified citizen), \$5,390-\$6,620
 Spanish interpreter, Bronx County, (four months' Bronx County residence required), appointment at \$4,500.
 The following tests are scheduled for Saturday, July 13. Applications tentatively open on Monday, April 22, and close on Friday, June 14. All are open to any qualified citizen.
 Senior welfare consultant (mental health), \$5,940-\$7,270
 Supervisor of hospital volunteer services, \$4,430-\$5,500 (Next Col.)

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Social Security A Real CSEA Victory

On Monday, March 25 the Van Lare Social Security bill passed both houses of the Legislature and was sent to the Governor. This bill provides wide benefits for all public employees in New York State—with the exception of policemen and firemen. The only reason these groups are not included is because the Federal Social Security Law specifically excludes them from coverage.

The Van Lare bill provides for full Social Security benefits to be added to benefits of the public employees retirement system. It extends Social Security benefits, by mandate, to employees of every municipality. It provides for retroactive coverage, under Social Security, for all State employees for a period of six quarters, or approximately 15 months, and makes this coverage optional for municipalities.

It is fully expected that Governor Harriman will sign this bill. Although it is not exactly what the Administration wanted in all details, the supplementation bill is, in essence, the program of the Governor's Administration.

Early Exploration

The Civil Service Employees Association can take great credit for the Social Security legislation just passed. As far back as 1954, the Association was exploring the possibilities of linking the Social Security system with the retirement system. It formally posed the question of the merger to the two gubernatorial candidates, Messrs. Harriman and Ives, in the 1954 campaign. It wrote letters and held meetings on the subject. It appointed a committee to plan for a definite proposal in 1955. After the endorsement of the joining of the two systems by Republican and Democratic parties in 1955, the Association really got busy.

It introduced the first bill providing for supplementation of Social Security benefits and compulsory extension of these benefits to the municipalities in the 1956 Legislature. Even though the bill failed to pass in that year, the influence of the Association in the formulation of subsequent legislation was felt. Its advice on the subject was sought by leaders of both parties during the remainder of the year. Its program of supplementation was publicly adopted by both parties in the late summer and early fall of last year.

A Proud Record

The Association can be proud of its record on this issue. It can be proud of its counsel and its staff, who provided so much technical knowledge and drive which shaped the bill and translated its contents to Association membership and to the public.

If we have blown our own horn a bit loudly on this issue, we ask no pardon. We definitely feel a bit of vocal self-satisfaction is deserved.

Store Clerks Seek To Up Their Grade

The first meeting of the supervisory storehouse employees of the Department of Mental Hygiene was held recently at the Civil Service Employees Association building in Albany. The purpose of the meeting was to discuss the advisability of appealing for higher allocation of supervisory stores clerk positions in the State service and to consider other matters relating to improving the welfare of and to benefit the occupation of stores clerk.

The meeting was opened by John O'Brien, principal stores clerk, Middletown State Hospital. Henry Galpin, of the CSEA, was one of the speakers.

The group elected Mr. O'Brien as chairman and three co-chairmen; Donald Sperry of Marcy State Hospital, George Prizgint of Brooklyn State Hospital, and Howard Bardwell of Kings Park State Hospital, all principal stores clerks. It was felt that these men were well located geographically to contact the surrounding institutions and promote support for the appeal to the fullest extent.

It was decided that only an appeal for reclassification of the principal stores clerks would be made at this time. The possibility of asking for a change in title of the position was also considered, but a decision on this was postponed until later.

Printed data and charts compiled by Mr. Prizgint were given to those present for themselves and to be brought to principal stores clerks that were unable to be here at this time. The data will be used in the appeal. Evaluation charts were filled in by those present to compare opinions of responsibilities for different positions in State institutions in comparison to the position of principal stores clerk.

Another meeting will be held on Saturday, May 4, at CSEA headquarters at 1:00 P. M.

St. Lawrence Chapter Sets 8 Point County Program

An eight-point program to benefit county employees was submitted by the public relations committee to St. Lawrence chapter, County Division, Civil Service Employees Association, at its March 12 meeting in the Canton Court House.

The program is designed to:

1. Improve employer-employee relations in all divisions of local government.
2. Enable public employers to compete successfully with private industry for valuable county employees' services.
3. Enable the County and other political subdivisions to hire efficient personnel.
4. Promote the benefits of public employment.
5. Bring the ideas, suggestions and problems of public employees to the attention of employers.
6. Work toward favorable salary adjustments.
7. Seek improved vacations and sick-leave benefits, better hours and working conditions.
8. Bring the value of public employees' service to the public's attention.

Emphasis Placed

In line with the foregoing program, the committee recommended that specific attention be given to matters of Social Security, salary adjustments, vacation, mileage and retirement adjustments, and payroll deductions for CSEA membership dues.

The group formulated its program at a meeting on March 7 in the Canton Court House. The public relations committee consists of Lewis Paddock, chairman, Dr. Robert Rogers, Frederic Woodruff, Glenn Miller, Mary Manning Carl Burn and Weithia B. Kip.

At the chapter's more recent meeting, Vernon Tapper, fourth vice president, CSEA, addressed the group on Social Security, retirement changes and other pertinent measures then pending in the Legislature.

Mrs. Manning announced that

Mr. Tapper, at a meeting in Ogdensburg that afternoon, had helped chapter members formulate schedules relative to longevity and salary adjustments. The schedules had been discussed, she said, with William Dwyer, local superintendent of schools.

A moment of silent prayer was held in memory of the late Assemblyman, Allen P. Sill, a loyal friend to the chapter, and of Dr. Frank Tolman, president of the CSEA when the chapter was first organized.

It was announced that the chapter's annual meeting will be held in the Court House on Tuesday, April 9, at 8 P. M.

A report of the board of governors will be given. The board is comprised of Maurice Gardner, chairman, Helen Powers, Josephine Bartlett and Shirley Thompson.

The annual dinner will be held on May 1 or 2, at a place to be announced by the social committee.

Elmira Aides Wins Raises

ELMIRA, April 1—A request before the City Council from Albert J. DeRenzo, president of the city division of Chemung County chapter, Civil Service Employees Association, and from John P. Madden, city employees' civil service representative, brought hourly wage rate increases to 69 Elmira employees who received less than eight-cent hourly raises in the 1957 budget.

The workers involved include 13 men in the highway and bridges bureau, 14 in the sewer department, 25 in garbage disposal work, eight in street cleaning service and four in the parks department. The raises will be included in the April 7 payroll.

Retiring Aides To Get Cash For Unused Leave

ALBANY, April 1 — Governor Harriman will sign legislation authorizing payment of cash for vacation and overtime credits due state employees on retirement, resignation or death, it was learned here.

The bill, sponsored by Assemblyman William F. Passannante, Manhattan Democrat, passed the Legislature in the closing days of the session. It has the approval of the State Civil Service Commission.

The Past Method

The measure was believed necessary to back up new attendance rules issued by the commission, which provided for the payment.

In the past, if a state employee quit his job he lost any accrued vacation or overtime credits. Where an employee died, his family received no payment for vacation or overtime due him.

Provision for the payments constitutes a victory for the Civil Service Employees Association, which long has advocated correcting the inequity.

ST. LAWRENCE UNIT STUDIES COUNTY AIDES' NEEDS



Pictured are a group of the 75 members attending a meeting of St. Lawrence chapter, County Division, held recently at the Canton Court House. Highlight of the meeting was the presentation of an eight-point program to benefit county employees. Shown are (front row, from left), Kenneth Cuthbert, Richard Hatch, Richard Callahan and George Campbell, County Highway; Jane Murphy, Sharon Hofferberth and Sherry Thompson, Court House; Barbara Chase, Mary Hackett and Mary Manning, City of Ogdensburg. Second row, Henry McIntosh, County Highway; Ceylon Allen, Sheriff's Office; Glenn Miller, village clerk and engineer, Gouverneur; Edmund L. Shea, regional attorney, Ogdensburg; Weithia B. Kip, executive representative, and Yale Gates, past president of the Village Gouverneur.

Postal Promotions Protested by Local 10

The New York Federation of Post Office Clerks, Local 10, National Federation, issued a statement protesting postal promotions are threatening the integrity of civil service.

"Recent actions by the U.S. Civil Service Commission, which granted career status in the postal service to several hundred postal employees without examination, deserve strong condemnation, said Local 10.

The Post Office Department recently converted temporary employees into career employees merely on the basis of their having had a specified period of postal service to their credit. Conversions were based on a disputed

interpretation of Public Law 836, passed during the last session of Congress.

Sees a Breakdown

"A request was made by the local to its national body, to obtain a ruling on the interpretation of the law which made the conversions possible.

"The situation constitutes a breaking down of the civil service, and the opening of a back door into the Post Office Department and calls for a return to proper civil service procedures, with competitive examinations."

The statement was signed by Bernard Schwartz, president-elect, and Albert J. Washington, secretary.

Street Club Worker Exam Opens April 4

Candidates for New York City jobs as senior street club worker, \$4,250-\$5,330, may begin applying on Thursday, April 4. There are 18 current vacancies with the Youth Board. The written test is tentatively scheduled for June 18.

Requirements call for one of the following: master's degree from an approved school of social work; master's degree in sociology, psychology, criminology, education, recreation, or another appropriate field, plus one year of counseling or teaching in a junior or senior high school; a baccalaureate degree registered with the State University and two years' such experience, or a time-equivalent combination.

The examination is No. 6992. Those who filed in September, 1956, need not file again. Apply on or after April 4 in person, by representative or by mail to the Personnel Department's application section, 96 Duane Street, New York 7, N. Y. All mail applications must be accompanied by a self-addressed, six-cent stamped envelope.

