

Civil Service LEADER

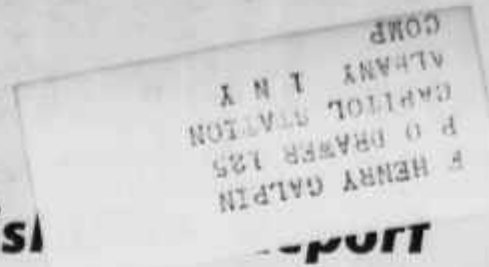
America's Largest Weekly for Public Employees

Vol. XIX No. 31

Tuesday, April 8, 1958

Price 10 Cents

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Workshop Will Feature Important Panel Talks At Grossinger Meeting

Panel discussions covering topics of utmost importance to the civil servant are a highlight of the second annual spring workshop of the Southern and Metropolitan Conferences, which is being held this year at Grossinger's Resort Hotel April 20 through 22.

Irwin Schlossberg, chairman of the event, announces that great care has been taken to select an interesting and important agenda and the top experts in various fields chosen to participate on the panels.

Mr. Schlossberg also urged that those planning to attend the workshop who have not made their reservations at Grossinger's do so at once. The one-day rate, which includes the entire program from Sunday afternoon, April 20, through Monday evening with one night's lodging is \$27.50. For \$42.50 breakfast and lunch on Tuesday and complete use of the hotel's facilities that day.

Reservations, accompanied by a \$5 deposit, should be made at once to Alan Mald at Grossinger, N. Y.

Panels

The first panel discussion will be held Monday morning at 9:45 A.M. using the topic "Rights of Civil Service Employees Under Workmen's Compensation Law." Henry Shemin will be chairman

of the panel with Col. Solomon E. Senior, director of the Compensation Claims Department, State Insurance Fund, and J. Schutzbank, director of Claims Administration, Workmen's Compensation Board, as panelists. A question and answer period will follow each session.

That afternoon the panel topic will be "Rights of Civil Service Employees under the New York State Retirement System, with Mrs. Nellie Davis as chairman. Panelist for this important subject will be Max S. Weinstein, actuary for the State Retirement System.

Speakers Scheduled

In addition to the panel discussions, two important speakers have been obtained.

At the opening evening banquet on Sunday, the speaker will be Comptroller Arthur J. Levitt.

Attorney General Louis J. Lefkowitz will be the speaker for the Monday evening dinner.

On Tuesday, consultations on insurance, travel, employee problems, etc., will be held throughout the hotel.

In addition to the many business sessions, a program of relaxation and fun has also been planned, utilizing the extensive facilities of the hotel.

NYC Chapter's European Tour Now Available to Members of Metro Conference Chapters

Requests by members of chapters in the Metropolitan New York Conference area to participate in the forthcoming New York City chapter tour of Europe has caused the chapter to extend eligibility for the summer journey, it was announced last week.

Bona fide members of any chapter in the Conference may now make application for the tour, which departs by air July 23 for Brussels and returns from Paris on August 17.

However, only 97 persons may be accommodated on this initial trip and space is being subscribed to quickly. Once the 97 plane seats are reserved there will be no more space available this year.

The tour, which includes round trip air fare, hotels, most meals, sightseeing tours, land travel, etc., is offered at \$660, well below the normal cost.

The trip will begin on July 23 when tour members fly from New York City to Brussels, where they will spend three days visiting the spectacular Fair.

From there, the tour will head for Germany where visits to romantic old castles, trips to Bonn, Munich and Heidelberg and a steamer ride on the Rhine will be included.

Dinner in Venice

From Munich, the tour will go over the beautiful Austrian Tyrols bringing the travelers to Venice in time for their evening meal.

Leaving the city of canals, the journey will continue to Florence and then on to Rome. Audiences with Pope Pius will be arranged if his Holiness is receiving.

After leaving Italy, the famous Swiss Alps will be visited, with the tour members spending time in the charming alpine city of Lucerne.

Fabulous Paris will be the last stop and, during a two-and-a-half day stay, time for a complete sightseeing tour of the city will be provided, as well as time to do things on your own.

All information and applications for the tour may be had by writing to Sam Emmett, care of the New York City chapter Travel Club, Room 905, 80 Centre St., New York 7, N. Y., or by calling Yukon 6-7573.

New State Civil Service Law Before the Governor; Several Changes Made

ALBANY, April 7—A new State Civil Service Law—eight years in the making—is before Governor Harriman for approval.

The measure, introduced by Assemblyman Fred Preller, Queens Republican, revises and recodifies the old Civil Service Law.

It passed the Legislature with support of Democratic members and is expected to be signed by the Governor.

The legislation had the support of the Civil Service Employees Association.

An attempt to pass a similar bill last year failed, but with some 100 changes made in the measure since then, the bill won bipartisan support.

Some Proposals Omitted

Among proposals in former bills which were dropped this year are:

A provision that would have transferred Civil Service jurisdiction over school districts from the state to local commissions.

A provision that would have abolished veterans preference in retention in public jobs during layoffs.

Under the new bill, veterans retain absolute preference in job retention even though non-veterans have greater seniority.

New Provisions

The new bill gives the State Civil Service Commission power to cancel individual appointments from eligible lists at the local level, if found to be illegal. Under the present law, the entire list must be cancelled.

Under the new bill, political activity is prohibited for members of the State Commission. Members may not serve as an officer

State Closing Rescue School

ALBANY, April 7—The State Safety Division has announced the closing of its rescue training school due to lack of funds. Sixteen of the 24 staff members have been laid off.

The school, which has been operated in Albany since 1951, was actually closed by action of the 1958 Legislature, which reduced Civil Defense funds for the project from \$160,000 to \$55,800.

Among those receiving dismissal notices, which were effective March 31, was the school's director, Thomas J. Delaney of Goshen.

Since its inception, the school has trained several thousand volunteers, fire and police officials in rescue work.

School facilities, and equipment include a four-story tower for high rescue training, two Civil Defense trucks and a pumper for putting out fires.

of a political party or engage in political activities.

The same prohibition, however, is not spelled out for local civil service commissioners.

The new bill also creates a new labor class for the State service. At present, laborers are under the exempt class, except in cities.

Local Application

Local governments are permitted to set up regional commissioners under the new bill, combining several counties or cities and counties.

There is no basic change, however, in the State's civil service structure under the bill.

Much controversy has followed

the attempt to rewrite the law. The project first was undertaken by a State Commission on Revision of the Law, headed by Mr. Preller.

In 1956, Governor Harriman vetoed an appropriation for the commission and severely criticized its work. Commission members continued to work, however, on a voluntary basis with the assistance of the staff of Senator Austin Erwin, chairman of Senate Finance Committee.

The new bill is a product of work of staff members of the Civil Service Department, the Governor's office, Senator Erwin's office, and Assemblyman Preller.

Meacham To Address Western Conference; Dinner Changed To Accommodate Larger Group

Edward Meacham, director of Personnel Services for the State Civil Service Department, will be principal speaker at a meeting of the Western Conference of the Civil Service Employees Association April 26 at Brockport State Teachers College.

Mr. Meacham will address the conference at 3 P.M. in the College Union on Kenyon Street. His topic will be "Group Health and Accident Insurance."

Because of heavy reservations, the dinner that evening has been switched from Strebs Steak House, as originally announced, to the Plantation Party House on Route 259, Spencerpoint, where more space is available.

The county section of the meeting will be held following a coffee break after Mr. Meacham's address. Noel McDonald will address the county section on "Health Programs for County Employees."

A social hour will follow the

business of the conference and, at 6:30 P.M., dinner will be served at the Plantation Party House.

Following the dinner, C. Edwin Lacks, president of Specialized Tours, Inc., will show a film on Europe and will discuss the European tour being sponsored by the conference this summer.

Reservations and checks should be mailed to John H. Predmore, Brockport State Teachers College, Brockport, no later than April 21. Tickets are \$3.50.

Central Conference Meets In Binghamton

The Central Conference of the Civil Service Employees Association will hold its annual spring conference meeting at the Paramount Lounge, Route 17, Binghamton, Raymond G. Castle, conference president, announced.

Rooms will be provided for both the conference meeting and the county workshop, Mr. Castle said.

Speaker for the afternoon meeting will be Victor E. Graham of the Government Employees Insurance Company.

The meeting will begin at 1:30 P.M. and will be followed by a social hour and dinner at 6:30 P.M.

Ticket price is \$3.50 and reservations should be made by contacting Louise Pearson, 213 Bevier Street, Binghamton.

Mr. Castle points out that the Binghamton meeting is only a two-hour drive from Grossinger's resort where the combined Metropolitan and Southern Conference spring workshop is being held the following day and advises interested persons that they can combine the two events over the weekend.

Sen. Desmond, Advocate of 8-Hr. Day, Retires

ALBANY, April 7—Senator Thomas C. Desmond of Newburgh, widely known as the advocate years ago of an eight-hour-week for State employees, has decided to retire.

The Newburgh Republican has announced he will not seek reelection this fall. He has served 28 years in the Legislature. Mr. Desmond is recognized for his work in behalf of the aging, having served as chairman of the Joint Legislative Committee on Problems of the Aging since its inception.

Cost of Study Now Deductible Under U.S. Income Tax Law

WASHINGTON, April 7 — Under a new ruling of the U. S. Treasury Department, deductions are more liberally allowed on U. S. income tax returns for the cost of study courses.

Included for the first time is the cost of taking courses to prepare one for promotion examinations. This is particularly important to civil service employees, including teachers. Previously promotion study courses were excluded from benefit possibilities.

Goes Back to 1954

The ruling now applies to courses taken voluntarily to improve one's skill, and is made retroactive to 1954. That means returns based on income earned in 1954.

If one seeks a benefit now on the basis of the new ruling for any such expenditures in 1954, he has to move fast. An amended return is required for 1954, to entitle one to the benefit. A three-year statute of limitations applies to amending returns. Thus such possible beneficiaries have only until April 15, 1958, to turn in an amended return, and should hurry to an office of the Internal Revenue Service, get the 1954 blank, refer

to their copy of their 1954 return, and make the newly allowable deduction on the amended, really new, return.

Those who seek to claim for income years subsequent to 1954 may do so by April 15, 1958, or may take the extra year or two years, whichever applies, though there'd be no object in delay. In general, anybody entitled to the benefit for 1954, 1955, 1956 or 1957 should turn in an amended return by April 15, 1958, for the appropriate year or years, unless he hasn't yet filed for 1957, in which case he would simply include the newly allowable deduction.

Stabilizes Previous Ruling

A previous ruling did not permit the deduction of the cost of courses taken to help qualify one for promotion or higher salary.

In most instances, the liberalized deduction applies to the cost of the course only, but in some instances, employees, particularly teachers, take out-of-town courses. They'd be able to deduct travel expenses, also the cost of meals and lodging.

Those principally affected by the new ruling are teachers, other civil service employees, insurance agents, lawyers, physicians, and engineers.

Advance study courses entitle one to the deduction, as well as courses directly intended to facilitate promotion.

Object Need Not Be Promotion

The goal of the courses need not be higher position and pay; it would be sufficient if the purpose were to entitle one to retain his present position, salary or status. In the case of teachers this question is particularly important, as they are often given up to three years to meet the minimum training requirements, though they may be appointed earlier.

The new ruling includes the self-employed, previously excluded from the benefit.

The ruling applies to those who were employees during any part of the tax year, but says nothing about prospective employees who took courses with the object of getting appointed.

Court of Appeals Upholds State's Reclassification Power

ALBANY, April 7—The Court of Appeals, reversing a decision by the Appellate Division, Second Department, held that the State Civil Service Commission's authority to reclassify positions includes those held by war veterans and volunteer firemen, and that putting such an employee in a new title descriptive of the duties he was performing did not constitute an abolition of the position.

Section 22 of the Civil Service Law provides that a war veteran or volunteer fireman shall not be removed except for incompetency or misconduct shown after a hearing on due notice and stated charges. If the position is abolished, the employee is to be transferred to another position, the section also provides.

Phillip J. Clare, a veteran of World War I, was appointed in 1942 by the District Attorney of Kings County as a detective. Evidently it was a noncompetitive appointment. The county detective jobs were reclassified by the State Commission in 1954.

Court is Unanimous

Judge John Van Vochis, writing the opinion for the unanimous Court of Appeals, said that the volume of the work in the District Attorney's office had increased so considerably that it became impossible for all county detectives to perform the duties as originally set forth by law. Since 1947 Mr. Clare had been working as a process server; others in the county detective title were doing investigative or related work. The Commission therefore based its reclassification on the actual nature of the work performed and under titles descriptive of the actual duties. Mr. Clare was covered into the competitive class, along with some others.

Mr. Clare claimed to have been removed from the position of county detective because under the reclassification the District Attorney is no longer at liberty to direct him to perform duties enumerated by the County Law other than the serving of process. He claimed especially to be aggrieved at not having been assigned to the work of detective investigator. In the reclassification of those county detectives assigned to detective and investigation work.

"If his grievance were well founded," the Court said, "it would follow that the detective investigators would be likewise aggrieved at being prevented from serving process. Such a grievance would seem to be more substantial, as respondent's salary range as process server is from \$4,550 to \$5,990 per annum, whereas the salary range of the detective investigators under the classification is only from \$4,250 to \$5,705.

"It is true that under the classification, one position was called senior detective investigator, to supervise the detective investigators, having a somewhat higher salary range. Respondent is not rendered eligible for promotion to that position, although he is eligible for promotion to a higher position known as supervising process server to which the detective investigators are not eligible.

Nature of Work Unchanged

"Respondent's (Mr. Clare's) complaint is simply that under this civil service classification he is prevented from being assigned by the District Attorney to work to which he was not assigned at the time of the classification and could not be assigned except in the discretion of the District Attorney. He is not placed on complete equality with the other county detectives, to be sure. Neither are they placed on equality with him. "It seems to be implied in respondent's position that classification is not precluded of itself but that it has to be reasonable and non-discriminatory. But distinctions of this kind are inherent in classification.