Dental Society Cites Dr. Ast

ALBANY, April 1—Dr. David B. Ast, director of the State Health Department's Bureau of Dental Health, has been cited by the Third District Dental Society for his services to the people of the State.

A plaque was presented to the health department official at a recent dinner of the society.

Dr. Ast is a recipient of the Governor Alfred E. Smith Award for outstanding administrative work and the Westchester County Dental Society Award.

Planning Position Open in Yonkers

The Municipal Civil Service Commission, Yonkers, is accepting applications until Thursday, April 18 for assistant city planner, currently at \$5,292 to start. There is one opening on the City Planning Board. The examination is scheduled for Saturday, May 25. Requirements are one of the following: bachelor's degree in city planning, architecture, landscape architecture or engineering plus two years' experience in city or regional planning; one year's such experience plus a related master's degree; six years' experience plus high school graduation, or an equivalent combination.

The examination, open to all qualified citizens, is No. 1410. The filing fee is \$5. Apply to the Commission, Health Center Building, Yonkers, N. Y.

Typist and Steno Opportunities Still Are Running High

Typists and stenographers are still being sought eagerly by New York City, State and Federal agencies. Certain U.S. departments are also recruiting for clerk-stenos.

U.S. Jobs

Clerk-steno, \$3,415 and \$3,670, Corps of Engineers, Washington, D.C.; apply to the Corps' New York City office, 111 East 16th Street, telephone SPring 7-4200, extension 349.

Steno and typist, \$3,175, Social Security Administration office, 250 Hudson Street, New York City; apply to the 10th floor personnel office at the Hudson Street address between 8:30 A.M. and 4:30 P.M. through Friday.

Clerk-typist, \$2,960-\$3,470, Fort Hamilton, Brooklyn; apply to the Civilian Personnel Office, 38th Street and Fort Hamilton Park-

way, Brooklyn 9, telephone SH 5-7900, Extension 22233.

The City and State also recruit continuously for stenographers and typists. No formal education or experience is required; typists need a speed of 40 words a minute; stenographers, a shorthand rate of 80 words a minute.

The State pays typists \$2,620-\$3,340; the City, from \$2,750 to \$3,650. Starting pay for State steno jobs is \$2,898, to a maximum of \$3,490; the City rate is \$3,000-\$3,900. Appointments are made at the minimum rate; the other figure represents top of the grade, attained through annual increments. For both State and City jobs, apply to the State Employment Service, 1 East 19th Street, New York City.

Fast hiring takes place in all three government jurisdictions.

RESEARCH REPORT

By HENRY GALPIN

Social Security, "Vesting" Would Aid Recruitment

With the coming of Social Security for the State and its subdivisions there will also come a change in the relationship of the public vs. the private employer. Recruitmentwise it seems to us that it will cut two ways.

It has always been assumed that the non-interchangeability of our Retirement System with others tended toward the retention of employees and reduced turnover, especially those with longer service, since they had built up equities in Retirement that they were reluctant to give up.

They were called "captive" and rightly so: To the extent that the State played on this by paying substandard wages hoping that this interest in the Retirement System would keep them on the payroll was as wrong as anything could be. This device will now be lost to the State and should have a beneficial effect on the salary level since the State will now have to compete more on the basis of direct wage income rather than on fringe benefits or indirect wage income.

Value of Interchangeability

On the other hand under Social Security there is an advantage to the State in recruiting since potential employees, especially the more forward looking ones, will recognize the advantage of interchangeability of retirement benefits with the coming of mutually available Social Security. This limits the validity of the initial assumption.

Many potential employees had come to recognize the limitations of the State's Retirement System and the dangers of working a major portion of their lives only to change jobs later in life and to lose their retirement equities at a time when most needed. The effect, then, was to increase the State's recruitment problem.

The right to hold this Retirement equity through the principle of "vesting" could and would work toward further facilitating recruitment and provide for a more fluid intake into the State service. We believe the gains from "vesting" would more than offset the losses because people would know they were building permanently available retirement rights, still without impairing the fundamental precepts of the "Career" system.

Requirements For Assistant Bridge Operator

New York City issued tentative requirements for the open-competitive assistant bridge operator test. Watch The Leader for opening dates and the official announcement. The test is No. 7951.

Currently the job pays from \$3,250 to a maximum of \$4,330. Vacancies occur from time to time. Appointees will be eligible for promotion to bridge operator, at a range of \$1,250-\$5,330, and eventually to supervisor of bridge operations, at \$5,450-\$6,890.

What the Work Is

Requirements are expected to include good physical condition, as the work is extremely arduous; maximum age of 44, grammar school education plus one year's experience in a machine, electrical or auto repair shop or in operating automatic lift apparatus for a trucking or construction company, or an equivalent combination.

Appointees will operate traffic light signals and traffic gates, assist a bridge operator by signaling, patrolling bridge and bridge approaches, cleaning, traffic-directing, reporting accidents, and the like.

Candidates will be given a written test weighted 100, 70 percent required.

U. S. BROADENS HIRING OF PHYSICALLY HANDICAPPED

WASHINGTON, April 1 — The U. S. Civil Service Commission requested all agencies to designate coordinators to be responsible for assuring that physically handicapped applicants qualified for agency jobs receive every consideration for appointment.

Since the start in 1942 of the Government program to encourage employment of qualified handicapped workers, about 150,000 have been hired.

O. H. KREITLER HONORED

Oscar H. Kreidler, chief of the Intelligence Branch, First Army Engineer Section, Governors Island, was awarded the First Army Emblem for 25 years' service.

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CITIZENS UNION TO HONOR FELT AT ANNIVERSARY

Chairman James Felt of the New York City Planning Commission will receive the William Jay Schieffelin Award for public service at the 60th annual dinner of the Citizens Union on Wednesday, April 17 in the Hotel Biltmore, Manhattan.

Guests of honor will be the Right Hon. Robert Briscoe, Lord Mayor of Dublin, and Mayor Robert F. Wagner. Ben Grauer will serve as master of ceremonies. Mrs. Nathaniel Singer will make the award presentation. Milton M. Bergerman is chairman of the union.

STEREOTYPERS RAISED; DROP 35-WEEK GOAL

WASHINGTON, April 1 — Stereotypers in the U. S. Government Printing Office withdrew their request for a 35-hour week when their pay was raised from \$3.20 to \$3.33 an hour, an hourly increase of 13 cents.

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Baker Exam Closes April 3

Applications for New York City jobs as baker opened on Monday, April 1, and will close on Wednesday, April 3. As this is a labor class job, candidates who apply earliest and pass will appear at the top of the eligible list.

There are currently two openings with the Correction Department at \$3,250-\$4,330. Others occur from time to time.

Requirements are elementary school graduation and either two years of baking experience or training in baking, or an equivalent.

The filing fee is \$3.12, including notarization cost. Apply to the Personnel Department's application bureau, 96 Duane Street, New York 7, N. Y., just opposite The Leader office. Application may be made in person only.

NYC Office Machine Jobs

New York City has tentatively set a June 4 to July 29 filing period for two open-competitive office machine jobs—alphabetic key punch operator (IBM), and tabulator operator (IBM).

The key punch operator position pays \$2,750 to start, rising through annual increments to \$3,650. The tabulator operator job starts at \$3,000, rising to a maximum of \$3,900. There are several vacancies for each in various City departments.

Requirements for both positions (subject to change before the opening of the filing period) are sufficient training or experience for efficient operation of the related machine. No formal education or experience is needed.

Written tests are tentatively set for September.

Filing fee for both tests is \$2. Watch The Leader for official announcements.

CIVIL SERVICE AUTHOR TO WED IN JUNE

Mr. and Mrs. James J. Daly, Rosedale, L. I., announced the engagement of their daughter, Grace Ann, to James J. Kennedy of Washington, D. C.

The couple will be married on June 15 in St. Clare's Roman Catholic Church.

The prospective bridegroom holds a master's degree from George Washington University, and served in the U. S. Marine Corps during World War II. He is the author of a civil service book entitled "Promotion Opportunities in the Federal Civil Service System."

Provisions of Social Security Bill

(Continued from Page 1)

group. It is a affirmative, coverage will be obtainable by those who want it, but nobody will be compelled to accept coverage against his will because of his public job, though if he has an outside job in covered employment, or self-employment, he is usually so compelled, concerning such outside employment only.

2. An employee may either pay his Social Security tax additional to his contribution to the public employee retirement system, or may have the tax deducted from that contribution. Such deduction would reduce his annuity proportionately. The annuity is the monthly amount he receives after retirement, on the strength of the total contributions earned, plus interest. The present tax rate is 2 1/4 per cent.

3. Benefit will be retroactive for six quarters for State employees, and at least for four quarters, but could be six, for employees of local government. The retroactive quarters clause was inserted on the insistence of the Civil Service Employees Association, as was the mandatory provision for coverage of local government employees. In the case of local governments, it appears that if they want to grant up to six quarters of retroactivity, they may do so. A quarter is a fiscal quarter of a year on the Social Security Administration's calendar, not coinciding however with the usual calendar quarter.

Cumulative Pensions

The payment of the tax additionally, instead of through deduction from annuity contributions, enables an employee to add his full retirement allowance to his Social Security pension. Only under this condition do the two pensions become fully cumulative. But no matter which of the two payment methods he selects, the Social Security benefits are the same, the ones set by Federal law. Only the annuity part of the retirement allowance is the total annual benefit, paid in monthly installments, under the public employee system and consists of the employer-paid pension and the employee-paid annuity. Under Social Security there is no such combination—just the one pension, though financed on a joint contributory basis.

Retirement Ages

The minimum requirement age under Social Security is 65 for men, 62 for women. If a wife wants to retire at 62 on her husband's coverage, he must already

be retired under Social Security and receiving a Social Security pension. She cannot retire at 62 nor at a higher age unless he is retired under Social Security. If she selects age 62, because eligible, instead of at 65, her pension is reduced proportionately. Instead of getting half of his pension, she would get less than half. It stays at that figure. It does not rise when she reaches 65. However, if the wife has Social Security coverage on her own account, she would retire at 62 or later on her own "policy," regardless of her husband's standing, if any, under Social Security.

The survivors' benefits are particularly desired by employees who are parents of young children. The pension benefits under Social Security are attractive to all for the cumulative effect, though it is comparatively small as pensions go in government and industrial retirement systems. However, for older employees, particularly those 65 or over, or nearing 65, a pension windfall could result.

Windfall Examples

Assuming salary is \$4,200 or more—for the qualifying period \$4,200 then is the base for the tax—an employee age 65 could retire under Social Security by paying for the six quarters or, \$141.75, and receive the maximum primary benefit, \$108.50 a month, \$1,302 a year, at age 65. For those between ages 55 (a common retirement age possible under public employee systems), the benefit would be the same, for the \$4,200-and-up salaries, but the payments made would total more because of the longer period required for reaching age 65. An employee age 62 could receive the maximum primary benefit at 65 after paying in \$283.50. The actuarial value is then at least 100 times \$283.50, and in the \$141.75 case, of a man now 65, a value 200 times the employees' cost.

Retroactive benefit exists also under the Federal Social Security Law in a special way. Employees could get benefits for a period as far back as one year, if they were entitled to retire that long ago on a Social Security pension, but for a valid reason could not or did not apply. A lump-sum back-payment check is paid. The amount may be less than possible maximum, if salary was below \$4,200, but if at least two years were at that much or more, the reduction is small.

It usually takes about eight weeks after application in an ordinary case for Social Security

checks to begin arriving, but a lump-sum check covers the delayed period, and monthly checks follow.

Effect of Delay

The employee referenda are to be taken "as soon as practicable." Governor Harriman has asked that the State referenda be held by September 1, 1957. If he signs the bill, it becomes effective immediately. A contract with the Federal government would have to be signed by the State, and the State would act for the local governments which must act within the framework of the Federal and State laws.

The benefits to a pensioner would be retroactive to the effective date, so that even if referenda are not held as soon as the Governor desires, the only disadvantage to the beneficiary would be the necessity of waiting, which would not affect the amount to which he is entitled and would receive.

The bill uses the designation Old Age and Survivors Insurance to describe what is otherwise called Social Security.

The important survivorship benefits are for a widow with a child or children under age 18, regardless of her age, or if she herself is 65. The amount for a widow with two children could receive \$200 a month.

In cases of death of the in-

sured, a lump-sum payment up to \$225 may be made to cover funeral expenses.

The six-quarters retroactive provision enables employees born before 1890 to receive Social Security benefits of about \$150 a month if married, and \$100 a month if single, in addition to the public employee system's retirement allowance, starting next year, while employees born in 1893 or later would have to wait 2 to 2 1/4 years.

Police and Fire Cases

The State bill excludes policemen and firemen from the referenda. They are excluded under Federal law, done at their own request, but are allowed to petition to be covered. Policemen and firemen, many of whom formerly didn't want Social Security, now favor it. But the State law would have to be amended next year to let them in.

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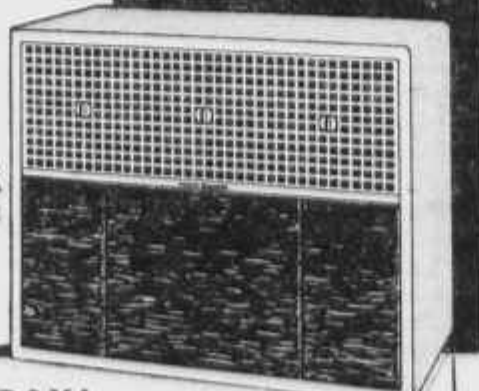
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TUESDAY, APRIL 2, 1957

Spotty Raises Won't Do

THE Governor has approved a raise for State employees, there are bills in Congress for Federal raises and hearings are scheduled, but New York City is resorting to a meagre and selective method of increasing salaries so that a general raise is denied. That is by no means satisfactory either to the employees or the citizens at large, the real employers.

It is absolutely necessary that City employees get a general raise. The increase in the cost of living that took place since the City granted the last raises was general, not selective. The City Administration is left without even an excuse for passing up the bulk of its employees.

Too Late and Too Few

The raises offered to the policemen, firemen and correction officers, their supervisors, and to 16,000 or 14 per cent of the teachers, are far from adequate. The uniformed groups stand ready to accept the offer, no doubt in the conviction that it is the best they can get at this time, but it can be only an unsatisfactory best. It is far from the stated employee goals.

The City Administration can be sure that no one will charge that the policemen, firemen, and correction officers, with a raise of \$150 on October 1 and another \$150 on January 1, are being given a windfall.

The idea of selective raises, practiced in the manner proposed, is rather new in government, and would certainly be so in private industry. It sets a bad precedent. The fact that some groups are being rewarded can hardly serve as an excuse for neglecting other groups. No word is said even about those being denied a raise nevertheless being entitled to one.

Bad Effect on Morale

It is not difficult to imagine what the effect will be on employee morale when the many are passed up. The proposal is not going through without employee organizations putting up a strong fight for a general raise. It is to be hoped that their voices will prove effective, though one can scarcely expect, on the basis of experience, that the public hearings at which the protests will be expressed will have much of an effect.

The anomalous situation on raises is more evidence of the effect of decision prior to consultation with the parties concerned. The employees have their own organizations. The departmental budgets should be discussed with the representatives of those groups, so that long before the tentative budget is up for consideration by the Board of Estimate, the proposals will be known. Before public hearing time rolls around one may be sure the proposals would differ considerably from what they were originally, the effect of free and open discussion. Such consultation may be time-consuming and laborious, especially if other groups are to be included in the conferences, civic, professional and taxpayer groups among them, but the necessity is not to be laughed off as outlandish as is done by City officials every time it is proposed.

There's Time, But Is There Inclination?

There is room for much injustice in a cut-and-dried budget, one that represents predetermination, and there is futility in public hearings on a practically frozen budget.

It may take years to have the consultative practice fully established. It need take only days to rectify the payroll injustice that the proposed budget would inflict, hence improvement could be made in plenty of time to meet statutory deadlines, and it should be made. A general raise should be made the order of the day.

Questions Answered

THE LEADER for March 19 reports that the new Health Insurance Plan will be ready in early summer. Will an employee who retires on July 1 be able to be covered under this plan in case early summer turns out to be August or September? Will retired state employees have the right to subscribe to the plan? E.B.
Yes to both questions.

IN THE COMING senior clerk and senior stenographer promotion examinations will New York City permit stenographers and typists to compete for senior clerk, and clerks compete for senior stenographer? C.E.M.
Yes.

SOCIAL SECURITY

I AM 64 YEARS of age and I have no Social Security card. My wife will receive Social Security in another year at 62. Will I receive 50 per cent of her Social Security? J.M.

A woman may collect her Social Security at 62 at a reduced amount. If her husband is 65 years of age and can show that he is dependent upon her for at least half his support, then he, too, may get Social Security, one-half of the unreduced amount. For example, a woman reaching 62 may have had earnings high enough to collect a monthly benefit of \$100. If she elects to take it at 62, instead of waiting, she will get 80 per cent or \$80. The dependent husband will get one-half of the \$100, or \$50.

I HAVE A DAUGHTER who is going on eight years old. Recently she has got a job modeling children's clothes for a department store. Does such a young person need a Social Security card? P. E.

Yes. Any person who is working in employment covered by the Social Security Act must have a Social Security card, regardless of age.

I AM RESPONSIBLE FOR my brother's funeral expenses, as I am his only survivor, but I need the Social Security money to pay the bill. Why can't I receive the lump sum before the burial expenses are paid? J.J.E.

Where there is no eligible spouse, the law provides that the lump sum is a reimbursement to the person who has paid the burial expenses. The funeral bill must be paid, therefore, before it is possible to determine who is entitled to the lump sum payment.

I HAVE READ in the papers that the amount of a woman's benefit at age 62 is 80 percent of what she would get if she were 65, yet recently I was given the impression that these benefits are determined on a sliding scale. Please explain. P.E.J.

If either a working woman or wife of a retired worker chooses her benefit before age 65, she will receive a reduced amount. The reduction depends on the number of months before she is 65 that she starts getting benefits. For a working woman, the benefit is reduced by 5/9 of 1 per cent for each such month. The maximum reduction is 20 percent applicable at age 62. For a wife of a retired worker, the benefits is reduced by 25/36 of 1 percent for each such month with a maximum reduction of 25 percent at age 62.

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

THERE HAS BEEN a strike at my plant for more than a month. I am not being paid by the company but I have been getting strike benefits every week from the union. Is this under Social Security? C.E.

No. As a rule, benefits paid by a union to members on strike are not considered wages, whether or not the members are subject to call to do picket duty during the strike.

I HAVE WORKED under Social Security for about 10 years. Recently I had an accident that prevents me from working in my usual occupation. However, I have a job now doing lighter work. Am I disabled enough to come under the new Social Security disability Law? P. E.

You meet the requirements of the provisions of the Social Se-

curity Law only if you are so severely disabled that you are not able to engage in any substantial work and if your disability is expected to continue indefinitely. If you are temporarily disabled, or if you are only partly disabled, you are not eligible.

I AM A WOMAN worker, age 62. Suppose I claim my benefit now, rather than waiting until I'm 65. How long will I be ahead in total benefits? J. P.