"Respondent never had a legal right to be assigned by the District

Attorney to perform all of the duties of a county detective. He had to do what the District Attorney directed. For seven years before this classification took effect, the duties assigned to him had been limited to serving process. The civil service classification did not change the nature of respondent's work, but merely systematized the work in the District Attorney's office according to a

pattern which had already been worked out. The specialization had taken place before the classification, which formalized what had occurred.

"This does not signify that respondent has been removed from the office of county detective, or that his salary has been reduced or his position abolished. Removal and abolition of the position are

(Continued on Page 15)

Lamb Recuperating Following Surgery

Charles E. Lamb, former fifth vice president of the Civil Service Employees Association, is recuperating at home following major surgery he underwent recently.

Mr. Lamb's illness was complicated by pneumonia but he is reported to be recovering.

Mr. Lamb lives at 20 Briar Brook Road, Ossining.

RETIREMENT DINNER TO HONOR MISS STEVENS

Miss E. Ethel Stevens of Troy, retiring on April 9 from the Division of Identification, State Department of Correction, will be honored by more than 100 of her co-workers at a luncheon at Jack's Restaurant, Albany, at 12:15 P.M., Tuesday, April 8.

H.I.P.
Enrollment Among
City Employees
And Families Reaches
All-Time Peak...
355,000

H.I.P.
FACT



NO. 1 OF A SERIES

Over 10,000 additional city employees and dependents joined the City's Health Program during this year's annual re-opening campaign. This brings H.I.P.'s total enrollment in city departments and the Board of Education to 355,000.

H. I. P. takes pride in the fact that for ten successive years it has continued to gain in number of subscribers among municipal employees.

With an overall membership of 535,000, H.I.P. today provides comprehensive medical care for more persons than any other medical insurance plan in the country.

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*The only charge which may be made for service given by an H.I.P. medical group physician is \$2.00 for a home call both requested and made between 10 P.M. and 7 A.M.

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CIVIL SERVICE LEADER
America's Leading Newsmagazine
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-6010
Entered as second-class matter October
3, 1939, at the post office at New
York, N. Y., under the Act of March
3, 1879. Member of Audit Bureau of
Circulations.
Subscription Price \$4.00 Per Year
Individual copies, 10c
READ The Leader every week
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THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President
Civil Service Employees Association



CSEA Program Had Its Successes

There is still a bad reaction among the State employees to the legislators' negation of a State salary raise. By word of mouth, through letters to the editor, the reactions are continuing. The legislators' action cutting out the raises proposed by the Governor for the lower grades still smarts.

The suspicion that the employees were made pawns in an election year political game is widespread. The employees were particularly embittered when they viewed the action in the light of the legislature's progressive handling of its own administrative affairs. The case for a salary adjustment was compelling in January. It is much more cogent in April, as the cost of living index has risen steadily.

Important Bills Were Passed

However, despite the failure of the salary adjustment, the legislative program of the Civil Service Employees Association has not lacked in success. About one-third of the bills which we sponsored succeeded in passing. The 40-hour bill which was drafted by the Association is now law. The extension of the one-year death benefit has been signed. Permissive legislation extending the State Health Insurance Plan to the municipalities is before the Governor. Governor Harriman has now before him a bill permitting retirement after 25 years of service of policemen, firemen, and custodial employees in institutions. A bill authorizing the payroll deduction of dues for civil service organizations is awaiting the Governor's signature and the bill permitting the payment for vacation and overtime of municipal employees at time of separation is now law.

These are only a few of the measures that passed. As in the case of the 40-hour bill they emphasize the persistence and patience of the Civil Service Employees Association in pursuing legislation for bettering the working conditions of all public personnel.

Assistant Health Commissioner Named

ALBANY, April 7—Dr. Victor N. Tompkins has been named assistant Commissioner of Health in charge of the State Health Department's Division of Laboratories and Research. His salary is \$16,034 a year.

Dr. Tompkins succeeds Dr. Gilbert J. Dalldorf, who resigned to become associate medical director of the National Foundation for Infantile Paralysis in January.

In announcing the appointment, Dr. Herman E. Hilleboe, commissioner, said it had become apparent, after a nationwide canvass, that "the right man for the position was in our own laboratory." Dr. Tompkins had been serving as associate director of the laboratory.

Harriman Appoints Five to State Posts

ALBANY, April 7—Governor Harriman has announced the following appointments:

Dr. Alexander Carson of Oneonta, whose term has expired.

Homer M. Rice of Watertown, reappointed to the Thousand Islands State Park Commission for a term ending January 31, 1965.

Paul A. Schoellkopf, Jr., of Lewistown Heights, reappointed to the Niagara Frontier State Park Commission for a term ending March 21, 1965.

Charles F. Darlington of Bedford, to the Taconic State Park Commission for a term ending January 31, 1963. He succeeds Herman A. Derenthal of New Rochelle whose term has expired.

Hugh T. Cunningham of 213 East Second Street, Corning, as a member of the Board of Visitors of Elmira Reformatory, term ending Dec. 31, 1963. He succeeds Joseph Pfeiffer, of Corning, whose term has expired.

Pass your copy of The Leader on to a non-member.

Correction Conference Meets With Bingham on Its Program; Elects Officers for 1958-59

Representatives of the State Correction Department Conference met with Jonathan Bingham, secretary to the Governor, on March 4 to discuss the many problems facing the employees of the Department of Correction. This was a new step in correction employees' efforts to better acquaint the Governor's office with the operation and purpose of the New York State Department of Correction Civil Service Conference.

Albert Foster, president of the Correction Conference, explained in detail the purpose and background of the conference. Mr. Foster pointed out that this conference was the means of resolving the differences of employees in the department with the commissioner. It was also noted that because of the success of this conference it has never been necessary for correction employees to use the State's grievance machinery.

Also attending this meeting were Sam Segal of Walkill Pri-

son and Edward O'Leary of Elmira Reformatory.

Agenda

Some of the main topics of the discussion were:

1. The great need of reallocation of correction officer from grade 11 to a higher grade to correct inequities of the present pay scale and induce better recruitment.

2. The difference of the pay grade of the prison matron and that of the correction officer, both doing the same work in the same department.

3. The necessity of upgrading qualifications for correction officer to attract better qualified men to enter the field of correction service.

4. The need of re-establishing a central correction officer training school.

This meeting was arranged by Commissioner McHugh at the request of conference delegates, because of his high regard for the working of the Correction Conference.

The representatives felt that this meeting with Mr. Bingham was highly successful.

Officers Elected

At the semi-annual meeting of the Correction Conference held in Albany on March 3 and 4, the following were elected officers of the conference for the year 1958-1959.

Reelected president for third term was Albert L. Foster, Dannemora State Hospital.

Edward O'Leary, Elmira Reformatory, was elected vice president and Charles Lamb, Green Haven Prison, secretary-treasurer.

A luncheon meeting of the de-

legates with Commissioner Thomas McHugh was held and the commissioner reviewed in brief some of the important steps gained in the department for the past three years, such as the strengthening of the merit system, the establishing of a conservation correction camp for youthful offenders at Camp Pharsalia, the new summer look for correction officers with the short sleeve uniform shirt and no ties, the reduction of the 48 hour work week which this year will bring to a 40 hour week with no loss in pay, and the acceleration of the program for correction employees at the Moran Institute held each summer at St. Lawrence University.

On March 4 the officers of the conference met with the Commissioner and other Correction officials to discuss the Agenda of this meeting. Results will be mailed out to delegates soon.

In Attendance

Delegates attending this meeting were: Albion — Betty Emerson; Attica — Harry Joyce and Kenneth Tice; Auburn — Richard Corcoran; Clinton — Harold Corcoran and Charles Raymond; Coxsackie — Ed Lalor; Dannemora — Albert Foster and Joseph Luck; Elmira — Edward O'Leary; Great Meadow — Leroy Breen; Green Haven — Cornelius Rush and John Gusk; Napanoch — Joseph Grable; Sing Sing Prison — Fred Lorz; Walkill — Peter Walsh and Sam Segal; Westfield — Dan Gillen; Woodbourne — Jack Solod; Matteawan — Meredith Westfall; also Kenneth Updyke of Elmira.

The next meeting of this conference is scheduled for sometime in June.

Western Conference Tour Of Europe Set for July

Departure and return dates have been confirmed for a tour of Europe this summer sponsored by the Western Conference of the Civil Service Employees Association. Celeste Rosenkranz, conference president, announced.

As originally announced, the tour will leave by air from Buffalo July 24 and will return August 15. Only 63 persons can be accommodated and Miss Rosenkranz urged early application to avoid disappointment.

For only \$689.50 — or well below the normal cost for such a trip — chapter members of the Western Conference will receive round trip air transportation to Europe, all hotel rooms, most meals, land transportation, guides, porters, and sightseeing expeditions. The trip is strictly limited to CSEA members in the Western Conference and members of their family.

At the April 26 meeting of the conference in Brockport State Teachers College, a representative of Specialized Tours, Inc., which is preparing the tour, will show a film on Europe and will answer any questions about the trip.

Here is what the journey will include:

Tour members will board their plan in Buffalo and will arrive the following morning in London. Not only will this historic city be visited for its famous palaces, churches and inns but the beautiful surrounding country — including Windsor Castle — also will be seen.

Then on to gay and happy Paris, with its beautiful museums and parks, its world famous night spots and its fabulous shopping centers.

Romantic Venice, renaissance Florence and ancient Rome will follow and — if Pope Pius is re-

ceiving — a possible audience with his Holiness in Vatican City.

Switzerland, with its stunning alpine countryside and famed sports resorts, also will be visited.

And, perhaps best of all, the unique World's Fair at Brussels will bring the journey to an end.

Of course, the above description only outlines the highlights of the trip because adventures in traveling and dining are an important part of the tour. It has been assured that that trip will be one of scenic, historic, and gastronomic wonder.

Conference members are reminded of the limited space available for this tour. Once the trip is booked it cannot be expanded because it occurs during the most desirable period of summer travel abroad.

Full information and application for the tour may be had by writing to Miss Rosenkranz at 55 Sweeney Street, Buffalo.

Two SCAD Posts Filled Upstate

ALBANY, April 7—The State Commission Against Discrimination has appointed two new field representatives for upstate New York.

They are: Sophie G. Divers of Syracuse and Salvatore J. Amato of Queens. Mrs. Divers will be assigned to SCAD's Syracuse office. Mr. Amato will work in Albany.

Margaret L. Toole Dies in Albany

Mrs. Margaret L. Toole of Loudonville, mother of Mrs. Marian Fox, whose husband, Harry G. Fox, is treasurer of the Civil Service Employees Association, died March 28 in Memorial Hospital, Albany.

Also surviving are sisters, Mrs. Willard Ruff, Loudonville, and Mrs. Harold Cook, Schenectady, and a brother, John Toole, Albany.

School Gaze

The Non-Teaching Section of Nassau chapter, CSEA, held their first workshop meeting March 15 at the Hempstead Elks Club. Notwithstanding adverse weather conditions the workshop was completely sold out and more than 110 members of the different school districts in Nassau county attended.

The meeting was conducted with Donald Simmons of the Municipal Service Commission and Henry Galpin of the Civil Service Employees Association as honored guests. Irving Flaumenbaum, president of Nassau chapter acted as moderator of the question and answer period that followed the talks by Mr. Simmons and Mr. Galpin.

Mr. Galpin dwelt upon the role of the Civil Service Employees Association in relation to the problems of the members, especially those members who are employed in school districts. Mr. Simmons spoke about the laws that govern public employees and their application. Both imparted much information of interest to those present and left the feeling with these members that the Civil Service Employees Association was doing a wonderful job in having speakers of this caliber attend their meetings.

The question and answer period which followed the short talks by the speakers answered many questions that had been unanswered for too long. There is no doubt that the non-teaching personnel are going all out to consolidate all non-teaching employees in all of Nassau's 83 school districts into one unit under the banner of Nassau chapter. At present there is a membership among these employees of over 500 which encompasses over 45 school districts. Much of the credit for this membership must go to Ed Perrotti, who is chairman of the non-teaching section of Nassau chapter, and the group of officers working under him. Irving Flaumenbaum, president of Nassau chapter, has given his fullest support to the non-teaching section in a very active manner.

It goes without saying that Nassau chapter extends its sincerest thanks to Don Simmons and Henry Galpin for a job well done.

The workshop was preceded by a seven-course turkey dinner, which was enjoyed by all.

Rules for Fireman Exam

Following are the official requirements in the coming New York City fireman (F.D.) exam:

Salary: The entrance salary is \$4,285 per annum, with statutory increments up to and including \$5,600 per annum. In addition, there is an annual uniform allowance of \$100.

Applications: Filing Period — Applications issued and received from 9 A.M., to 4 P.M. (period to be announced).

Issue of Applications — Application blanks are issued in person or by mail. They may be obtained free by the applicant, or by his representative at the Application Section of the Department of Personnel at 96 Duane Street, Manhattan, N. Y. 7. They are also mailed on request to the Application Section provided a self-addressed 9-inch envelope, stamped 6 cents for return, is enclosed with the request. No mail requests for applications will be honored if not accompanied by a self-addressed stamped (six cents) envelope. For practical reasons, mail requests for application blanks may not be honored unless received by the Department of Personnel at least five calendar days before the closing date of the filing period.

Filing of Applications — Applications are accepted for filing by mail or in person. An application submitted for filing by mail should be addressed to the Filing Section of the Department of Personnel at 96 Duane Street, New York 7, N. Y. Such application will be accepted if its envelope is postmarked not later than 12 midnight of the day following the closing date for the receipt of applications. The required fee, payable by certified check, bank cashier's check or money order must accompany the application. Envelopes containing such applications must be stamped at the rate of three cents an ounce. Applications may also be filed in person by the applicant or by his representative at the address given for the Filing Section.

The Department of Personnel assumes no responsibility for delivery when issuing or receiving applications by mail.

Fee: \$4.

Date of Test: The written test is expected to be held (to be announced later). This date is tentative only and may be changed if circumstances so demand.

Promotion Opportunities: Employees in the title of Fireman, F.D., are eligible for promotion examination to Lieutenant, F.D., with a salary of \$6,807 per annum. Employees in this service may by successive promotion examinations reach the title of Chief of Department, F.D., with a salary of \$15,100 per annum.

Ages: The Administrative Code provides that to qualify for membership in the Fire Department, a person shall have passed his 20th, but not his 29th birthday on the date of the filing of his application.

Exceptions: All persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of

time they spent in military service from their actual age in determining their eligibility (Sub. 10a, Section 243, Military Law).

At the time of investigation, applicants will be required to submit proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any wilful material misstatement will be cause for disqualification.

Minimum Requirements: Graduation from a senior or vocational high school or possession of a high school equivalency diploma or an approved G.E.D. certificate issued by the United States Army. Candidates are not required to possess the high school diploma or high school equivalency diploma or approved G.E.D. certificate at the time of filing or taking the written, physical, or medical tests, but must possess the diploma or certificate prior to appointment. Proof of the possession of the required diploma or certificate must be presented to the Division of Investigation prior to appointment. At the date of filing applications, candidates must be citizens of the United States. At the time of appointment, candidates must comply with that section of the Administrative Code which provides that any office or position, compensation for which is payable solely or in part from the funds of the City, shall be filled only by a person who is a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence.

Proof of good character will be an absolute prerequisite to appointment. In accordance with the provisions of the Administrative Code, persons convicted of a felony are not eligible for positions in the uniformed forces of the Fire Department. In addition, rules of the City Civil Service Commission provide that no person convicted of petty larceny or who has been dishonorably discharged from the armed forces shall be examined or certified or appointed as a fireman.

Applicants must be not less than 5 feet 6½ inches (bare feet) in height and must approximate normal weight for height.

Required vision — 20/20 for each eye separately without glasses.

Duties and Responsibilities: To assist in the control and extinguishment of fires and in the enforcement of laws, ordinances, rules, and regulations regarding the prevention, control and extinguishment of fires; perform inspectional, investigational, and regulative duties connected with the prevention, control and extinguishment of fires; perform related work.

Tests: Written, weight 50, 70 percent required; physical, weight 50, 70 percent required. The written test will be given first and will be designed to test the candidate's intelligence, judgment, aptitude and capacity to learn the work of a fireman.

Medical and physical requirements as posted on the Department of Personnel's bulletin board must be met.

The competitive physical tests will be designed to test competitively the strength, agility, stamina, and endurance of candidates. Candidates will take the physical tests at their own risk of injury, although every effort

will be made to safeguard them. Medical examination may be required prior to the physical test and the Department of Personnel reserves the right to exclude from the physical test any candidate who is found medically unfit.

Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision, heart and lung diseases, hernia, paralysis and defective hearing, a history of various mental or nervous ailments. Persons must be free from such physical or personal abnormalities or deformities as to speech and appearance as would render their admission to the service undesirable.

Candidates who fail to attain the pass mark set for any test, subject or part of the examination shall be deemed to have failed the examination and no further test, subject or part of the examination shall be rated.

Candidates are warned to make full and complete statements on their application blanks and medical questionnaires. Misrepresentation is ground for disqualification.

Ten on List For Chief of Fire Dept.

Of the 42 deputy chiefs of the New York City Fire Department who took the written test for chief of department last May 18 and 25, 31 received failure notices. One has withdrawn, which leaves

10 eligibles. The Department of Personnel hopes to establish the list on Wednesday, April 16, after computation of record and seniority. The job is the Fire Department's highest in the competitive class.

Fire Instructors Meet Next Month

The tenth annual county fire instructors conference will be held in Albany, May 18 to May 23, with headquarters in the Sheraton Ten Eyck Hotel.

The registration desk will be set up in the hotel lobby and registration will begin on Sunday, May 18.

Applications will be mailed to all county fire instructors, who will be furnished free hotel accommodations, travel, and meals.

This year's conference will be devoted to revising the basic, intermediate, and advanced courses. Because these courses are rapidly becoming obsolete, the revisions were considered more pressing than the offering of a new graduate course, which has been done at the conference in the past.

HEADS COACHES' GROUP

ALBANY, April 7 — A. Huntley Parker, associate professor of health at the Brockport Teachers College, is the new president of the National Soccer Coaches Association.

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NYC Housing Caretaker Exam Is on the Way

New York City has announced its intention of opening an examination for filling jobs as housing caretaker, Housing Authority. Pay starts at \$3,000 a year and rises through annual increments to \$3,900.

There will be no educational or experience requirements, and no requirement of New York City residence, either.

The minimum requirements al-

ready have been approved by the City Civil Service Commission. This was the second step. The first was ordering the examination. Since the second so quickly followed the first, the expectation is that the City's Personnel Department will lose no time in listing the examination among those open for receipt of applications.

The jobs are filled by men.

Prospect of U.S. Raise Still Good Despite Delay on Two Counts

WASHINGTON, April 7 — The Senate having passed a postal pay increase bill, with a postage-rate-increase-rider and the House Post Office and Civil Service Committee having shown interest in expediting bills for raises for both postal and classified employees,

the prospect of raises continues good.

There has been no reduction of confidence that pay-increase bills will be passed though some delay has resulted from substantial objection to the Senate bill rider, the ground being that employees should be paid what they're worth, and pay-increase bills not be tied in with measures involving entirely different issues.

When it became apparent that no final action by both houses would be possible prior to the Easter adjournment, legislators considered that the heat was off for a while, and that final action would occur during the summer. Even if that proves correct, the employees need not suffer, since the date to which the raises are retroactive could atone for delay completely.

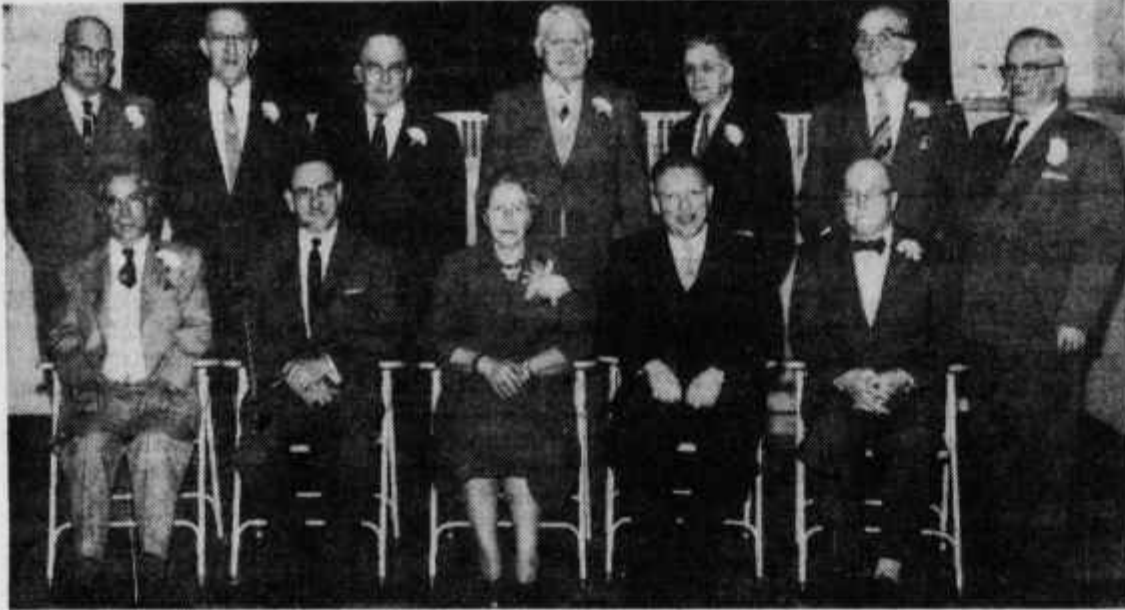
One of the facts that depressed employees, however, was the failure of the Conference Committee to meet. This committee consists of Senators and Representatives. However, many consultations and other discussions were held, and employee spokesmen were busy importuning legislators, even though no committee meeting was being held.

The House Committee is about to hold pay-increase-bill hearings. That committee seems inclined to get action on classified pay as

soon as on postal pay, whereas the Senate showed it favored action on postal pay first, although that may have been because Senators in general are favorable to postage rate increases, whereas the House has been the stumbling block for such increases in the past.

One Senator who doesn't want any postage-rate rider attached to the postal pay bill is Olin D. Johnston (D., S.C.), chairman of the Senate Post Office and Civil Service Committee. Although one of the strongest backers of Federal raises, he didn't hesitate to risk a delay and tried to get the rider eliminated, or, separate pay bills passed, each one standing on its own, and none of them depending on particular revenue sources.

DINNER AT J. N. ADAM HOSPITAL HONORS 31



A dinner honoring retiring employees and employees with 25 years of service was held recently at the J. M. Adam Memorial Hospital. Herman Berber, business officer, served as chairman of the dinner; Dr. Richard Nauen, hospital director, was toastmaster, and Dr. Fraser Mooney, director of Buffalo General Hospital, was guest speaker. Retiring employees are, back row from left: Fred Jolls,

Leigh Estus, Herbert Rooney, Dan Poletto, Clarence Hammer, Clarence Smith, and Dr. Paul Trudel. Front row from left: Thomas Arrigo, Herman Berber, Elnora Haight, Director Richard Nauen, and Edward Miller. Not shown are Charles Downey, Helen Kurke, Wilhelmina Laube, Gerald O'Brian, and Dr. William Rozwig, who also retired, and the 14 employees who were honored for 25 years' service.

NEW YORK STATE JOB OPENINGS

OPEN-COMPETITIVE

8025. DIRECTOR OF MENTAL HYGIENE SOCIAL WORK, Albany, \$9,220-\$11,050. Fee \$5. Examination June 7. Requirements: master's degree in social work and four years in psychiatric social work including three years in an administrative or executive capacity and three years of approved social work experience. Open to any qualified citizen of the U.S. (May 9)

8467. HEAD NURSE, Tompkins County Memorial Hospital, \$1.87 an hour. Fee \$3. Examination June 7. Requirements: license or eligibility for license to practice as registered professional nurse and either two years' professional experience including one year in clinical unit or ward management, or equivalent training and experience. (May 9)

8027. SENIOR LANDSCAPE ARCHITECT, \$7,500-\$9,090. Fee \$5. Examination June 7. Requirements: three years' experience with landscape architecture, landscape engineering, or landscape and recreational management, or four years' experience in landscape architecture or engineering work plus one more year with landscape architecture projects or equivalent training and experience. (May 9)

8028. JUNIOR ARCHITECTURAL SPECIFICATIONS WRITER, Albany, \$5,020-\$6,150. Fee \$5. Examination June 7. Requirements: high school graduation or

equivalency diploma and one year of experience in architectural drafting, architectural specifications writing, or related architectural work and either three years' experience in architectural work, drafting, or building construction or three years of college in architecture or equivalent training and experience. (May 9)

8029. ASSISTANT PLUMBING ENGINEER, Albany, \$6,140-\$7,490. Fee \$5. Examination June 7. Requirements: either one year of engineering experience with plumbing layouts on building plans or two years of mechanical engineering experience and either a master's degree in mechanical engineering or either five years of engineering experience with plumbing layouts on building plans or ten years of mechanical engineering experience or equivalent training and experience. (May 9)

8026. SENIOR TABULATING MACHINE OPERATOR, IBM, First, Second, and Tenth Judicial Districts, New York City, \$3,480-\$4,360. Fee \$3. Examination June 7. Requirements: two years' experience in operation of IBM tabulating machines and related equipment. Candidates must be legal residents for at least four months immediately preceding the examination of Bronx, Kings, Nassau, New York, Queens, Richmond, or Suffolk counties. (May 9)

PROMOTION

7025. DIRECTOR OF JONES BEACH STATE PARKWAY AUTHORITY, Long Island State Park Commission, Department of

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to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call Beckman 3-6010. For list of some current titles see Page 15.

Conservation, Babylon, L. I. \$10,750-\$12,760. Examination May 24. Eligible titles: competitive class, grade 27 or higher, in Long Island State Park Commission, Bethpage Park Authority, or Jones Beach State Parkway, the Department of Conservation. (April 25)

7026. SENIOR INVESTIGATOR, Department of Education, New York City, \$5,550-\$6,780. Examination May 24. Eligible titles: investigator, Education Department, exclusive of Batavia School for the Blind. (April 25)

7027. ASSOCIATE ENGINEERING MATERIALS ANALYST, Department of Public Works, Albany, \$7,500-\$9,090. Examination May 24. Eligible titles: senior engineering materials analyst or assistant laboratory engineer, two years' service; or junior laboratory engineer, four years' service. (April 25)

7028. SENIOR ENGINEERING ANALYST, Department of Public Works, Main Office, Albany, \$5,840-\$7,130. Examination May 24. Eligible title: engineering materials analyst, same department, two years' service required. (April 25)

7029. ENGINEERING MATERIALS ANALYST, Department of Public Works, Main Office, Albany, \$4,770-\$5,860. Examination May 24. Eligible titles: engineering materials technician or senior engineering aide. (April 25)

7030. ENGINEERING MATERIALS TECHNICIAN, Department of Public Works, Main Office, Albany, \$3,480-\$4,360. Examination May 24. Eligible titles: junior engineering aide or engineering aide, same department. (April 25)

7031. PRINCIPAL TABULATING MACHINE OPERATOR (REMINGTON-RAND), New York State Thruway Authority, Albany, \$4,300-\$5,310. Examination May 24. Eligible title: senior tabulating machine operator, same department. (April 25)

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America's Largest Weekly for Public Employees

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Published every Tuesday by LEADER PUBLICATION, INC.