As a working woman, if you choose the reduced benefit at any age between age 62 and 65 you will be ahead for the first 15 years. However, if you receive a retired worker's benefit at the reduced rate for more than 15 years, the total amount you receive will not be as large as if you had waited until age 65 for the higher benefit.

LETTERS TO THE EDITOR

REALISTIC METHODS SERVICE RATING NEED

Editor, The Leader

In my previous letter on the rating system, published in the March 19 issue, I endeavored to prove that most New York City employees would enjoy greater advantage if the system were abolished. I shall attempt to enlarge upon the reasons.

Consider the various penalties imposed upon a City employee found guilty of certain irregularities during the performance of his duties. Although this is a hypothetical supposition, it can be assumed that the employee could be subject to:

1. Suspension from active service without pay pending final disposition of his case.
2. A below-standard rating, and consequent disadvantage in promotion examinations.
3. Deprivation of a salary increment. This would entail a loss of hundreds of dollars before the maximum salary scale is reached. This amount would be a total loss, never to be regained.

Double Punishment

There are delinquencies less serious, and the penalties may not be as stringent when an employee receives a below-standard rating, his likelihood of obtaining a salary increment is jeopardized, a severe penalty, and in most instances unnecessary. To be punished more than once for a single infraction is unfair. Besides, there are channels for disciplinary action.

No defense is intended of those who continually violate the ethical requirements of their positions. However, each case being different, it should be treated separately and the punishment should fit the offense.

It is not a unique practice to be recommended for an above-standard rating by the reporting officer and to be rejected following a so-called review of the report. This often occurs during each rating period. It frequently happens that many recommendations for such a rating are justified but are repudiated for unknown reasons while other employees, less worthy, get by.

Questions Posed

The main questions are: Where does the line of demarcation on presented evidence applying to definite recommendations of ratings begin and end?

To what degree must determining factors be related to evaluate for a specified rating?

What constitutes work?

The attempt to differentiate between one type of rating and another by the responsible authority as outlined on the instruction form fails to answer these questions.

Let us review the categories listed on the prescribed form for above-standard rating, which is the guide for reporting officers.

1. "Performed act in line of duty displaying unusual alertness or heroism."

No one would deny a reasonable reward is justified for such performance. To go a step further, the same treatment should be accorded to an employee if heroism was displayed outside of line of duty. In the attempt to shower due credit for great personal risk to any deserving employee, an above-standard rating is small indeed.

Some other means should be provided properly to compensate for an unusually worthy deed, especially true because in most instances the heroic performance has no association with the required duties of the employee. Therefore, the reward should be something more sufficient than an above-standard rating.

2. "Presented constructive proposal which resulted in increased economy or efficiency" (Amount of saving in money or manpower or percentage of increase in efficiency must be shown)."

The fulfillment of this requirement is assumed to indicate some extraordinary proposal culminating in great benefit to the City. Any such worthy suggestion should be presented to the Suggestion Award Board of the Department of Personnel, hence no recommendation for an above-standard rating is necessary.

Two Considered Together

3. "Performed work of unusual quality and/or quantity as indicated by the following facts: Standards of comparison and number and titles of employees engaged in similar work should be given wherever possible."

4. "Displayed unusual dependability and was frequently called on to help solve problems or handle emergencies. Give specific examples."

These two categories can be (Continued on Page 7)

LETTERS TO THE EDITOR

(Continued from Page 6)

Judged together since there is similarity of requirement between them. Most of the distasteful abuse of the rating system, expressed in my first article, emanates from the above guides due to the deliberate misuse of them.

However, some more cleavages of these categories must be attempted to prove the point. Number 3 gives the impression that the customary acceptable quality and/or quantity of work is neither satisfactory or sufficient. The implication is clear. It also suggests encouragement of competition among employees engaged in similar work to set up a so called "standard." To do this is very poor business practice.

The requirements of Number 4 imply extensive undependability of an employee. Is it not true that all employees must be dependable? To be anything less places the employee in difficulty with his superior. What must one do to be unusually dependable?

"To help solve problems." Employees are confronted with problems throughout every working day and solve them by themselves or with the full cooperation of their fellow-workers.

"Handle emergencies". How rare, and how different from the usual daily occurrences, must an act be to earn the reward of an above-standard rating?

Would it be fair to say that everyone in city service is not in agreement with my expressed views? Among those who are not, and they are small in number, are the employees who have received the modest reward of an above-standard rating for the fulfillment of one requirement. Others who also benefitted, although by non-standard means, are in accord, too. To do away with this family system would do no harm, it only would greatly add to the re-building of lost morale attributed to the long years of the rating system.

New York, N. Y.

MURRAY BLUM

PERSONNEL SOCIETY NOMINATES OFFICERS

Meyer Katto, office of the New York City Administrator, was nominated for president of the Municipal Personnel Society. Other nominees are Martin B. Dworkin, NYU Graduate School of Public Administration, for vice president, and Minnie Mark, Hospitals Department, secretary.

The election of officers will take place on Monday, April 4. Officers will be installed in June and assume office on July 1.

VET AIDES SEEK RAISE

Veteran counselors, senior veteran counselors and veterans' aides employed by the New York City Division of Veterans' Affairs have filed appeals with the Career and Salary Board of Appeals for upward reallocation. Attorney Samuel Resnicoff represents them.

F. R. Clark Gets Taxation Post

ALBANY, April 1 — Mr. F. R. Clark of Rochester has been named by Governor Harriman as a member of the State Tax Commission.

The appointment, which is subject to confirmation by the State Senate, was made to fill a vacancy created by the ending of the term of Edward H. Best of Hudson. Mr. Clark's term will expire Dec. 31, 1962.

Mr. Clark is vice president of the Scanlon-Clark Tire Company and secretary of the Scanlon Oil Company. An attorney and former banker, he is a member and former vice president of the Rochester Bar Association. Salary for the post is \$16,400.

MRS. OETTINGER NAMED TO HEAD CHILDREN'S BUREAU

WASHINGTON, April 1 — Katherine Brownmell Oettinger, dean of Boston University's school of social work, was appointed by President Eisenhower as chief of the Children's Bureau, U. S. Department of Health, Education and Welfare.



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NYC Correction Officers Take Training Course

New York University's Graduate School of Public Administration and Social Service, in cooperation with the New York City Department of Correction, has begun a comprehensive training and research program for ward-

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The program includes development workshops for city wardens, a seminar for deputy wardens

and correction administrators, the assignment of graduate students as correction officers, and a statistical survey of adolescent offenders.

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Tests Opening on April 4

Unless otherwise indicated, the following New York City tests open for application on Thursday, April 4. The closing date is shown at the end of each digest.

Apply by representative, in person or by mail to the Personnel Department's Application Division, 96 Duane Street, New York 7, N. Y., just opposite The Leader offices. If applying by mail, be sure to enclose a self-addressed, six-cent stamped envelope at least nine inches wide.

PROMOTION

8016. ASSISTANT ELECTRICAL ENGINEER, all departments, \$5,750-\$7,190. Fee \$5. Permanent employment as junior electrical engineer or electrical engineering draftsman for six months preceding test date, June 20, to apply; two years for appointment. (Wednesday, April 24).

7997. ASSISTANT MECHANICAL ENGINEER, all departments, \$5,750-\$7,190. Fee \$5. Permanent employment as junior mechanical engineer or mechanical engineering draftsman for six months preceding June 29, test date, to apply; two years for appointment. (Wednesday, April 24).

7922. ASSISTANT SUPERVI-

SOR (TRACK), Transit Authority, \$6,500-\$7,000. Fee \$5. Permanent employment as foreman (track) or foreman (surface track) for one year preceding test date, June 28. Wednesday, April 24).

7870. CIVIL ENGINEER, Education Department, Water Supply Board, Queens President's, \$7,100-\$8,900. Fee \$5. Permanent employment as assistant civil engineer for six months preceding test date, June 22, to apply, two years for appointment. (Wednesday, April 24).

7885. ELECTRICAL ENGINEER, Public Works Department and Board of Higher Education, \$7,100-\$8,900. Fee \$5. Permanent employment as assistant electrical engineer for six months preceding test date, June 27, to apply, two years for appointment. (Wednesday, April 24).

7929. FOREMAN (ELECTRICAL POWER), Transit Authority, \$5,700-\$6,400. Two current vacan-

cies; others from time to time. Fee \$5. Permanent employment as power maintainer—Group B for one year preceding test date, June 29. (Wednesday, April 24).

7934. FOREMAN (TELEPHONES), Transit Authority, \$5,700-\$6,400. Fee \$5. Permanent employment as telephone maintainer or telephone cable maintainer for one year preceding test date, June 14. (Wednesday, April 24).

7954. SENIOR BRIDGE AND TUNNEL MAINTAINER, Triborough Bridge and Tunnel Authority, \$5,751-\$7,250. Ten current openings, others from time to time. Fee \$5. Permanent employment as bridge and tunnel maintainer for six months preceding test date, June 29, to file; two years for appointment. (Wednesday, April 24).

8013. STATIONARY ENGINEER, all departments, \$20.64 a day. Fee \$5. Permanent employment as stationary fireman, oiler or maintenance man for six months preceding test date, June 29, to file; two years for appointment. (Wednesday, April 24).

Police Jobs Open In Washington To NYC Residents

The U. S. Civil Service Commission is now accepting applications for jobs as policemen in the Washington, D. C. Police Department. The test is open to all qualified citizens between 21 and 31 who are at least 5 feet, 8 inches tall, with weight in proportion; minimum weight, 145 pounds; in good physical condition and with good hearing; 20/20 vision, no glasses allowed; good color perception. Current pay ranges from \$4,103-\$4,990 maximum, but a raise to \$5,700 maximum is now pending in Congress. Liberal insurance retirement and other benefits are included.