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

BEckman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

H. J. Bernard, Contributing Editor

Sandra Mitchell Caron, Assistant Editor

N. H. Mager, Business Manager

10c per copy. Subscription Price \$2.00 to members of the Civil Service Employees Association, \$4.00 to non-members.

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TUESDAY, APRIL 8, 1958

Budget Disappointing

NYC employees will have their inning at the Board of Estimate's hearing on the budget on Monday, April 14, starting at 10 A.M., and lasting until goodness knows how late that night. Not that the exercise will achieve the gains the employees seek. It will be just one of those muscular reflexes of the body politic under which a predetermined budget is put up for discussion.

One object, however, will be served. Outstanding grievances will be aired anew. Among them will be the refusal of the City to grant its employees a general pay increase. All that is accorded is a modest appropriation to finance the cost of possible upward reallocation of titles, or reclassifications that involve pay increases. These Career and Salary Plan raises are limited to the titles specifically included, and mostly postpone benefits to the remote future, tending to deny additional pay needed now.

The academic hearings follow the submission of a budget that is itself marked by failure to consult sufficiently with those concerned and affected. Here is the budget. Take it or leave it. The only way an employee can avoid taking it is to resign.

This time the budget contains novel bad news. All told, more than 2,700 vacancies, resulting from death, resignation, retirement and transfer, will not be filled. Mayor Robert F. Wagner himself has declared the policy of not filling vacancies. This is a trite attempt at economy. The City may wind up economizing on services more than on money, giving less while charging more. As usual the budget is higher than its predecessor.

Government budgets are habitual perpetrators of inequities. This one is no exception. Meal charges continue to be imposed on living-out employees of the Department of Hospitals. The previously intended 25 percent rise in the charge for those meals won't be put into effect, indicating that no charges should have been imposed in the first place. The employees had been hired on the basis of getting two meals a day free. The City ought to cancel the meal charges entirely, even return to the employees the money charged for the past two years.

Welcome Tax Relief

THE liberalized ruling on deductions for the cost of study courses, in computing Federal income tax, whereby formerly excluded courses, like many taken for a promotion examination, are recognized, is most welcome and just.

The new ruling is retroactive to 1954. As there is a three-year statute of limitations and April 15 is the last day for filing returns in 1957, many entitled to benefits in 1954 no doubt will lose out just because they won't apply in time. However, Tuesday, April 15 must be made an important day on the calendar of such potential beneficiaries. They should be sure to go to the I.R.S. and amend their returns for 1954 by that date.

Though the announcement of the new ruling was made at a time so close to the last day, the Internal Revenue Service can not allow additional time for filing any amended returns for 1954. As to 1955 and 1956 income, one and two additional years after April 15, 1958, are allowed. Those who could benefit under 1957 tax liability, if they haven't filed their return already, need only to include the newly allowable deductions; others should file an amended return for 1957 by April 15, 1958.

LETTERS TO THE EDITOR

STATE LABORER CALLED THE FORGOTTEN MAN

Editor, The Leader: The morale of the laborer in the State Department of Public Works has reached zero.

All the plans and hopes to offset the high cost of living have gone down the drain with denial of our long deserved raise. A quotation from the Bible reads, "The laborer is worthy of his hire." The State does not seem to agree.

We consider ourselves forgotten men. The laborer of the New York State Department of Public Works is not listed in any labor grade, does not get paid holidays, does not get yearly increments despite years of faithful service, and his take-home pay is slightly more than \$50 a week.

We don't ask much. Just enough to permit us to keep our heads above water. But we meet with discouraging denial.

PHILLIP A. DICKSON

Social Security Answers

MY HUSBAND DIED in January, 1958. A few months prior he elected coverage and paid the back taxes to his employer, the City of New York. Will I be eligible for widow's benefits in 1960 when I reach the age of 62? L.V.

Yes. Your husband was fully insured under the alternate insured status rule which requires a quarter of coverage in all but four calendar quarters after 1954 up to the quarter of attainment of age 65 (age 62 for a woman), or the quarter of death.

WHAT HAPPENS to the Social Security taxes that are collected? M.L.O.C.

They are collected by the Internal Revenue Service and are deposited in Federal trust funds. They are used to pay the benefits and administrative expenses of the program. They may be used for no other purposes. The portion of the trust funds that is not required for current disbursement is invested in interest-bearing U. S. Government Securities.

I AM 62 years old and have just begun to receive my monthly retirement benefits. My husband has been dependent on me for many years. He is now 63. Can he collect any benefits as my dependent? A.H.

No, not at the present time. A husband of a retired insured woman worker may be paid monthly benefits when he is 65 years of age. He must have been receiving at least one-half his support from his wife at the time she became entitled to old-age insurance benefits.

HOW LONG must a marriage have been in effect in order for a widow to be eligible for monthly benefits? P.R.

The widow of an insured worker can get monthly benefits if the marriage had been in effect at least one full year before the death of the worker or if the couple are parents of a child.

IS SOCIAL Security coverage compulsory for the self-employed? W.K.

Yes, except for clergymen who may elect coverage voluntarily and physicians who are excluded by law, all self-employed persons with net earnings of \$400 or more in a year are covered under Social Security.

LOOKING INSIDE

By H. J. BERNARD
Contributing Editor



NYC Should Move Now to Fill Gaps In Its New Labor Relations Program

THE NEW LABOR RELATIONS PROGRAM for New York City employees, established by Mayor Robert F. Wagner, provides for exclusive representation and exclusive collective bargaining rights for the numerically dominant union.

The new program, already in effect, was established under Executive Order 49, repealing the interim order on the same subject, as amended, except as to two aspects incorporated by reference. One relates to joint labor relations committees, the sanction for which continues until exclusive collective bargaining rights are won by a union, the other being retention of grievance procedures with one change: if a union becomes the exclusive representative, any employee may process his own grievance, but no other union may.

Broad Powers to Commissioner

The Commissioner of Labor is vested with these major powers:

1. To establish rules and regulations for implementing the new executive order with the Mayor's approval.
2. To decide what shall constitute a bargaining unit.
3. To interpret and construe the provisions of the executive order.

The power to establish rules and regulations was conferred with the object of providing a method of making the order readily effective. Until the Commissioner of Labor offers at least a draft of comprehensive rules and regulations, no occasion for comment arises.

The power to determine what shall constitute a bargaining unit is a broad and potentially dangerous one, although in the hands of a man like Harold A. Felix, the present Labor Commissioner, it can be expected to be exercised fairly. Nevertheless, it does constitute the power to make or break unions, by constituting a bargaining unit in law where one does not exist in fact, and by crossing departmental, bureau, and other unit lines, in a way to favor one unit or hurt another. The word "union" is used because outside of the Patrolmen's Benevolent Association, all the large employee organizations, the Uniformed Firemen's Association among them, are unions. The Forum is the only possible exception, but, since even a hint of its total membership is lacking, it is hard to say where it stands numerically.

The judicial powers are inevitable. The draft of the executive order was prepared by the Department of Labor in consultation with the Mayor, so the Department would be the best agency to determine the meaning of what it wrote. But the power to interpret is also the power to make or break a union, especially through the effect of a chain of cases.

Appeal Methods Lacking

No method is provided for administrative appeal from the life-or-death provisions or adverse determination of voting units, or adverse interpretation of meaning of the words or adversely construing the sense and import of the order. No matter who is labor commissioner, or who is mayor, such right of administrative appeal should be included, otherwise aggrieved employees would have no recourse except to court action, which is slow and costly and to which employees should not have to resort.

The City Administration is labor-minded and seeks labor peace, not labor trouble. The executive order is an express hope that exclusive collective bargaining will simplify, expedite, and improve

(Continued on Page 10)

Law Cases

Sidney M. Stern, counsel, reported to the New York City Civil Service Commission on the following law cases.

JUDICIAL DECISIONS

Appellate Division 1st Dept.

O'Gorman vs Schechter. The Appellate Division unanimously reversed the determination of a Special Term decision in favor of the petitioners, employees of the Department of Welfare, holding the Career and Salary Re-classification Plan invalid. The chief grounds for reversal was that the petitioners failed to state facts sufficient to constitute cause of action. Leave was granted, however, to the petitioners to serve an amended pe-

tion.

Formoso v Kennedy. Petitioner was dropped from the rolls of the Police Department after having resigned without permission of the Police Commissioner. An application for reinstatement was rejected by the Police Commissioner. Special Term ordered the Commissioner to act on the application and to afford petitioner an opportunity to show why it should not be granted. The Appellate Division unanimously reversed the order of Special Term on the law and dismissed the petition without prejudice to an application by the petitioner, if so advised, to the Police Commissioner to rescind his resignation.

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OPEN COMPETITIVE

8330. HOUSING SUPPLY MAN, Housing Authority, \$3,500-\$4,580. Fee \$3. Written test June 14. Requirements: high school graduation plus one year's experience in the receiving, inspecting, checking, storing, and distributing of materials, tools, supplies, and equipment required for maintenance of a public housing project, and related work; or elementary school graduation plus three years of such experience, or a satisfactory equivalent. Candidates must not have passed their fiftieth birthday (exceptions for veterans). Written test weighs 100, 70 percent required. Qualifying medical and physical tests required. (April 28)

8347. CIVIL ENGINEERING DRAFTSMAN, \$4,790-\$5,990. Fee \$4. Written test January 5, 1959. Requirements: a bachelor's degree in civil engineering or graduation from high school and four years' satisfactory experience or a satisfactory equivalent. (October 27)

8177. ASSISTANT CIVIL ENGINEER, \$5,750-\$7,190. Fee \$5. Written test any week day, Monday to Friday, 9 to 11 A.M. Requirements: a bachelor's degree in civil engineering and three years' experience or graduation from high school and seven years' satisfactory experience or satisfactory equivalent. (until further notice)

8286. ASSISTANT SIGNAL CIRCUIT ENGINEER, \$5,750-\$7,190. Fee \$5. Written test June 26. Requirements: a bachelor's degree in electrical engineering and three years' experience in railroad power-operated signal engineering work or graduation from high school (or possession of equivalency diploma) and seven years' experience or satisfactory equivalent. (April 8-28)

8331. MATERIALS EXPEDITER, \$5,450-\$6,890. Fee \$5. Written test June 26. Requirements: Seven years' recent satisfactory practical experience in the field or satisfactory equivalent. (April 8-28)

7970. WATER PLANT OPERATOR, \$3,750-\$4,830. Fee \$3. Written test June 28. Requirements: one year of experience in operation of equipment used in controlling the purification of water, or not less than a half year of such experience plus related education sufficient to make one year. (April 8-28)

8150. N.C.R. No. 3100 OPERATOR, \$2,750-\$3,650. Fee \$2. Performance test June, 1958. Requirements: sufficient training or experience to efficiently operate said machine. (April 8-28)

8329. ENGINEERING AIDE, \$3,250-\$4,330. Fee \$3. Written test July 2. Requirements: graduation from high school and one year of practical experience or two years toward an engineering or architecture degree or equivalent. (April 8-28)

8291. CHEMICAL ENGINEER, \$7,100-\$8,900. Fee \$5. Written test June 19. Requirements: bachelor's degree in chemical engineering and six years' chemical engineering experience or graduation from high school and ten years' such experience. (April 8-28)

8149. BURROUGHS No. 7200 OPERATOR, \$2,750-\$3,650. Fee \$2. Performance test in June. Requirements: Sufficient training to efficiently operate said machine. (April 8-28)

8327. BLUEPRINTER, \$3,500-\$4,580. Fee \$3. Performance-oral test June 18. Requirements: high school graduation or equivalency certificate and one year's blueprinting experience or two years' blueprinting experience or four years' office work including blue-

(Continued on Page 9)

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Where to Apply for Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks 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, other than applications for examinations, should be addressed to the Personnel Department, 299 Broadway, New York 7, N. Y. Mailed applications for blanks must be received by the department at least five days prior to the closing date. Enclose self-addressed envelope, at least nine inches wide, with six cents in stamps affixed.

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., corner Chambers Street. Tel. BArcley 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays; 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. Apply also to local offices of the State Employment Service, but only in person or by representative, not by mail. Mail application should be made to State Civil Service Department offices only; no stamped, self-addressed envelope to be enclosed.

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 main post offices, except the New York, N. Y., post office. Boards of Examiners of separate agencies also issue applications for jobs in their jurisdiction. Mail applications require no stamps on envelope for return.

TEACHING JOBS — Apply to the Board of Education, 110 Livingston Street, Brooklyn 1, N. Y.

NYC Travel Directions

Rapid transit lines for reaching the U. S., State and City Civil Service Commission offices in New York City follow:

State Civil Service Commission, City 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; IND trains A, B, F, D, AA or CC to Washington Square.

Dats on Application by Mail

All three jurisdictions, Federal, State and City, issue application blanks and receive filled-out forms by mail. Both the U. S. and the State accept applications if post-marked not later than the close-mark of that date. But for NYC exams, observe the rule for receipt of requests for applications at least five days before the closing date.

New York City and the State issue blanks and receive back filled-out applications by mail if six-cent-stamped, self-addressed envelope of at least nine inches wide, is enclosed.

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

NYC Jobs

(Continued from Page 8)
printing or equivalent. (April 8-28)

PROMOTION

8311. FOREMAN (TRACK). Transit Authority, \$5,700-\$6,400. Fee \$5. Written test June 27. Eligible titles: assistant foreman (track) or assistant foreman (surface track). Transit Authority. Record and seniority weigh 50, 70 percent required. Written test weighs 50, 70 percent required. (April 28)

8310. FOREMAN (STRUCTURES-GROUP D). Transit Authority, \$5,700-\$6,400. Fee \$5. Written test July 11. Eligible titles: assistant foreman (structures-GROUP D) or assistant foreman (structures, Transit Authority. Record and seniority weigh 50, 70 percent required. Written test weighs 50, 70 percent required. (April 28)

8187. ASSISTANT ARCHITECT. \$5,750-\$7,190. Fee \$5. Written test June 25. Eligible title: junior architect. Record and seniority weigh 50, 70 percent required. Written test weighs 50, 70 percent required. (April 28)

8326. MECHANICAL ENGINEER. Air Pollution Control, Department of Education, and Transit Authority, \$7,100-\$8,900. Fee \$5. Written test June 30. Eligible title: assistant mechanical engineer, same department. Record and seniority weigh 50, 70 percent required. Written test weighs 50, 70 percent required. Professional engineer's license required. (April 28)

8339. ASSISTANT RESIDENT BUILDINGS SUPERINTENDENT. Housing Authority, \$4,850-\$6,290. Fee \$4. Written test July 28. Eligible titles: foreman of housing caretakers, housing fireman, maintenance man, or supervising groundsman, Housing Authority. Record and seniority weigh 50, 70 percent required. Written test weighs 30, 70 percent required. Oral test weighs 20, 70 percent required. (April 28)

8242. SENIOR CIVIL ENGINEER. Housing Authority, \$9,000-\$11,000. Fee \$5. Written test June 23. Eligible title: civil engineer, all specialties, Housing Authority. Professional engineer's license required. Record and seniority weigh 50, 70 percent required. Written test weight 15, 70 percent required. Training and experience weight 35.

IDEAS PAY OFF FOR HOUSING AUTHORITY EMPLOYEES



The New York City Suggestion Award Program distributed \$150 in cash and 12 honorable mention certificates to 15 employees of the Housing Authority. They are shown with Deputy Director of Management Alexander J. Moffat, (seated far right), and Robert E. Dunn, Chief of the Demolition Division, Development Department, (seated far left). The winners are,

from left, front row, Beatrice Matava, Sydell Kalman, Florence Landy, and Mary M. Potter; rear, John A. Reilly, Frank D'Alto, Edwin Irving, John L. Esposito, Charles A. Gerard, Jeremiah O'Brien, Salvatore Sammella, George W. Bolas, Raymond Daniel, and Theresa J. Regenie. Robert Hemberger, another winner, was absent when the picture was taken.

(April 28)
8338. ARCHITECT. Board of Higher Education, \$7,100-\$8,900. Fee \$5. Written test June 25. Eligible title: assistant architect,

same department, New York State registration as an architect required. Record and seniority weigh 50, 70 percent required. Written test weighs 50, 70 percent re-

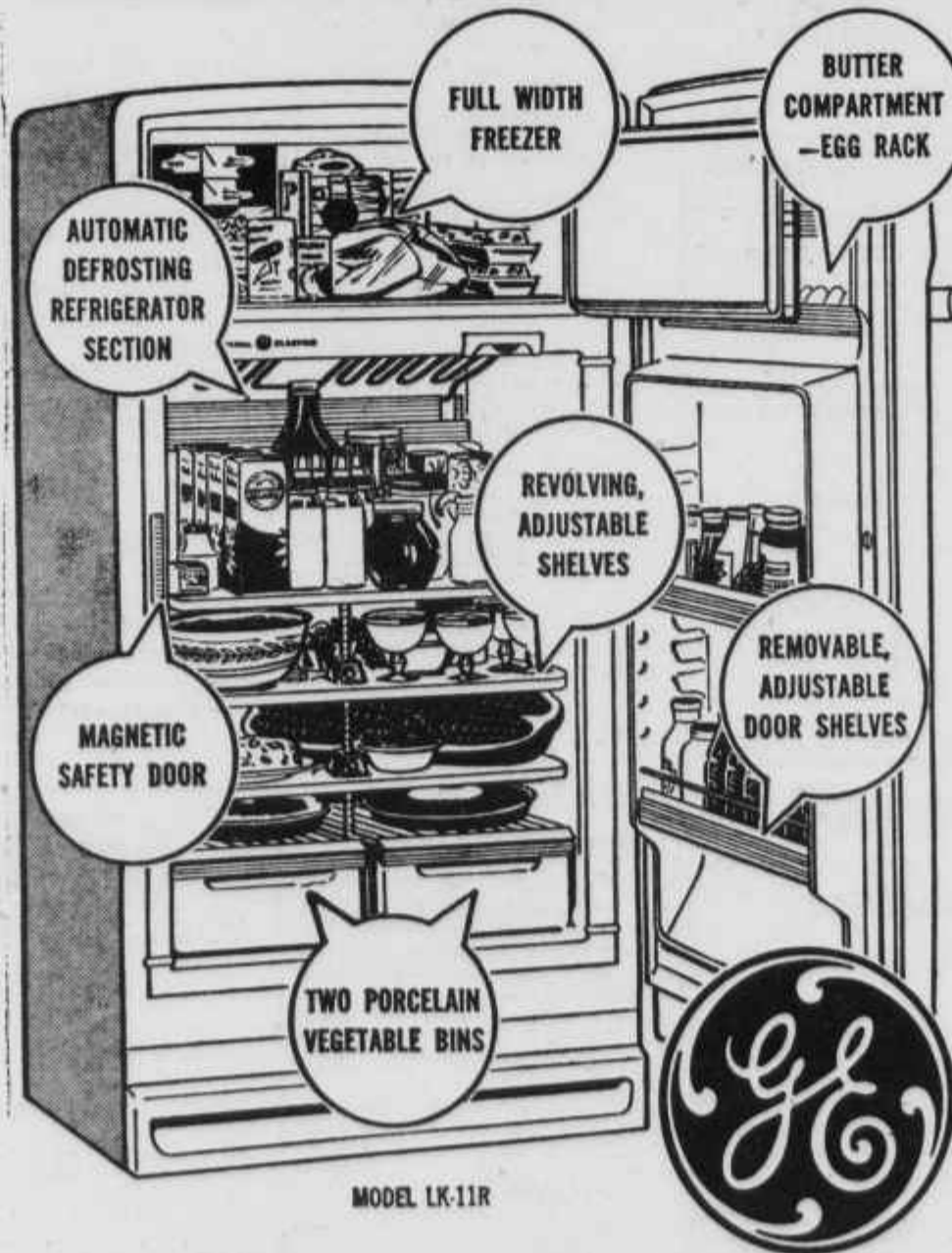
quired. (April 28)
8333. ASSISTANT BUILDING CUSTODIAN. Department of Health, \$3,730-\$4,830. Fee \$3. Written test July 28. Eligible title:

junior building custodian, same department. Record and seniority weigh 50, 70 percent required. Written test weighs 50, 70 percent required. (April 28)

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The Federal Government is offering these jobs at locations outside New York State, open until further notice, unless otherwise stated:

Stenographer and typist positions in Federal agencies in the Washington, D. C., area. The starting salary for most stenographer positions is \$66 a week, and for most typists, \$61. No experience is required. Applicants must pass a general clerical test and a typing test. In addition, applicants interested in stenographer positions must pass a stenography test. Applicants must have reached

their 18th birthday. Apply to the U. S. Civil Service Commission, Washington 25, D. C.

Inspector, railway signals and train control, \$7,570; positions with the Interstate Commerce Commission in various cities throughout U. S. Applicants will be required to take a written test, and must also have appropriate experience or a combination of experience and education. Apply to the U. S. Civil Service Examiners, Interstate Commerce Commission, Washington 25, D. C., until April 3.

Engineering aid, mathematics aid, and physical science aid, \$2,960, for positions with naval field establishments in the Potomac River Naval Command located in Washington, D. C., and vicinity. Applicants must have had appropriate education or experience.

Apply to the U. S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac River Naval Command, Building 72, Naval Research Laboratory, Washington 25, D. C.

Agricultural marketing specialist and fishery marketing specialist, \$4,525 to \$10,320-a year and agricultural market reporter, \$4,525 to \$6,390. The positions are with the Department of Agriculture, the U. S. Fish and Wildlife Service of the Department of the Interior, and other Federal agencies located in Washington, D. C., and throughout the United States, its Territories, and possessions. No written test is required but applicants must have had appropriate experience. Pertinent college study may be substituted for part of the required experience for certain specialized fields. Application for agricultural marketing specialist and agricultural market reporter should be made to U. S. Civil Service Examiners, 6th Floor, Administration Building, Department of Agriculture, Washington 25, D. C.; for fishery marketing specialist, U. S. Civil Service Examiners, Fish and Wildlife Service, Department of the Interior, Washington 25, D. C.

Transportation tariff examiner (freight), \$4,970, and rate and mileage clerk, \$4,525, Interstate Commerce Commission, Washington, D. C. Applicants must have had appropriate experience or a combination of education and experience. Apply to the Board of U. S. Civil Service Examiners, Interstate Commerce Commission, Washington 25, D. C.

Student trainee (highway engineering), \$3,415 a year, and highway engineer trainee, \$4,480 for positions with Bureau of Public Roads located throughout the United States, its Territories, and possessions. Apply to the U. S. Civil Service Examiners for Highway and Bridge Engineers, Bureau of Public Roads, Washington 25, D. C.

Helper (trainee), in duplicating, printing, and bindery operations, \$1.39 to \$1.48 an hour, in the Washington, D. C., area except the Government Printing Office. Applicants must pass a written test. Apply to the U. S. Civil Service Examiners, Coast and Geodetic Survey, Washington 25, D. C.

Clerk, (editorial, personnel, statistical, supply, and traffic), \$3,415 a year, for filling positions in the Washington, D. C., area. Applicants must have had clerical experience in the field for which applying, or appropriate education,

Looking Inside

(Continued from Page 6)

labor relations, and serve the mutual needs of the City and its employees. The order still invites trouble because of what it has left unsaid, or undone, or postponed until the exercise of powers delegated to the Labor Commissioner. The Commissioner should announce, and as soon as practicable, how he intends to exercise them. The order creates far more serious problems than it provides means of solving. Not only employees of the City, but of the nation and the State will watch with high interest the development of what Mayor Wagner not only hopes will become a model labor relations program for those and other public jurisdictions, but promises to do all within his power to approach the ideal. No ideal is ever attainable.

Employee organizations are not in agreement about the new program. The Mayor got the draft last June. He waited nine months, hoping for agreement that failed to materialize. He issued the order nevertheless, since it was one of his highest hopes to establish a Little Wagner Act in New York City. His father sponsored the national Wagner Labor Relations Act that labor has called its Magna Carta. Thus the new move is in line with political and family tradition.

Much of the old is continued in the new. Exclusive collective bargaining is the big step forward. That's also the trouble spot. Detailed rules and regulations yet to be issued will determine how well the City copes with this tense situation. True, rules and regulations have been included to cover only the routine necessary, but no rules and regulations concerning aspects of which the basic order itself remains silent. The executive order is organic, hence not intended to include enabling provisions, but until silence is succeeded by utterance, much mystery still remains. No time should be wasted in issuing full rules and regulations to cover the gap, though the occasion may require thorough study and even some experience.

Questions Yet to Be Answered

Shall a voting unit be based on the government organizational chart — department, bureau, or office?

Shall a voting unit be based on occupational group — professional nurses, laborers?

Shall a voting unit be based on occupational sub-groupings — highway laborers, sewer laborers, excavation laborers?

Shall there be no limit to how thin a stratum may be considered a voting unit?

The Commissioner's authority is broad enough to permit any and all of these grants. Many small groups could win exclusive bargaining rights while a union with hundreds of times as many members could not. A plethora of splinter groups could be created, though the idea of exclusiveness is centralized dealing.

What will be the policy in large City departments? Take the largest, the Department of Hospitals, as an example. Two unions are the main contenders. One union has 10 percent more membership among hospital employees than the other, but the other has numerical superiority among employees in certain particular titles. Neither union could win a departmental election now; department-wide exclusiveness is academic for years to come. Either union would need 11,000 members (30 percent of the total employees) to be entitled to call for an election.

On the government organizational chart basis, a hospital constitutes a unit. Would it not be possible to hold an election, hospital by hospital, and have the union that wins get the upper hand in that hospital? With exclusive bargaining rights, it would have the the upper hand indeed. No other union could represent an employee even in processing a grievance, nor could anybody else, except that an employee could represent himself.

(Continued on Page 12)



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CITYZONE

State to Hold Steno Hiring Pool

A stenographer placement pool will be held at the State Civil Service Commission office, 270 Broadway, Wednesday, April 9, and a typist placement pool, Thursday, April 10. The placement pools are being held for high school seniors who were tested by the State in their high schools in February and March.

There are 70 stenographer jobs at \$3,002 a year and 40 typist jobs at \$2,720 to be filled. All are in State offices in Manhattan. Seniors who are appointed will be given a leave of absence until July, after graduation.



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Phone Operator Test Closes April 11

The State Department of Civil Service will close its examination for telephone operators on Friday, April 11. The examination, open to both men and women, will be held on May 10.

Telephone operators start at \$55 a week; five annual increments bring this to \$70. At present, openings exist in New York City, Brooklyn, Syracuse, Yonkers, Albany, Auburn, Bedford Hills, Green Haven, Ossining, and Fredonia; also, Plattsburgh, Potsdam, Mt. McGregor, Binghamton, Willard, Wingdale, Industry, Sonoma, Otisville, and Warwick.

The only requirement is six months of satisfactory experience

in the operation of a telephone switchboard.

Apply to the Recruitment Unit, State Department of Civil Service, Albany, N. Y., or the New York City office of the department at 270 Broadway, New York 7, N. Y.