The announcement is No. 28, local. There are now about 300 vacancies in the title. Apply until further notice to the Commission's Second Regional office, 641 Washington Street, New York 14, N. Y., or to Police Headquarters, 300 Indiana Avenue N. W., Washington, D. C.

NOT MUCH COMPETITION
New York City scheduled an oral test for one candidate in the open-competitive senior physicist examination on Thursday, March 28.

COUNSELOR TEST APRIL 10
New York City called 45 candidates to an open-competitive written test for supervising children's counselor on Wednesday, April 10; 25 were summoned to the principal children's counselor open-competitive on the same date.

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

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

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

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

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

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

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., Mondays only, 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

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

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

Engineering Aides Needed in Brooklyn

The U. S. Military Medical Supply Agency in Brooklyn urgently needs engineering aides, at \$3,525 annual starting pay. Candidates will not need to take a written examination, but must have five years' related experience, including one year's specialized experience in analyzing and examining medical supplies and equipment or components.

Appropriate high school study or courses in an institution above the high school level may be substituted for some of the required general experience. Apply to the agency's industrial relations department, 84 Sands Street, Brooklyn, N. Y., until further notice.

ROOMS TO LET

ROOMS—1 block from new Albany N.Y.S. Campus. Residential shower, Gentlemen, Parking, Melrose Ave. Call Even. Sat., Sunday. 2-5833.

APARTMENT TO SHARE

BUSINESS GIRL 20-35 to share apt. Call after 6 P.M. Tel: 3-0941. Harold Cohen, 399 State St., Albany, N. Y.

FOR SALE — New 3 Bedroom Splitlevel, NORTON & BRICKLEY, Albany Area Builders, UN 9-6147.

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Over 100 Years of Distinguished Funeral Service
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APRIL 2-5
The very Rev. Philip F. McNairy, D.D., Dean, St. Paul's Cathedral, Buffalo, N. Y.

APRIL 8th - 12th — 12:05 P.M.
The Rev. Charles D. Keen, D.D., Rector, Church of the Epiphany, Washington, D. C.

St. Peter's Episcopal Church



An Historic Episcopal Church

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73 Churches united for Church and Community Service.

NOONDAY LENTEN SERVICE

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ENCORE

LENTEN SUPPER & BOOK REVIEW
THURSDAY, APRIL 4, 6:15 P.M.

WESTMINSTER PRESBYTERIAN CHURCH

Make Reservations at Church Office by Wednesday Noon

Sleasman's Hofbrau



CATERING
WEDDINGS — DINNERS — BANQUETS
TROY - SHAKER RD. Near Albany Airport
*Phone STate 5-8841 for Reservations

FUND ASKED FOR TRANSFER OF U. S. EMPLOYEES TO NYC
WASHINGTON, April 1 — The U. S. Department of Labor asked Congress for funds to cover relocation costs for employees of the New York City office of its Bureau of Employees Compensation. Employees transferred out of Washington would be paid \$12 a day up to 15 days plus \$6 daily for each dependent.

Albany Secretarial Institute
INSTRUCTION IN
Steno-Type — Civil Service
Practice Typewriting
19 CLINTON AVE.
Palace Theatre Bldg.
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B.F. Goodrich FIRST IN RUBBER—FIRST IN TUBELESS

BUYERS TESTS ON APRIL 5 2,000 SERGEANT ELIGIBLES

Two open-competitive written tests have been scheduled for New York City candidates on Friday, April 5—foods buyer, for 15 candidates, and buyer, for 24. The Personnel Department estimated that about 2,000 passed the New York City Police Sergeant test. The list should appear on Wednesday, May 1.

HELP WANTED

WANTED MALE — Steady - Part Time

Most Models Immediate Delivery
Typist Clerk, rapid for billing and plain work — either part morning, with afternoon or part afternoon with evening \$1.50-\$1.75 per hour with opportunity for advancement with Downtown Insurance Brokerage firm. Write giving full resume and phone number to
BOX 155 c/o THE LEADER

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TO TOP THE NEW EASTER OUTFIT

Come in for the latest Style and Fit Hat

We have just received a few hundred DOBBS hats in the latest styles. We have ALL THE SIZES AND COLORS to please your varied tastes. May we suggest that you buy NOW, while we still have them.

Dobbs Hats \$5.00 and \$6.50
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Also our regular line of hats at **\$4.00**

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ILLUSTRATED:
Revere Ware 4 qt. Sauce Pot.
Available in 4, 6 and 8 qt. sizes.

\$9.95



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Tray Cart

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Complete Set,
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Law Cases

JUDICIAL DECISIONS:

Appellate Division

Mazzeo v. Schechter. The court unanimously affirmed without opinion the order of Special Term which denied the motion of claim examiners in the Transit Authority to admit them to the examination for promotion to attorney.

Hyland v. Kennedy. The court unanimously affirmed without opinion the order of Special Term dismissing the petition to compel appointment of petitioner to the police department. Special Term had held that the determination of the police commissioner was based on ample evidence and was not shown to have been made in other than good faith.

Special Term:

Gestaro v. Schechter. Petitioner was rejected for medical reasons for position of patrolman (P. D.) after medical exams conducted by the board of police surgeons and again by the joint medical board. The court held he had been given all necessary medi-

cal exams and has no tenable basis for complaint.

Simon v. Schechter. The petitioner was rejected by the Joint Medical Board, apparently on the basis of his army record. He alleges that he was not examined by the board and this is not denied. The court remitted the matter to the respondents for further examination.

STENO MEDICALS APRIL 2
New York City scheduled medical tests for 54 stenographer Group 7 candidates on Tuesday, April 2.

FOR SALE

\$675 BUYS 15 ACRES Log Cabin & Trout Brook

Your own private retreat... a brand new 4 room LOG CABIN with 15 acres of land, located on N. Y. State highway, 90 miles from N.Y. City. Walk to town and shopping, electricity available; N.Y. City bus passes your door.

Best deer hunting, Trout fishing and swimming in your own brook. Many lakes abound this well known vacation land. All this, everything is yours for only \$675 down payment. Total price \$3,975, with easy terms. Hurry, write, visit or phone.

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136 W. 42 St., N. Y. LA 4-4113

NOW! KEEP TRIM
at the **ST. GEORGE GYM**
NEW Body Conditioning Apparatus
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TREAT Golden Brown **POTATO CHIPS**
TASTE THE WONDERFUL DIFFERENCE!

Shoppers Service Guide

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PART-TIME New business opportunity. Immediate income. No invest. Ideal husband & wife team. University 4-0350.

WATCHMAN, part-time night service exchange for choice heated 3-room apt., suitable for couple, in Astoria, L. I. business bldg. Box 60 c/o Civil Service Leader.

HELP WANTED Male & Female

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Voicing Machine, 5 perfume sprays, 90 location—Sacrifice, TAlmadge 9-2613



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Furniture, appliances, gifts, clothing, etc. at real savings. Municipal Employees Service, Room 426, 15 Park Row, CO 7-5290.

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Buy your Arco Civil Service study books in Queens Jamaica Book Center, 149-18 Jamaica Ave., near Sutphin Blvd JA 6-5899

JOE'S BOOK SHOP, 550 Broadway at Steuben St., Albany, N. Y. Books from all Publishers Open Evens. Tel. 6-3374.

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Do you want a part time bookkeeper? I can serve you evenings and Saturdays—reasonable. Call BE 3-6600 or write Box 201 c/o Civil Service Leader, 97 Duane St., NYC

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MEDICAL REGISTRY EXAM SET FOR APRIL 6

Examinations for registration in the State Registry of Medical Technology will be held on Saturday, April 6 at Wagner College, Staten Island. The test is open to residents of the New York metropolitan area, Long Island and Hudson River sections.

Apply to Professor Natale Colosi, Wagner College, Staten Island 1, N. Y., or to Stanley H. Keeling, executive secretary, New York State Registry of Medical Technology, 1719 Midland Avenue, Syracuse 5, N. Y.



Let's Not Split Chickens

At school, I was a whiz at arithmetic. But there was one type of problem that always gave me trouble. It began: "If a chicken and a half laid an egg and a half in a day and a half..."



No sooner had I put pencil to paper, than I'd begin worrying about that poor little half chicken. Either a chicken is a chicken, or it isn't; and there's no half way about it.

I don't know that I'll ever get the answer to that particular kind of problem. But I can give you the answer to a much more important problem — the troubles you may be having with electric appliances that may be getting only half enough electricity, due to inadequate wiring.

Right now, quite a few people find that their TV picture shrinks, their broiler won't broil properly, or their lights go dim when other appliances are turned on. Why don't these appliances get all the electricity they need for perfect operation? Very simple — the house wiring isn't adequate to carry the load. In fact, four out of five New York homes are inadequately wired.

So, if you're having any of the above troubles, check with your electrician or landlord. And send to the Con Edison people for your free copy of their booklet and Magic Link pencil. Write Con Edison, Room 636, 4 Irving Place, New York 3, N. Y.

Uncle Wethbee



**HOUSE HUNTING?
SEE PAGE 11**

100 Crossing Guards Appointed, Total 1,200

Police Commissioner Stephen P. Kennedy swore in 100 school crossing guards at New York City Police Headquarters. Total strength is now 1,200, highest since the creation of the school crossing guards bureau in 1954. The assignments are: Bronx, 249; Queens, 355; Brooklyn, 366; Manhattan, 167, and Richmond, 63.

Employees are organized in the School Crossing Guards Association of the City of New York, of which Mrs. Mary Elizabeth Housman is president.