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; Stuart E. Brown as Executor of the Estate of Mary K. Johnson, Deceased; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Jessie E. C. Ingalls, also known as Jessie E. C. Ingalls, 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 Jessie E. C. Ingalls, also known as Jessie E. C. Ingalls, 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 Jessie E. C. Ingalls, deceased, who at the time of her death was a resident of New York County.

Send GREETING:

Upon the petition of The Public Administrator of the County of New York, Room 300, 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 509, in the County of New York, on the 13th day of May 1958, 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.

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, on the 28th day of March in the year of our Lord one thousand nine hundred and fifty-eight.

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

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CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT TO: Caterina Martin, Eleanora Ricciardi, Isabella Coccarelli, Bianca Cian Alberti, Luigia Lisot, Lorena-Santa Fracas, Santa Fracas Petria, Francesco Fracas and Saverino E. Fracas as distributees of Maria Fracas, Deceased; being the persons interested as creditors, distributees or otherwise in the estate of Massimo Fracas deceased, who at the time of his death was a resident of Italy. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 300, 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, in the County of New York, on the 9th day of May, 1958, 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.

(Seal) Witness, Honorable Joseph A. Cox, a Surrogate of our said County, at the County of New York, on the 14th day of March in the year of our Lord one thousand nine hundred and fifty-eight.

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

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Looking Inside

(Continued from Page 10)

In any one hospital, all populous titles are represented. If representation in the department is also allowable by occupational group or title, could one union speak for all in one title, and another for all in one hospital that includes all titles?

Questions like these will have to be answered in amplified rules and regulations, or by decision on specific problems. Already the hospital problem has been submitted to the Labor Department, although perhaps not officially. The proposal is that elections be held, hospital by hospital, and whichever union wins takes the driver's seat in the representative car for that hospital. The effect of winning such a right in one hospital would be one of cumulative exclusiveness. The members of the losing union would be absorbed gradually by the winner, but as the results would be about 50-50, considering all the hospitals, the end result would be disastrous to neither union, probably helpful to both. However, the major difficulty of conflict between title units and departmental units or sub-units would still persist. Possibly an amendment would finally become necessary whereby the City government would declare itself squarely on the vexing question of what shall constitute voting units and, the election over, bargaining units. Roughly, shall it be by titles or by departments?

Any plan that can achieve the results the Mayor seeks must include provisions sufficiently clear and inclusive to make it workable also in large departments with varieties of employees. The larger the department, the less likely the possibility of any union ever gaining numerical ascendancy, even 30 percent of the total employees as members, necessary before a union could call for an election, although the election itself would be decided by a majority of those voting. In many instances no election would be necessary, either because of no contest, or because count of check-off cards, or union membership cards, would suffice. There would be few elections. The unions themselves would have to pay the cost. The new pronouncement on that score is muddled. The losing union could be taxed for the entire cost, the winner paying nothing. This provision needs immediate corrective rewriting. It expresses a possibility that could have been in the mind of no sane man or woman. If the largest department is not, as a matter of practicality, included in the present plan as subject to exclusive representation, it may be said that this is a problem for the unions, not for the City. But the problem does exist.

Semi-Exclusive Method Proposed

The City offers a solution for many problems in its new program, but avoids the most difficult ones. Not by ducking the tough problems will the City advance labor relations, rather, by innovating. If it can innovate exclusive collective bargaining in New York City for its employees, maybe it would be willing to innovate semi-exclusive collective bargaining in large departments. It could be a practical solution in the Department of Hospitals, and no doubt elsewhere. Unions are tired of spending \$20,000 a year raiding rival unions; the raided spending \$20,000 a year to get back the members they lost; two unions wind up with the same number of members, if not exactly the identical members; nothing has been gained, much has been lost, and a tense and hostile union atmosphere is perpetuated. If two unions that share membership nearly equally are ready and willing to come to terms on semi-exclusive representation, in which one union could speak for employees on one occasion, the other on another occasion, no matter of which union the employees are members, or even if the employees are members of no union, why can't the City government be agreeable, too, even to the extent of being party to a most advanced innovation? The result is attainable, although not quite assured yet, within union ranks. If the unions agree, the City government could scarcely earn a trophy by doing less.

All that the executive order does may be told in five words: Exclusive collective bargaining is authorized. All the rules and regulations do is to leave unsolved the problems posed by the order.

LEGAL NOTICE

1904.1955 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, Public Administrator of the County of New York, Maria D. Sears, Helen L. Mahon, Mrs. Caroline Crocker, Mrs. Mary Walla, Mrs. Martha Parsons, Mrs. Roberta Lanari, Alice McHenry and to the unknown next of kin, heirs at law and distributees of ALICE M. REYNOLDS, deceased, widow of the late Captain William G. Reynolds, whose maiden name was Alice May Fugette, if living, and if any of them be dead, to their respective next of kin, heirs at law, distributees, legatees, devisees, executors, administrators, assignees and successors in interest who and whose names and post-office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, send greeting.

WHEREAS, SEYMOUR H. GHANIN, who resides at 370 First Avenue, in the City, County and State of New York, has lawfully applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 29th day of August, 1952 relating to both real and personal property, duly proved as the Last Will and Testament of ALICE M. REYNOLDS, deceased, who was at the time of her death a resident of 37 Riverside Drive, in the City and County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 21st day of April, one thousand nine hundred and fifty-eight (1958), at half-past ten o'clock in the forenoon of that day, why the said Will and Testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be affixed hereunto.

WITNESS, Honorable Joseph A. Cox Surrogate of our said County of New York, at said county, the 10th day of March in the year of our Lord one thousand nine hundred and fifty-eight.

PHILIP A. DONAHUE
Clerk of the Surrogate's Court

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Text of NYC Labor Relations Program

The following is the text of Mayor Robert F. Wagner's executive order establishing a permanent labor relations policy for the New York City Government and its employees:

EXECUTIVE ORDER NO. 49

To: Heads of all City Departments and Agencies
From: Hon. Robert F. Wagner, Mayor of the City of New York
Subject: Executive Order on the Conduct of Labor Relations Between the City of New York and Its Employees.

1. INTRODUCTION

Inquiry into the mutual needs of the City and its employees and experience developed in the establishment and maintenance of labor relations in the municipal

peaceful procedures designed to ascertain the wishes of the employees.

Accordingly, it is hereby declared, subject to the limitations of the Constitution and the Laws of the State of New York and of the charter and applicable laws of the City of New York, to be the policy of the City of New York to promote the practice and procedures of collective bargaining for the City of New York and the duly chosen majority representatives of the employees. Within the limitations imposed by law upon the authority of city officials to represent and act for the City, and upon the nature of the subjects open to collective bargaining, the objective shall be to further and promote in so far as possible the practice and procedures of collective bargaining prevailing in private labor relations.

3. RIGHTS OF EMPLOYEES

Employees of the City of New York shall have the right to self-organization, to form, join or assist labor organizations for their mutual aid or protection, and to bargain collectively through representatives of their own choosing concerning the terms and conditions of their employment. They shall have the right also to refrain from any or all of such activities.

Representatives designated or selected for the purposes of collective bargaining by the majority of the employees in a grouping or unit appropriate for such purposes shall be the exclusive representatives for collective bargaining concerning the terms and conditions of employment of the employees in such grouping or unit: Provided, That nothing herein shall be construed to prevent any city official from meeting with any labor organization for the purpose of hearing the views and requests of its members in such grouping or unit so long as (a) the majority representative is informed of the meeting; (b) deliberations on such views are had solely with the majority representative; (c) any changes or modifications in terms and conditions are made only through negotiation with the majority representative; and (d) the minority representative is not permitted to present or process grievances.

Employees shall have the right at appropriate times to have the question of the representative status of any labor organization resolved by appropriate and suitable methods, including a secret-ballot election.

Nothing herein shall be construed to deny to any individual employee his rights under Section 15 of the New York Civil Rights Law or under applicable civil service laws or regulations.

4. REPRESENTATION PROCEDURES

In order to insure the full exercise of the rights granted to the employees of the City of New York in this order, the Department of Labor shall have the authority to resolve questions concerning representation by conducting a secret-ballot election or utilizing any other appropriate and suitable method designed to ascertain the free choice of the employees.

The Commissioner of Labor shall decide in each instance which employee grouping or unit, i.e., one or more departments, or any subdivisions or classifications thereof, will assure to employees the fullest freedom in exercising the rights herein granted consistent with the efficient operation of the public service and to designate such grouping or unit as appropriate for the purpose of collective bargaining.

The Commissioner of Labor, with the approval of the Mayor, shall prescribe such rules and regulations as he deems necessary and administratively feasible to carry out and promote the basic policy herein declared and to achieve effective and stable relations between the City of New York and its employees. Such rules shall empower the Commissioner of Labor, among other things:

(a) to render an official report of the results of the election or other method utilized and to certify the exclusive bargaining representative for an appropriate grouping or unit, such certificate normally to remain in effect for a period of

one year from its date, and thereafter until such time as it shall be made to appear that the certified representative does not represent a majority of the employees in the appropriate unit; (b) to determine, in the interest of effectuating the policies herein declared, when special circumstances require that a particular certification shall remain free from challenge or attack for a period either longer or shorter than one year.

5. INTERVENTION TO RESOLVE DISPUTES

In the event that the parties are unable to reach agreement as to substantive terms and conditions of employment after sincere and exhaustive bargaining, they may seek the intervention of the Commissioner of Labor or, if the public interest so requires, the Commissioner of Labor may proffer his services upon his own motion. It shall thereupon be the duty of the Commissioner of Labor to take such steps as he may deem expedient to effect an expeditious adjustment and settlement of the differences between the parties.

6. JOINT LABOR RELATIONS COMMITTEES

Until a majority representative

has been selected for the purposes of bargaining collectively for a particular employee grouping or unit, any labor organization having members among the employees in such grouping or unit may represent such members for the purposes and in the manner and under the conditions set forth in section 6 of the Interim Order of July 21, 1954, as amended on March 14, 1955, dealing with the establishment of and participation in joint labor relations committees. The provisions of section 6 of the Interim Order, as amended, are hereby incorporated in and made a part of this order to the extent herein indicated.

Section 6 of the July 21, 1954 order reads: "6. JOINT LABOR RELATIONS COMMITTEES. While the rights of qualified labor organizations separately to present demands and confer with the head of any Department or Agency hereunder on matters concerning the wages, hours and working conditions of the employees represented by them shall in no way be altered or impaired, for the purpose of gaining and appraising experience in collective dealings in the city service there shall be established on or before

October 1, 1954 in each Department or Agency hereunder a joint labor relations committee, on the order of a labor-management committee, to consist of representatives of the employees in the Department or Agency and representatives of the Commissioner or Head of the Department or Agency.

The joint labor relations committee shall assist, through regular and periodical conferences and consultations, in formulating policies and suggesting changes which may be necessary in existing policies, concerning the wages, hours and working conditions in the Department or Agency, as well as in measures to improve the efficiency of the operations of the Department or Agency. The employee delegates on the joint labor relations committee shall be designated only by the employees or by any qualified organization which exists and is constituted for the purpose of dealing with employers concerning labor relations matters and which has been selected by and represents a substantial group of the employees in the Department or Agency. The designees of such an organization to be

(Continued on Page 14)



ROBERT F. WAGNER

pal service since issuance on July 21, 1954, of the Interim Order on the Conduct of Relations between the City of New York and Its Employees, and of the amendment thereto of March 14, 1955, have indicated the necessity for devising a new program of collective dealing between the City and its employees. Accordingly, this order



HAROLD A. FELIX

is hereby issued. It shall, in place and in stead of said Interim Order, constitute the present labor-relations policy and plan for the City of New York and its employees. Said Interim Order, to the extent not incorporated in this order, is hereby revoked and superseded. This order shall be referred to as the "Executive Order on City Employee Relations."

2. DECLARATION OF POLICY Experience has indicated that labor disputes between the City and its employees will be minimized, and that effective operation of the City's affairs in the public interest will be safeguarded, by permitting employees to participate, to the extent allowed by law, through their freely chosen representatives in the determination of the terms and conditions of their employment.

Experience has further indicated that such joint participation can most effectively be achieved by negotiating and bargaining with the representatives shown to be the free choice of a majority of the employees and that such free choice can best be assured through the utilization of orderly and

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City and State

Full Text of Wagner Order

(Continued from Page 13)

Joint committee may be officers or agents thereof. The number of such delegates on the joint committee allotted to such an organization in representing a substantial group of employees in the Department or Agency may be in such proportion to the whole number of employees in the Department or Agency as shall be arranged between the Head of the Department and the affected employees. In the event of a challenge or question by the Department or Agency as to the representative status of an organization seeking representation on such joint labor relations committee, the facts of eligibility may be determined in an impartial manner mutually agreeable to the applicant organization and the Head of the Department or Agency. Pending the determination of eligibility, the organization so challenged shall not be permitted to have recognized delegates to serve on such joint labor relations committee, although with the consent and approval of the members of the committee it may

be permitted to have observers present at committee sessions."').

The March 14, 1955 amendment reads: "The provisions of this section relating to the establishment of joint labor relations committees shall not be mandatory as to any department or agency in which the aggregate membership of all qualified labor organizations is not representative of a substantial number of the employees of the department or agency."

The Department of Labor shall have the authority to determine questions of representation in connection with the establishment of joint labor relations committees or participation in such committees. The Commissioner of Labor, with the approval of the Mayor, shall prescribe such rules and regulations as may be necessary and practicable for the resolution of such questions.

7. PRESENTATION AND ADJUSTMENT OF GRIEVANCES

The provisions of section 5 of the Interim Order, relating to the institution and observance of grievance procedures, are hereby incorporated in and made a part of this order, with the following changes and additions: Any individual employee may present his own grievance either personally or through an appropriate representative or an organization of which he is a member and have such grievance adjusted. Provided, however, that where a majority representative has been selected as the bargaining agent for the unit of which the employee is a part, the grievance may be presented and processed either by such bargaining agent or by the employee as an individual, but not through any minority organization.

8. PROTECTION OF EMPLOYEES IN THE EXERCISE OF THEIR RIGHTS

There shall be no discrimination against any employee because he has exercised the rights of self-organization and collective activity granted by this order or because he has presented a grievance under this order. Nor shall there be any discrimination against any employee because he has given testimony or information in any hearing or conference relating to any matter presented or arising under this order.

Charges of a violation of this section shall be referred to or filed directly with the Department of Labor, which shall make appropriate determination after proper hearing and notice.

9. NON-QUALIFIED ORGANIZATIONS

The provisions of section 4 of the Interim Order, relating to the disqualification of organizations seeking or claiming to represent employees of the City, are hereby incorporated in and made a part of this order. (Section 4 of the Interim Order reads: "4. NON-QUALIFIED ORGANIZATIONS. No organization seeking or claiming to represent employees of

the City shall be recognized for any of the purposes of this Interim Order if it is motivated, controlled or dominated by fascist, communist or other organizations or groups which advocate, advise, teach or embrace the doctrine that the government of the United States or of any state or of any political subdivision thereof shall be overthrown or overturned by force, violence or any unlawful means, or advocates, advises, teaches or embraces the duty, necessity or propriety of adopting such doctrine, or if such employee organization allows in office or permits to represent it any person who is a member of or supports any organization that advocates, advises, teaches or embraces the doctrine that the government of the United States, or of any state, or of any political subdivision thereof, shall be overthrown or overturned by force, violence or any unlawful means, or advocates, advises, teaches or embraces the duty or propriety of adopting any such doctrine. If any Head of any Department or Agency covered by this Interim Order has reason or cause to believe that any organization seeking to invoke the privileges of this Order, violates or offends the provisions herein set forth, such official may call upon the organization to furnish satisfactory and sufficient proof attesting and establishing that the qualifications herein contained have been fulfilled. Copies of the material so furnished shall be transmitted by the Department or Agency to the Department of Investigation of the City of New York for inquiry and investigation. If the investigation and inquiry of the Department of Investigation indicates, in the judgment of the Commissioner of the Department of Investigation, that there is prima facie basis for the charges he may recommend a suspension of recognition of such organization for the purposes of this order by all departments and agencies covered hereby, pending a prompt hearing and report on the matter by an impartial panel to be selected by the Mayor. No public statement by any City official concerning any matter involving alleged violations of the conditions herein contained before an impartial hearing and determination of the same is made shall be issued without assuring all possible safeguards to the organization and the persons involved to avoid any premature implications or inferences that the violations alleged have been proved or established."

II. COMPLIANCE

The Commissioner of Labor shall submit periodic reports to the Mayor on the progress of labor relations under this order.

Whenever the Commissioner of Labor has reason to believe that there has been a willful failure on the part of any department or agency head to comply with the policy and provisions of this order, he shall so advise the Mayor in writing, together with a statement of the basis for such belief.

STATE CLERK LIST IS DUE IN AUGUST

The State Civil Service Commission has started rating papers in the beginning office worker examination that more than 17,000 applicants took, and is striving to establish the eligible list by August. Jobs in the title of clerk, file clerk, statistics clerk, and account clerk will be filled.

The first knowledge that the candidates will gain about how they made out will be when the list is established. The State Commission can not cope with requests of individuals for reports on how they fared.

Positions will be filled in all parts of the State, including 500 to 600 in New York City.

Candidates who have moved should notify by mail the State Civil Service Department, State Office Building, Albany, N. Y.,

giving both the old address and the new. Also, those who have changed their name should so inform the department, giving both old name and new. This applies particularly to women who get married. Those women who get married but intend to retain their maiden name in business or profession don't have to notify the Commission of name change, but should see that their business or professional name appears on their home letter-box.

ATTENDS CONFERENCE

ALBANY, April 7 — Dr. C. Thomas Olive, chief of the Bureau of Vocational Curriculum Development and Industrial Teacher Training in the State Education Department, attended the President's Conference on Occupational Safety in Washington, D.C.

RULES AND REGULATIONS

Governing the Determination of the Representative Status of Labor Organizations of City Employees

In order to promote the policies of the Executive Order on City Employees Relations, the Commissioner of Labor will issue a formal declaration certifying the representative status of labor organizations seeking to act in behalf of employees of the City.

The machinery for obtaining such certificate and the circumstances governing its issuance are described and set forth in these rules and regulations, which are hereby promulgated pursuant to the authority vested in the Commissioner of Labor by sections 4 and 6 of said Executive Order. Where applicable and appropriate and when not inconsistent with these rules and regulations and with said Executive Order, the procedures and rules of decision of the State Labor Relations Board will guide the application and administration of these rules and regulations.

1. Any labor organization desiring to obtain a certificate of the extent of its representation among the employees of any city department or agency may file a request with the Department of Labor asking to be so certified. The request should be accompanied by a statement of the reasons for seeking the certificate and of the method by which the extent of representation is sought to be established. The labor organization making the request should also submit evidence of the extent of its current representation among the employees involved. Such evidence may consist of membership cards or rolls, petitions or cards authorizing or designating the labor organization to represent the signers, or authorizations for the check-off of dues.

2. Where the labor organization making the request desires that the extent of its representation be determined on the basis of the evidence submitted, the Commissioner of Labor will publish in the City Record notice that, unless within 10 days good cause is shown or found why he should not do so, he will issue a certificate of extent of representation based upon the evidence submitted by the labor organization filing the request.

If thereafter such cause is not shown or found, the Commissioner will issue a certificate in accordance with the notice. Any labor organization shown to have been authorized by a majority of the employees in an appropriate grouping or unit to act as their bargaining representative will be certified as the exclusive bargaining representative for the employees in such grouping or unit in accordance with section 3 of the Executive Order on City Employee Relations.

3. Where the labor organization making the request seeks to be certified as the exclusive bargaining representative upon the basis of a secret-ballot election and the evidence submitted with the request shows that the labor organization has been authorized by at least thirty (30) percent of the employees to act as their collec-

tive-bargaining representative, the Commissioner of Labor will publish in the City Record notice of the filing of the request together with a statement that any labor organization claiming an interest in the matter should so inform the Department of Labor within 10 days of such publication. Any labor organization failing to respond as so required will not be considered a party in interest and will be foreclosed from participation in the proceeding and in any election which may be conducted.

If, after expiration of the 10 day period, the labor organization making the request is still shown to be the authorized representative of at least 30 percent of the employees involved and no good reason appears for not acting upon the request, the Commissioner of Labor will proceed to arrange for the conduct of a fair and free secret-ballot election. Any other labor organization desiring to participate in the election will be permitted to do so if it makes timely response to the notice and submits evidence showing that it is the authorized representative of at least 10 percent of the employees involved.

Upon the conclusion of the counting of the ballots and the disposition of challenges and objections, the Commissioner of Labor will make a report and will issue a certificate of extent of representation in accordance with the mathematical results of the election. Any labor organization chosen by a majority of those voting in an appropriate grouping or unit will be certified as the exclusive bargaining agent for the employees in such grouping or unit in accordance with section 3 of the Executive Order on City Employee Relations.

4. A certificate of majority representation and of exclusive bargaining status issued by the Commissioner of Labor in accordance with paragraph 2 or 3 hereof will, in the absence of extraordinary circumstances, remain in effect for a period of one year from its date, and thereafter until such time as it shall be made to appear to the Commissioner of Labor that the certified representative does not represent a majority of the employees within the appropriate unit.

5. When the public interest so demands, the Commissioner of Labor may require that any labor organization seeking an election, and any labor organization desiring to participate in such election, defray all or any part of the expenses incurred in connection therewith.

6. Information as to the names or identity of labor-organization members or of those desiring to be represented by any labor organization, or not to be so represented, will be treated as confidential by the Commissioner of Labor.

7. The Commissioner of Labor may delegate to any member of the Department of Labor such functions and duties which he is authorized and empowered by these rules and regulations to perform as he may deem necessary.

ACTIVITIES OF EMPLOYEES IN STATE

Barge Canal

Delegates to the annual Barge Canal chapter meeting at the Hotel Wellington in Albany were H. J. Michaels and V. H. Villarsale, West Central Unit; Albert Ward and Edwin Ritter, Central Unit; Wendell French and John Matt, East Central Unit; and Harold Hunter and Vaughn McCloskey, Champlain Unit.

Meetings and discussions were held with Public Works representatives E. C. Hudawalski, assistant superintendent of operations and maintenance; Warren Welch, personnel director; Mr. Tobin, labor consultant for Public Works, and Mr. Daniels of Canal Budget Affairs. Mr. McFarlane and Mr. Carey, CSEA representatives, explained retirement regulations, social security, and the new medical plan.

An open discussion meeting was

held with representatives of the State, county, and municipal employees at which their aims for furthering a better State service were explained.

The officers elected for the coming year are Harry M. LaVere, Savannah, president; Richard Lynch, Troy, vice president; and Edwin L. Ritter, Waterloo, secretary-treasurer. CSEA annual meeting delegates were H. J. Michaels of Brockport and Raymond Schneider of Fort Plain. Alternates were Albert Ward, and Edward Goodwill.

The chapter has voted to hold its annual meeting next year on February 10 and 11, one day less than this year so that it will be less expensive for its units.

The Central Unit of the Barge Canal chapter has elected Albert Ward, Lyons, president; Dwight Munn, Lyons, vice president; and Robert H. LaVere, Savannah, secretary-treasurer.

Appeals Court Upholds NYC Transit Labor Contracts

ALBANY, April 7 — Another pillar in support of the authority of government to enter into exclusive bargaining contracts with its employees was added by a Court of Appeals decision upholding the contract signed by the New York City Transit Authority with two unions.

The court's decision was unanimous. There was no opinion.

The two unions are the Transport Workers Union, Michael J. Quill international president, and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees.

Three-Fold Aspect

The decision was issued about the same time that Mayor Robert F. Wagner authorized exclusive bargaining by City employee organizations with City officials, although there was no provision in the executive order for signed contracts.

The attack against the Transit Authority contract was made by the Civil Service Forum.

The decision, in effect, affirmed, not only the right to enter into collective bargaining, but also the right to sign contracts on wages, hours and working conditions, and to authorize exclusive bargaining by a union that wins an election.

Maritime Employees Get Service Awards

Salvatore J. Rumolo, survey analyst with the ship repair and maintenance branch, led the list of metropolitan area Maritime Administration employees who received length-of-service awards.

Others who received awards in the New York City ceremony were Matthew J. Jahrling, Benjamin O. Ketcham, Mary Lee, Edward Lussy, Russell Clinton Jr., James J. Fleming, Pearl Garmise, and Hilda K. Gianfala.

Twelve awards were presented in separate ceremonies at the Hudson River National Defense Reserve Fleet. The recipients were Joseph J. Darbey, William T. Bates Jr., Woodrow Debrew, John J. Ducady, Stanley E. Krolo, James H. Lent, Joseph J. Lesson, Vinsean M. Madsen, August P. Muller, Anthony Paskovich, Edward J. Randt, and Albert K. Wood.

Dr. Horne Loses Suit for Medical Superintendent Job

Dr. Luise-Lotte Horne lost her suit to compel the New York City Civil Service Commission to re-rerate the oral examination for medical superintendent, Department of Hospitals, that she took on November 15, 1956, and to certify her as having passed.

As an alternative she sought a new oral examination. Dr.

Horne is a deputy medical superintendent who seeks promotion to medical superintendent.

After passing the written test which she took April 20, 1956, she was notified to report for the oral test on training and experience. The notification informed her that she would be required to stay approximately four hours. Dr. Horne

claimed that the physical condition of the room damaged her chances. In her first complaint she wrote in a letter that she was overtired when she went to take the test and that the anteroom was hot and the testing room was cold. In subsequent statements she depicted the testing room as "frost-bitten."

Charged Bias

She also claimed that the examiners were biased and prejudiced and that their determinations were based on wholly subjective standards incapable of being challenged and reviewed by examiners of equal ability and experience and were based on unconscious prejudice and bias.

It was brought out that the petitioner was examined under the same conditions as the other applicants. She was the first applicant examined and therefore spent less time waiting than did the others. In addition, the expert examiners were given questions which related to the judgment and technical competence of the petitioner. Based upon these questions, she was rated by these experts and failed on technical competence by all three.

Won't Override Commission

The affidavits of the examiners set forth the basis for their ratings and the court saw no evidence

that their findings were based on prejudice or bias.

Assistant Corporation Counsel Leon Fischel who argued the case for the City offered to play back the recording of the examination for the court. This was considered unnecessary.

Supreme Court Justice Joseph A. Gavaghan ruled that as the court may not substitute its judgment for that of the City Civil Service Commission and may interfere only when the Commission's actions have been erroneous, arbitrary, capricious, discriminatory, or palpably illegal, and the papers presented failed in his judgment to sustain the contentions of the petitioner, the proceeding was dismissed.

Dr. Horne has been with the Hospitals Department since June 1, 1954.

EMPLOYEES ACTIVITIES

Craig Colony

Esther Sanford thanks the members of the Food Service Group for the much appreciated gift she received while in the hospital. She sends "many, many thanks."

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Five positions as occupational therapy intern, \$3,800 a year, are open to college graduates with arts and skills ability and training in this medical specialty. The positions are in the State Department of Mental Hygiene.

Applicants on acceptance at an approved school of occupational therapy (Columbia University, New York University or University of Buffalo) will be placed in a New York area hospital for orientation and further screening pending the award of an education stipend for professional training.

The length of the course will depend on the qualifications of the candidate but a minimum of seventeen months is required. Following graduation as registered occupational therapists, recipients are pledged to return to the Department of Mental Hygiene for a minimum of two years.