ST. ALBANS \$13,990

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4 airy cross ventilated bedrooms — and each one masterized — Custom detailed 20' living room — ranch type dining room — gorgeous basement — oversized garage — Hollywood colored tile bathroom with extra shower — refrigerator — screens, storm windows, Venetian blinds — 3,000 sq. ft. of professionally landscaped grounds. This is a SACRIFICE SALE! Owner must move out of town April 15. Reduced price for an immediate sale.

ONLY \$690 Down

BALANCE PAYABLE ON LONG TERM BANK MORTGAGE

CALL FOR APPOINTMENT ASK FOR MR. McCABE

Butterly & Green
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Parking Facilities Available

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HOLLIS \$21,500
See this gorgeous 2 family stucco home, 10 rooms, 6 and 4. Woodburning fireplace, finished basement with bar, 2-car garage, oil heat, extras extra. Terms arranged.

5. OZONE PARK \$10,900

G.I \$550
1 family detached, 5 rooms and sun porch, oil heat, semi-finished basement, large plot, garage, washing machine, refrigerator, extras.

ST. ALBANS \$11,900

G.I. \$575
1 family detached, 6 rooms and sun porch, oil heat, storm windows and screens, many extras.

HOLLIS
Are you looking for a home—in Hollis, Cambria Heights, Bayside, E. Elmhurst, Jackson Heights, Flushing, etc.—in 1 and 2 families — Call us.

Act Quickly!
OTHER 1 AND 2 FAMILIES

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A Home & An Income One Fare to N. Y.

Nine room, 2 baths, oil heat, brass plumbing, screens, storms, curtains, encl. porch. Brick garage, priv. driveway, 4 1/2 room apt. & \$3000 income from furnished rooms. Elmhurst, near all subways. \$8000 cash required.

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\$67.23 Mo.

TO BANK CARRIES HOUSE Convenient to new shopping centers — only few blocks to schools and 8 minutes to 8th Avenue Subway. This is the best buy of the year. Inspect this house at once!

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Parking Facilities Available

Springfield Gardens \$12,990

INTERRACIAL COMPLETELY DETACHED

Only \$490 Down

4 huge rooms — 3 airy cross ventilated bedrooms — walk-in closets. A perfect specimen of contemporary American at its superb best. This is an adorable home — completely detached with over 5,000 sq. ft. of beautifully landscaped grounds. Huge 50' living room — banquet-sized dining room — excellent condition — move right in. It is our best buy to date. Compare this value before you buy! It is in the heart of everything — only few minutes to public & high schools, transportation, and 10 minutes to subway.

CALL FOR APPOINTMENT ASK FOR MR. McCABE

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Parking Facilities Available

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CASH \$200 GI VA APPRAISED — VACANT

* DETACHED STUCCO - 5 1/2 ROOMS
3 BEDROOMS

LARGE PLOT - NEW GARAGE FINISHED BASEMENT

Modern kitchen and bath, country-like surroundings, 2 blocks subway, bus and shopping, etc. B-1013

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\$700 CASH TO ALL TAKE OVER HIGH GI MORTGAGE

DETACHED & SHINGLED - 5 1/2 ROOMS
NEW OIL HEATING FULL BASEMENT - GARAGE

14x18 Modern Kitchen

Now vacant, move in 2 weeks. Save closing expenses. Quiet residential area. Extra in-lake aluminum screens, storm. B-1011

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6 rooms, Very modern

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Detached, 7 rooms, Many Extras

EAST ELMHURST \$15,000
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Public Administration

Federally-financed research in improving administration will be catalogued by the American Society for Public Administration's Washington, D. C. chapter, and the University of Maryland Bureau of Governmental Research.

"Federal agencies are learning a great deal about public administration, but the research is scattered and there is no one place to find what projects are underway and what projects have been completed," Herbert H. Rosenberg, director of research projects for the society's Washington chapter, explained.

Any study sponsored by the federal government that might help to improve public management will be listed in the report.

RAYBROOK WORKERS SEND BEST WISHES TO RATIGAN

A congratulatory telegram was sent by employees of Raybrook State Hospital to Francis J. Rati-gan, newly elected mayor of Saranac Lake, N. Y.

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Big Rush for Jobs in Post Office

The Federal Government reports that job opportunities to become clerks and carriers at the New York Post Office are abundant. Between 100 and 200 jobs are usually filled each month, and in some months more.

Application may be made now, and until further notice, at the U.S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., in person, by representative or by mail. If applying by mail do not enclose return postage.

So far 25,000 have applied, because of the continuously open nature of the test, and for two weeks examinations have been held almost every day. They will continue to be held just as promptly.

Teamwork Pays Off

James P. Googe, regional director of the Commission, found that to be able to get the type of employee desired it is necessary to provide quick hiring. He has made that possible through holding the examination soon after the application is received. Postmaster Robert H. Schaffer does the rest, by expediting the actual hiring.

The New York Post Office has more than 35,000 employees, and normal turnover, arising from retirement, death and resignations naturally runs numerically high.

The rating of papers already has begun. No registers will be established until a sizeable number of eligibles is obtained. Last year 20,000 applied, the test was held in the summer, and by Christmas the clerk list was exhausted.

Official Information

You may apply no matter where you live.

Initially, career appointments are made to substitute positions and promotions are made to regular positions according to seniority of appointment. Substitutes are required to be available for duty on short notice, and, generally they will be working every day.

The basic rate of pay is \$1.82 an hour for substitutes. After the completion of each 52 calendar weeks of satisfactory substitute service, including time served as a special-delivery messenger, the basic rate is increased approximately 6 cents an hour until a maximum pay of \$2.18 an hour is reached. This increase is made at the beginning of the first pay period following the completion of 52 weeks of satisfactory service in the next lower grade.

The basic rate of pay for regular employees is based on a 40-hour week, five 8-hour days. There are seven steps, the salaries of which are as follows: \$3,660, \$3,785, \$3,910, \$4,035, \$4,160, \$4,285 and \$4,410 a year. Employees will be advanced successively at the beginning of the first pay period following the completion of 52 calendar weeks of satisfactory service in each step to the next higher step, if no equivalent increase in basic salary from any cause was received during such period, until the maximum step is reached.

Ranges of Annual Salary

When a substitute employee is appointed to a regular position, he is assigned to a salary step corresponding to his salary as a substitute. Three additional steps are provided for regular employees, based upon length of service.

These steps pay \$4,510, \$4,610, a year.

Employees who are required to perform night work are paid extra for such work at the rate of 10 percent of their hourly pay per hour. For this purpose, night work is defined as any work done between the hours of p. m. and a. m.

Regular employees who are employed in excess of 8 hours a day will be paid for such overtime service at the rate of time and one-half.

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NEW CSEA CHAPTER RECEIVES CHARTER



Paul J. Regan (second from right), president of the Jefferson-Lewis County Civil Service Association, Watertown chapter of the Civil Service Employees Association, is shown receiving the official Association charter granted the new chapter. Officers of the recently-chartered group are, from left, Norman A. Brown, secretary; Lewis Manfred treasurer; Bernard A. Smith, president pro-tem; Mr. Regan, and John S. Fletcher, first vice president. Sam J. Coullier, second vice president, was absent when the picture was taken.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

New York City

New York City chapter, CSEA, welcomes new members Inez Brown, Julia Hirschberger, Bertha Mason, Kenneth Medford, Anna Pickett, Elsie Ross and Peggy Ann Coles, all of the Bureau of Motor Vehicles.

The BMV 20-Year Club held its first anniversary dinner and election meeting in Caruso's Restaurant, Manhattan, on March 25.

Officers re-elected were Ann Roesch, president; Al Silverman, vice president; Steve Mott, treasurer, and Helen Goodman, secretary.

Named to the entertainment committee were William F. Regan, chairman, Margaret Gillen, Sarah Hall and Peggy Willie.

The 38 members attending enjoyed a delicious chicken dinner and a tasty anniversary cake donated by President Roesch.

A miniature cake and birthday wishes went to Laurence Meighan, whose natal day fell on March 24.

March birthday greetings also go to Dorothy Rappine, Irving Laahower, and George Fiegler of the BMV.

The chapter's next regular meeting will be held on Thursday, April 11, in Gasner's Restaurant, 78 Duane Street, New York City. Members are urged to attend, as an important announcement will be made.

Central Islip

The Golf Club of Central Islip State Hospital elected officers at its meeting on March 5 in Robbins Hall.

Named to the board of governors were Jack Cassidy, president, Roy Devine and James Connolly. Hilda Runz was chosen as secretary, and Leo Frey, treasurer.

The men's weekly tournaments will start on May 3, and continue every Friday throughout the season. The time is 8 A.M. to 5 P.M. Ladies' tournaments begin on April 30, held each Tuesday for the rest of the season. Time, 4 to 5 P.M.

Dr. Francis J. O'Neill, hospital director, and the club, will be hosts to Marcy, Hudson River and Harlem Valley State Hospitals in the annual intra-state golf tournament on June 8. Teams will compete for trophies and other prizes. A kickers handicap will be held for non-team members.

Warwick State School

Francis A. MacDonald recently attended a business meeting of the Southern District, CSEA, at Poughkeepsie. He was appointed to head the nominations com-

mittee to select State officers during the annual conference to be held there in June.

Phil Arrendale is presently undertaking a course in Spanish at the Orange County Community College in Middletown.

Maria A. Melendez has returned to her home in Puerto Rico after resigning from her duties as a social worker.

Staff members returning from vacations include Jack Wolek, Sam Rawlins, Emma Willis and Beatrice Davis.

Westchester County

Jean Stewart, of the Westchester County Social Security Administration office, conducted a question-and-answer period at the March 26 meeting of the Westchester County Competitive Civil Service Employees Association. The meeting was held in the County Office Building, White Plains, Andrew Dowdell, vice president, presiding.