Interested college graduates should write Miss Scullin, director of occupational therapy services, 217 Lark Street, Albany, N. Y.

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Court of Appeals

(Continued from Page 2)

the only things against which he is protected by section 22 of the Civil Service Law. His salary has been increased; he continues to perform duties pertaining to the position. He has lost no security of tenure. If his position were to be abolished in the future, he would have to be transferred under section 22 to another position for which he is qualified. If he were made a detective investigator, as he is under the order appealed from, there would be too many detective investigators, and one of those positions, at least, would have to be abolished. If respondent's position were the one to be abolished, he could then be transferred to process serving. He can hardly claim to be aggrieved at being denied a position or promotional rights having their origin in a classification which he asserts to be null and void."

Attorney General Louis J. Lefkowitz represented the Commission. Assistant Attorney General Daniel M. Cohen argued the case in the Court of Appeals.

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How CSEA Bills Fared In Legislature

The 1958 session of the Legislature is over and final outcome of the legislative program of the Civil Service Employees Association shows results on many important issues despite the refusal of the majorities in either House to support a pay increase for State employees this year.

The following legislative report, issued by CSEA headquarters, covers the state of the Association's program to the end of the session. A supplemental report will be distributed following the end of the 30-day bill period.

There are listed first the bills which passed both Houses and are awaiting action by the Governor or on which he has already acted. Then follows a listing of the bills which passed one House and, finally, those which did not move from committee in either House.

Bills that passed both houses:

40-hour week: Senate introduction number 1929, print number 2025, 4202; Assembly introduction number 2362, print number 2408. Senate—Rath; Assembly—Townsend.

Reallocations — effective date: Senate introduction number 1562, print number 1612; Assembly introduction number 1965, print number 1990. Introduction in the budget.

Increased age for insurance on retirement loans: Senate introduction and print number 847; Assembly introduction and print number 1109. Senate—Helman; Assembly—Rice.

One year death benefit: Senate introduction number 1226, print number 1239; Assembly introduction number 1537, print number 1539. Senate—Helman; Assembly—M. Wilson.

Additional death benefit: Senate introduction number 1221, print number 4101; Assembly introduction number 1523, print number 4721. Senate—Brydges; Assembly—Noonan.

Eligibility for retirement — Air National Guard: Senate introduction number 2371, print numbers 2506, 4123; Assembly introduction number 2604, print number 2678. Senate—Van Lare; Assembly—M. Wilson.

Restore eligibility for retirement system: Senate introduction number 1223, print number 1236; Assembly introduction number 1531, print number 1533. Senate—Brydges; Assembly—Savarese.

Payment of deficiencies: Senate introduction number 1225, print number 1238; Assembly introduction number 1521, print number 1523. Senate—Helman; Assembly—Noonan.

Extend one-year retirement provisions: Senate introduction number 1219, print number 1232; Assembly introduction number 1530, print number 1532. Senate—Brydges; Assembly—Samansky.

Social security for persons over age 70: Senate introduction number 1220, print number 1233; Assembly introduction number 1538, print numbers 1540, 4737. Senate—Brydges; Assembly—M. Wilson.

Payroll deduction—retired employees: Senate introduction number 1296, print number 1321; Assembly introduction number 1628, print number 1635. Senate—Helman; Assembly—M. Wilson.

Social security—new subdivisions: Senate introduction number 2119, print number 2328; Assembly introduction number 2519, print number 2579. Senate—Helman; Assembly—M. Wilson.

Social security—effective date: Senate introduction number 1227,

print number 3200. Senate—Van Lare.

25-year retirement for police, firemen and institutional employees: Senate introduction number 1050, print number 1053; Assembly introduction number 1402, print number 1403. Senate—Condon; Assembly—M. Wilson.

Eligibility for Social Security: Senate introduction number 3040, print number 3842; Assembly introduction number 3481, print number 3650. Senate—Cuite; Assembly—Marano.

Payment for vacation, overtime at separation—county: Senate introduction and print number 597; Assembly introduction and print number 1118. Senate—Wise; Assembly—Wilcox.

Civil Service Law recodification: Senate introduction number 3621, print number 4038; Assembly introduction number 4193, print number 4517. Senate—Cuite; Assembly—Preller.

Earnings after retirement: Senate introduction number 1954, print number 2050; Assembly introduction number 2472, print number 2532. Senate—Erwin; Assembly—Preller.

State employees—harness racing tracks: Senate introduction number 1266, print number 1287; Assembly introduction number 1524, print numbers 1526, 4790. Senate—Milmoe; Assembly—Ostrander.

Payroll deduction of dues — political subdivisions: Senate introduction number 1413, print number 1453; Assembly introduction number 1789, print numbers 1808, 4411. Senate—Hatch; Assembly—Conway.

Merit Award Board: Senate introduction and print number 871; Assembly introduction and print number 1233. Senate—Desmond; Assembly—Dannebrock.

Health insurance—political subdivisions: Senate introduction number 1659, print number 4387; Assembly introduction number 253, print numbers, 252, 4851. Senate—Albert; Assembly—Strong.

State Health Plan — Contract Colleges: Senate introduction number 1656; print number 4528; Assembly introduction number 2174, print number 5108. Senate—Metcalf; Assembly—Ashbery.

Combined Temporary Health Board: Senate introduction number 2578, print number 4495. Senate—Metcalf.

Almost Made It

Bills that passed one house:
Increased age — retirement loans: Senate introduction and print number 649; Assembly introduction and print number 531. Senate—McEwen; Assembly—M. Wilson.

Promotion unit—veterans bonus bureau: Senate introduction number 3440, print number 3847; Assembly introduction number 4031, print number 4314. Senate—McEwen; Assembly—Conway.

Moving expenses: Senate introduction and print number 403; Assembly introduction and print number 677. Senate—Hatfield; Assembly—Hanks.

Those That Didn't Pass

Bills that did not pass either house:

Salary Legislation

Association salary bill: Senate introduction number 1913, print number 2009; Assembly introduction number 2339, print number 2335. Senate—Hatfield; Assembly—Wilcox.

Administration salary increase: Senate introduction number 1557, print number 1607; Assembly in-

roduction number 1960, print number 1985. Introduced in the budget.

Administration hours bill: Senate introduction number 1556, print numbers 1606, 4203; Assembly introduction number 1959, print number 1984. Introduced in the budget.

Salary schedules—political subdivisions: Senate introduction and print number 226; Assembly introduction and print number 231. Senate—Hatfield; Assembly—Lounsberry.

Salary schedules — school districts: Senate introduction number 939, print number 942; Assembly introduction and print number 641. Senate—Farrell; Assembly—Noonan.

Salary schedules—Westfield and Albion: Senate introduction and print number 145; Senate—Williamson.

Reclassification—matrons: Senate introduction number 1103, print number 1111; Assembly introduction and print number 602. Senate—Hatfield; Assembly—Feinberg.

Salary increase — armory employees: Senate introduction and print number 646; Assembly introduction and print number 438. Senate—McEwen; Assembly—Main.

Pay plan for evening and night work: Senate introduction and print number 225; Assembly introduction number 205, print numbers 205, 3016. Senate—Hatfield; Assembly—Feinberg.

Salary increments — 15-20-25 years of service: Senate introduction and print number 227; Assembly introduction and print number 306. Senate—Hatfield; Assembly—Feinberg.

Increase minimum salary of privates—Division of State Police: Senate introduction number 1914, print number 2010; Assembly introduction number 1484, print number 1486. Senate—Hatfield; Assembly—Wilcox.

Salary increases — Tuberculosis Service: Senate introduction and print number 645; Assembly introduction and print number 232. Senate—McEwen; Assembly—Main.

40-hour week — State police: Senate introduction number 3327, print number 3703; Assembly introduction number 2958, print number 3064. Senate—Speno; Assembly—Main.

40-hour week — State police: Senate introduction number 2654, print number 2830. Senate—Hughes.

Increase State police to 1,700: Senate introduction and print number 331; Assembly introduction number 2420, print number 2479. Senate—Hughes; Assembly—Rulison.

40-hour week—school districts and political subdivisions: Senate introduction and print number 129; Assembly introduction and print number 170. Senate—Condon; Assembly—Wilson.

Retirement Legislation

Retired employees — increased retirement allowance: Senate introduction number 486, print numbers 1083, 4541; Assembly introduction and print number 1003. Senate—Hatfield; Assembly—Noonan.

Vested retirement benefits: Senate introduction and print number 648; Assembly introduction and print number 642. Senate—McEwen; Assembly—Noonan.

25-year retirement — correction institutions: Senate introduction and print number 228; Assembly introduction and print number

201. Senate—Hatfield; Assembly—Cusick.

25-year retirement — Mental Hygiene: Senate introduction and print number 650; Assembly introduction and print number 644. Senate—McEwen; Assembly—Noonan.

Increased death benefit: Senate introduction and print number 496; Assembly introduction and print number 643; Senate—Roth; Assembly—Noonan.

Retirement credit — veterans: Senate introduction and print number 492; Assembly introduction and print number 636. Senate—Mitchell; Assembly—Main.

Increased age limit accidental disability retirement: Senate introduction and print number 404; Assembly introduction and print number 455. Senate—Desmond; Assembly—Ostrander.

Death benefit for retired members: Senate introduction and print number 230; Assembly introduction and print number 393. Senate—Hatfield; Assembly—Hanks.

Increased insurance on loans: Senate introduction and print number 229; Assembly introduction and print number 330. Senate—Hatfield; Assembly—M. Wilson.

Increased insurance on loans: Senate introduction number 846, print number 1401; Assembly introduction and print number 1108. Senate—Helman; Assembly—Rice.

25-year retirement at half pay: Senate introduction and print number 889; Assembly introduction and print number 1105. Senate—Milmoe; Assembly—Noonan.

Sick leave—retirement, separation, or death: Senate introduction number 2282, print number 2396; Assembly introduction number 1479, print number 1481. Senate—Anderson; Assembly—Ostrander.

Retirement credit—leave without pay: Senate introduction and print number 696; Assembly introduction and print number 1104. Senate—Milmoe; Assembly—Noonan.

Workmen's compensation findings binding in retirement cases: Senate introduction and print number 640; Assembly introduction and print number 796. Senate—Marro; Assembly—Noonan.

Prohibit requirement of retiring before age 70: Senate introduction and print number 255; Assembly introduction number 2579, print number 2639. Senate—Desmond; Assembly—J. Johnson.

Armory employees — include widow for pension benefits: Senate introduction number 2564, print number 2722; Assembly introduction number 2959, print number 3065. Senate—McEwen; Assembly—Main.

Increased retirement allowance discontinued service: Senate introduction number 2734, print number 2922; Assembly introduction number 3340, print number 3477. Senate—Condon; Assembly—M. Wilson.

Extend one year retirement provisions: Senate introduction number 1294, print number 1319; Assembly introduction number 1627, print number 1634. Senate—Helman; Assembly—M. Wilson.

Social Security—policemen and firemen: Senate introduction number 1370, print number 1410; Assembly introduction number 1687, print number 1701. Senate—Begley, Assembly—Brennan.

Hours of Work and Overtime Pay Time and one-half: Senate introduction number 2602, print number 2778; Assembly introduction and print number 225. Sen-

Per diem employees—holidays: Senate introduction and print number 403; Assembly introduction and print number 774. Senate—Anderson; Assembly—Van Duzer.

Payments for annual time accruals: Senate introduction and print number 697. Senate—Speno.

Leave of absence — Memorial and Armistice Days: Senate introduction and print number 647; Assembly introduction and print number 347. Senate—McEwen; Assembly—Demo.

Payment of sick leave beyond 150 days: Senate introduction number 2558, print number 2716; Assembly introduction number 3068, print number 3175. Senate—Hatfield; Assembly—Noonan.

Civil Service Political subdivisions equal pay: Senate introduction number 1328, print number 1354; Senate—Hatfield.

Deputy sheriffs — competitive class: Senate introduction and print number 901. Senate—Hatfield.

Reasons in writing for budget director's veto: Senate introduction and print number 581; Assembly introduction and print number 675. Senate—Milmoe; Assembly—Feinberg.

Uniformed force — Correction Department — eligibility for promotion examinations: Senate introduction number 900, print numbers 900, 2317. Senate—Hatfield.

Licensing of X-ray technicians: Senate introduction number 1642, print number 1693; Assembly introduction number 1901, print number 1924. Senate—Cuite; Assembly—Composto.

Peace officer status: Senate introduction number 2091, print number 2188; Assembly introduction number 2576, print number 2636. Senate—Barrett; Assembly—Huntington.

Game protectors status as peace officers: Senate introduction number 3232, print number 4069; Assembly introduction number 3111, print number 3218. Senate—McEwen; Assembly—Main.

Establish grievance machinery by statute: Senate introduction and print number 254. Senate—Desmond.

Miscellaneous

Mileage allowance subdivisions: Senate introduction and print number 579; Assembly introduction and print number 801. Senate—J. Cooke; Assembly—Haber.

Uniform allowance: Senate introduction and print number 428; Assembly introduction and print number 676. Senate—Milmoe; Assembly—Hanks.

Free toll rights — Manhattan State Hospital: Senate introduction and print number 754; Assembly introduction and print number 942. Senate—Mitchell; Assembly—Austin.

Moving expenses: Senate introduction number 3005, print number 3241; Assembly introduction number 3360, print number 3497. Senate—Hatfield; Assembly—Hanks.

Moving expenses — Administration bill: Senate introduction number 1672, print number 1747; Assembly introduction number 2236, print number 2282. Senate—Farrell; Assembly—LaFauci.

Playground employees — Workmen's Compensation: Senate introduction number 2667, print number 2843; Assembly introduction number 3410; print number 3569. Senate—Van Lare; Assembly—Hanks.