Following the discussion, Theatre One of White Plains presented a dramatic reading of "The Twelve-Pound Book," by James Barry. In the cast were Joanna Van Antwerp, White Plains; Edna Moore, Yonkers, and Jack Spiegel, Mt. Vernon.

Plans were announced for the group's 20th anniversary dinner, to be held on Thursday, May 2,

en and dining-room working patients on Thursday, March 14, and two showings of "The Yearling" on Friday, March 15. A 16-millimeter movie was shown to patients daily throughout the week. In addition, Building F patients were entertained by Building H patients, with refreshments, singing, dancing and bingo games.

A talent show and dance were held on March 25 in Alfred A. Smith Hall at the hospital. Nine Scout troops, both boys and girls, participated in the contest; the boys from Pawlings were directed by Hap Collin, the girls, by Mrs. William McLaughlin; the cub scouts by Larry Haviland, and the Brownies, by Mrs. Edward Cook.

Wingdale was represented by girl scouts, led by Josephine Sostak; Brownies, under Agnes Maserio; cub scouts, under Leo Mastichetti and Mr. Bush, and Boy scouts, led by Mr. Becker. Dover Plains boy scouts were directed by Oscar Holgarson and Thomas Reimer, chairman for the affair.

Acts included singing, dancing, instrumentals, skits and puppetry. Betty Harrington and her Harmony Riders played both at the show and at the dance. Tom Adams and his quintet also entertained. Proceeds from the show will be used for the benefit of patients.

News of members: vacationers are the Elbert Johnsons, Charlotte Woodin, Mrs. McGrath, the Leon Cotes and their daughter, the Frank Saunders and Marco Sartori.

Henry Barber is back on the job after a long stay in the hospital surgery.

The hospital's golf club will hold its annual meeting on Tuesday, April 2 in the lounge room, Staff 18, at 7:30 P.M.

Tompkins

Howard Sinsabaugh, deputy city clerk, has returned from his Florida vacation.

News from the County Highway Department: the Harold Kastenhubers have a new daughter. Congratulations!

County Hospital notes: vacationers are Emma Adams, record librarian, in Florida, and Payroll Clerk Ann Lockwood, in Florida and Texas.

Congratulations to the Martin Newmans on the birth of a baby girl, Mrs. Newman, the former Doris Dowe, was on the hospital's nursing staff.

Speedy recovery to Mrs. Lula Williams, past president of Broome County chapter, CSEA, and co-chairman of statewide membership, who is a patient at the Robert Packer Hospital, Sayre, Pa.

Governor Signs Pay, Hours Bills

(Continued from Page 1)

there would be a further cut to forty hours just as soon as practicable.

"I am gratified that at long last the Republican leaders have become interested in reducing the work week for our State employees. The two-hour reduction proposed in this bill is far less desirable than the needed four hour reduction, and will complicate administration in our institutions. But I am approving it, since it is at least half a step in the right direction.

"Over a year ago, I asked the Comptroller to develop a plan to provide for all State employees and for employees of local governments the protection of Social Security coverage in addition to

protection now provided by the State Employees retirement System. I am pleased that the Legislature has passed a bill which incorporates the features of a plan which I recommended, and that during the year the Administration will be able to extend Social Security coverage to all State and local employees who desire these benefits. With the Health Insurance program which we will place into effect during the new fiscal year, all State employees will enjoy substantial improvement in their economic well being and security. These so called fringe benefits constitute an important part of the program objectives of my administration.

Action Next Year

"Although the salary bill is inequitable and unfair to the majority of State employees, I am signing it as I do not want to deny the salary increases which are provided. I plan next year to propose salary adjustments designed to correct the inequities of this year's legislation. I also hope to be able to complete the reduction in the work week which we began last year.

"The bills are approved."

Merit Board Turns Ideas Into Cash

ALBANY, April 1—Time and money-saving ideas from seven employees of the State Department of Labor's Division of Employment received the stamp of approval for suggestion awards, Edward D. Igoe, Chairman of the New York State Employees' Merit Award Board reported.

The beneficial proposals submitted under the State Employees' Suggestion Program were recommended for adoption by officials of the Employment Division. These suggestions, which dealt with forms widely used in the agency's operations, brought employees \$160 in cash awards.

A \$50 award, the largest of the group, was won by Henry B. Feuerstein, who is employed in the Bronx, who received two previous awards. Winnings for Mr. Feuerstein, who is employed as a Senior unemployment insurance claims examiner in the Division's Bronx office, now total \$175.

Other Division employees received the following awards:

\$35 to Robert J. Tunney, account clerk, 4 division Street Cohoes, and \$25 to C. Tom Sawyer, clerk, 21 Central Avenue, Albany both of the Albany office. This is the second \$25 idea award for Mr. Sawyer.

\$25 to Murray H. Steven, 136 Fifth Avenue, New Rochelle, an employment security manager at the Mount Vernon office. This award plus those of two previous ideas brought him \$95 in awards.

\$15 to Edwin I. Feinstein, 5 Eton Lane, Hicksville, a senior Employment Interviewer in the Brooklyn office.

\$10 to Mrs. Mary L. Gilman, 85-45 98th Street, Woodhaven, an unemployment insurance claims clerk, Cedarhurst office.

A Certificate of Merit went to Philip I. Zachter, 2728 Kings Highway, Brooklyn, a Senior Unemployment Insurance Claims Examiner in the Brooklyn office.

A large percentage of suggestion winners are those employees who suggest frequently. Board experience indicates that an average of one suggestion in every five is endorsed for adoption and award. State employees who submit constructive ideas are recognized through award presentations made by supervisory personnel and by certificates signed by Governor Averell Harriman.

Sixty Aides At Narcotics Conference

ALBANY, April 1—More than 60 law enforcement, health and correction officials attended a joint State Health and Correction departments' narcotic training program at Albany last week.

In the group taking part in the two-day conference at the State Health Department auditorium were representatives of the U. S. Treasury, New Jersey State Police, New York City Police Department and Department of Correction, the State Health Department and the State Department of Correction and all its institutions.

Frank J. Smith, chief of the health department's narcotic control section, presided. Speakers included Inspector Joseph L. Coyle, Capt. Thomas Renaghan and Sgt. John Cottone of the New York City police narcotic squad; Herman Lipski, deputy collector of customs of the Treasury Department, and former Rockview, Pa., penitentiary warden Dr. P. S. Baldi.

Correction Dept. Takes Over City Workhouse

ALBANY, April 1 — Correction Commissioner Thomas J. McHugh has announced plans for the State Correction Department to take over operation of the Branch Workhouse of the City of New York by July 1.

The workhouse is located at New Hampton, Orange County and was formerly the NYC Reformatory.

Commissioner McHugh said that the department intends to use it as an institution for male inmates 60 years of age and over who are now confined in other state institutions.

Every effort, he said, will be made to work out with the New Service plans for the transfer of personnel of the institution from city to state service.

Army Joins Move to Have Wage Boards Set U.S. Pay

WASHINGTON, April 1 — Pay increases for Federal classified employees, and increased benefits for other U. S. workers, were approved by the U. S. Army. The plan would place white-collar employees under the wage board system, entitling them to prevailing rates in private industry for comparable work. Salaries would no longer be under Congressional jurisdiction, but that of the Executive branch.

Other proposals for Army civilian personnel include a raise for those in high-bracket research and development jobs, and in super-grades; cost-of-living allow-

ances of more than 25 per cent when appropriate; extra pay for isolated or unattractive duty locations; payment of travel expenses to new employees and applicants for hard-to-fill jobs who must travel to interviews, and a "dislocation allowance" to employees moved for Government convenience.

Better Promotion Opportunities
Other proposals are for liberalization of promotion opportunities through repeal of the Whitten rider; elimination of mandatory rating requirements through amendment of the Performance Rating Act; insurance protection including surgical, hospital and "major medical" expenses, jointly supported by employee and Federal contributions, and training of employees at non-Government locations at Government expense.

Graham Retires, Honored at Fete

After 32 years in State service, Charles M. Graham retired as chief self-insurance examiner and actuarial advisor to the chairman of the Workmen's Compensation Board.
Mr. Graham, employed in the Board's New York City office, was honored by the self-insurance section at a luncheon and reception on Thursday, March 28 in the Pearl Street Restaurant, Manhattan. Board Chairman Angela Parisi presented the retiree with a gift on behalf of his co-workers. Among the guests were Mrs. Graham and Mrs. Dorothy B. Lawrence.

From 1925 until 1945, Mr. Graham was an associate actuary for the State Insurance Fund. He had served in his present capacity since 1945.

Listed in "Who's Who," Mr. Graham is a fellow of the Casualty Actuarial Society, an author of several articles on actuarial matters, and served as actuarial research technician for the National Council of Workmen's Compensation Insurance. Before entering public service, he was employed by General Motors Corporation and the Globe Indemnity Company of New Jersey.

Mr. Graham will make his home in Lago, Fla., where he plans to continue in his field as an actuarial consultant.

LEGAL NOTICE

CITATION—The People of the State of New York, By the Grace of God, Free and Independent to Attorney General of the State of New York; Harris M. Maurer; Albert Maurer; Leonard Maurer; Counsel General of Canada; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Gilda Maurer also known as Goldie Jauer, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein and to the distributees of Gilda Maurer, also known as Goldie Jauer, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Gilda Maurer, also known as Goldie Jauer, deceased, who at the time of her death was a resident of 209 West 87th Street, New York, N. Y. Send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 809, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

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, Room 809, in the County of New York, on the 23rd day of April 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said 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 12th day of March in the year of our Lord one thousand nine hundred and fifty-seven.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

CITATION The People of the State of New York, By The Grace of God, Free and Independent To Attorney General of the State of New York; Rosa Cutolo; Lilliana Speranza; Counsel General of Italy; and to "Mary Doe" the name "Mary Doe" being fictitious, alleged widow of GAETANO RANDO, also known as Jerry Rando, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of GAETANO RANDO, also known as Jerry Rando, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of GAETANO RANDO, also known as Jerry Rando, deceased, who at the time of his death was a resident of 646 Ninth Avenue, New York, N. Y. Send GREETINGS:

Upon the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 809, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

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, Room 809, in the County of New York, on the 7th day of May, 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of JOHN F. GILLEN, as Administrator 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 28th day of March in the year of our Lord one thousand nine hundred and fifty-seven.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

FOX LEO KING—Pursuant to an order of Hon. S. Samuel Di Falco, Surrogate of the County of New York.

NOTICE IS HEREBY GIVEN, according to law, to all persons having claims against LEO KING FOX, late of the County of New York, deceased, to present the same, with the vouchers thereof, to the undersigned, Executor of the Last Will and Testament of the said deceased, in care of Lucien R. Tharaud, 90 Broad Street, New York 4, N. Y., attorney for the Executor, on or before the 10th of July 1957.
Dated this 18th day of January, 1957.
FREDERICK W. HILDUM
Executor
LUCIEN R. THARAUD,
Attorney for Executor
Office & P. O. Address
90 Broad St., Borough of Manhattan,
New York 4, N. Y.

ROSENBERG APPOINTED TO LETCHWORTH BOARD
ALBANY, April 1 — Bernard Letchworth Village. Rosenberg of New Rochelle has been named by Governor Harri- He succeeds T. Fergus Redmond, who has resigned. Employees sent best wishes.

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ANOTHER STATE TROOPER CHAPTER FORMED



John F. Powers, president of the Civil Service Employees Association (right foreground), and Arline Cummings, temporary secretary of the proposed Troop C, State Troopers chapter, CSEA, inspect the group's constitution and by-laws at a recent meeting in Sidney, N. Y. Looking on, from left, are Wallace Ehrlichman, chairman of Troop G chapter, Troy; Robert D. Quick, temporary chairman, Troop C chapter; and Ambrose J. Donnelly, CSEA field representative, Albany. Messrs. Powers and Donnelly addressed the meeting, at which the group appointed nominating and fact-finding committees. At present 148 of the Troop C force of 200 are CSEA members.

Highest Scouting Award Won By Sing Sing Aide

The Silver Beaver, highest award that can be made to a volunteer worker of the Boy Scouts of America, was presented to August H. Westpfal, Jr., a correction officer at Sing Sing Prison, Ossining, N. Y.

Mr. Westpfal, a State employee since 1946, has been active in Scout work since the age of 12, with the exception of the period between 1942 and 1946 when he served in the Navy. Following World War II, he resumed his Scouting activities as a neighborhood commissioner in Ossining, and later was appointed chairman of the Taconic District Leadership Training Committee. In that capacity, he instituted training procedures and methods which were adopted by each district in the Council.

The honoree is a member of the Order of the Arrow, BSA; holds the Fifteen Years' Veterans Award, and is eligible for the Twenty Years' Award. He holds the Scouters Award Key. Mr. Westpfal has served as adult leader at two national Scout jamborees, has been selected to serve as scoutmaster accompanying a contingent to the 1957 Valley Forge Jamboree, and has served as an explorer-advisor at the National Philmont Scout Ranch in New Mexico.

As a participant in the summer program at Camp Curtiss Read, he devoted many of his vacation periods to the scouting movement, and has attended sessions at the



August Westpfal, Jr.

National Training Center at Schiff, N. J., receiving intensified instruction in leadership and commissioner training.

CARNEY NOMINATED FOR SESSIONS JUDGE

ALBANY, April 1—Governor Harriman has sent to the Senate for confirmation the nomination of Justice George M. Carney of the New York City Court of Special Sessions as judge of the New York County Court of General Sessions.

He succeeds Judge Louis J. Cappozzoli who resigned to take an appointment as a State Supreme Court Justice.

Roswell Park

Anne Augst was elected president of the Roswell Park Memorial Institute chapter, CSEA, at its election meeting in March. Chosen to serve with her was Jim Harris, treasurer. Formal installation will be held in the near future. Mr. Harris previously resigned as president because of other duties; Roy Hankin, former treasurer, left the institute.

Members accepted with regret the resignation of Chairman Helen Fox, who has done such an outstanding job.

The election of a new delegate is the next order of business.

The chapter's executive council met recently to discuss the write-in campaign to State legislators on the questions of State salaries and work-weeks.

Member-memo: congratulations to Helen Parker, who received her MS in nursing from Buffalo University; Mable Noel, promoted to head nurse, 7 E; Dr. George Moore, appointed chairman of a U. S. Public Health Service Committee to establish clinical groups across the nation to investigate aspects of surgery for cancer; Dr. Harold Box, on the birth of his daughter.

Best wishes to Alice Brooks Miller, RN, on her recent marriage, and to T. Hayes of housekeeping, who is engaged to D. Waters, cook.

Get-well wishes go to Martha Barlog, housekeeping; Edith Frost, P.N., and Mike Aguglia, maintenance.

A warm welcome is extended to all new members.

The chapter's condolences go to Loretta and Laurette Zemark on the death of their respective father and grandfather.

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

MENTAL HYGIENE MEMO

By A. J. COCCARO

Your Social Security

Social Security has been a part of American life since 1935. State legislation this year is a major step towards extending Social Security to the State employee and other members of the N. Y. S. Retirement System.

The disposition and effect of this legislation will not be felt until the Governor signs the Social Security bill and a referendum is made to the State and local government employees.

Today the Social Security program provides basic protection for nearly all American families. Types of protection are:

1. Old age benefits—A man becomes eligible for old-age benefits at age 65, if he has retired. Women can now collect as early as age 62.

2. Survivors' benefits—This feature of the program gives many of our employees valuable life insurance protection—in some cases over \$50,000 worth. It provides a cash payment to help pay for burial expenses, a benefit for each child until he reaches 18, a benefit for your wife if she has children under 18, or benefit for wife after she reaches 62 years of age. Dependent parents can sometimes collect survivor's benefits also.

3. Disability benefits—Disability payments are paid to two groups of people. A person who is permanently disabled can collect his full old-age benefit at age 50, instead of waiting until age 65 providing he meets with the requirements of the law. A permanently disabled child of a deceased or retired person who was covered by social security can collect benefits after age 18 (when children's benefits are ordinarily cut off). If the child is eligible the mother can also draw a benefit.

Now is Time To Prepare

It is now time for each one of us to prepare ourselves for this program. You can do this by becoming familiar with Social Security, its payments, protection, and eligibility. For those state employees who have had prior coverage in private employment, there should be a check made of your earnings credited to your Social Security account to date. You can do this by mailing a postcard form OAR-7004 to the Social Security Administration, Baltimore, Maryland. You can get this form at any local Social Security Office listed in your telephone book.

Interested persons can attend a discussion on Social Security and the State Employee April 29 at the Concord Hotel near Monticello, N. Y. Edward Sorenson, Chief of the New York State Social Security Agency, will be the discussion leader. All are invited. You can make reservations for above by writing to A. J. Coccaro, Kings Park Hospital, Kings Park, New York.

Nominating Unit Formed By Southern Conference

A nominating committee was named by the executive committee, Southern Conference, Civil Service Employees Association, at a meeting in the Italian Center, Poughkeepsie, N. Y. on Wednesday, March 20.

Francis A. McDonald was nominated as chairman, and the following tentatively appointed, subject to their chapters' approval: Tracey Decker, Orange County Public Works Department; Sarah Collins, Letchworth Village; Harold O'Mara, Sing Sing; Herb Nelson, Wassala State School; Harriett Sier, Westfield State Farm; Ben Alulis, Hudson Valley Armory; Michael Galluppo, Harlem Valley State Hospital; Thomas Harris, State Thruway; Betty Vantran, New Paltz State Teachers College; Cecil Ritchey, Warwick State School; Margaret O'Neil, Rehabilitation Hospital; Frank Pizer, Hudson River State Hospital; M. B. Keating, Bridge Authority; Warren Cairo, Napanoch Institute; Frank Bianchi, New Hampton; Emil Bollman, Rockland State Hospital; Fred Liguori, Public Works District 8; Thomas Vardoli, Middletown State Hospital; Kenneth Green, Woodbourne Correctional Institute, and Tim O'Sullivan, Otisville Training School.

In Attendance

Executive committee members attending were Conference President Nellie Davis, Francis MacDonald, Peggy Killacky, James Anderson, Robert Soper, Mr.

O'Mara, proxy for Fred Lorz, and Charles Lamb, Conference secretary.

May Meeting Set

It was announced that the committee's next meeting was tentatively scheduled for Friday, May 17 in the Newburgh State Armory.

Mr. Lamb was directed to write all chapter presidents, requesting each group's endorsement of its nominee, and submission of names of candidates for Conference office.

The annual dinner meeting of the Conference, at which election of officers will be held, was set as Saturday, June 22, at Poughkeepsie, N. Y.

Troopers Hear Powers, Casey

Sixty members of Troop K chapter, State Police, Civil Service Employees Association, adopted a constitution and by-laws and appointed provisional officers at an organizational meeting held on March 26 in the American Legion Hall, Hawthorne, N. Y.

J. J. Coyne was named as temporary chairman, and K. W. Meyer, temporary secretary.

The meeting was addressed by CSEA President John F. Powers and Francis Casey, field representative.

The slate of officers will be presented by the nominating committee at the chapter's next meeting on Tuesday, April 30.