

Civil Service LEADER

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March 5 Last Day For Medical Waiver On Lit

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Attendance Rules Changes Announced

ALBANY, Feb. 27—Proposed changes in the State Civil Service Attendance Rules have been announced by Alexander A. Falk, President of the State Civil Service Commission.

The changes cover working hours, attendance standards, overtime, leave with and without pay and vacations.

The proposals are under study by the Civil Service Employees Association's Special Committee on Attendance Rules, which held its first meeting on Mr. Falk's suggested program today. Margaret Fenk, of Ulica State Hospital, is committee chairman.

Mr. Falk has asked for the comments of department heads and personnel representatives as well. The CSEA has long urged a change in the current rules.

If agreement is reached on the proposed rules, they may become effective April 1, 1956. The final rules must be approved by the three-member Civil Service Commission and by the Governor.

Mr. Falk said the purpose of the new rules is "to insure equitable treatment of employees and to provide uniformity in matters of attendance and leave insofar as practicable and consistent with the efficient conduct of the State's business."

He said that all of the suggested revisions of the current Attendance Rules are the result of "careful study and serious consideration of all suggestions made by administrators, employee groups and employees themselves."

Among major changes pro-

posed are the following:

One set of attendance rules for both departmental and institutional employees. Formerly there were separate rules.

A 40-hour basic work week. Employees who now work less than 40 hours (in most offices the work week is 37½ hours) will not have their hours increased.

Change in vacation allowances for future employees, in line with current practice in private industry. A new employee will have 14 days (or almost three weeks) of vacation at the end of one year. This will increase yearly until at the end of seven years' employment he will have 20 days or four weeks. Employees presently receive four weeks vacation.

Changes in sick leave rules and in practices relating to time off for religious observance, visits to doctors and dentists and death in the family, to insure fair treatment for all employees and uniformity in charges against time allowances.

Elimination of Election Day as a holiday and substitution of the Friday preceding a holiday which occurs on a Saturday. Employees will be allowed two hours to vote.

Compensation for work longer than the basic work week, either in cash or time off. Overtime credits will not be lost when an employee is transferred or is separated from State service.

Compensation for unused vacation and overtime credits upon resignation, provided two weeks' notice of resignation is given.

Associationn 'Model Bill' On Social Security Introduced at Albany

ALBANY, Feb.—A "model" bill to combine the benefits of Social Security and the State Employees Retirement System has been introduced in the Legislature.

The measure, introduced by a Republican in the Assembly and a Democrat in the Senate, is sponsored by the Civil Service Employees Association.

Known as "the Association bill," the measure offers State employees a choice of two plans for combining U. S. Social Security payments with those of the State Employees System.

Barrett and Gittleston Sponsors
As drawn, the measure also "fits to T" the details of the two plans reported by the State Commission on Pensions. The Commission counsel is H. Elliot Kaplan, former Deputy Comptroller head of the State Retirement System office.

The bill was dropped in the hopper on the final day for introduction. Assemblyman Elisha Barrett, Suffolk County Republi-

can, and Senator Henry Gittleston, Brooklyn Democrat, are the sponsors.

The Two Choices Described
The two options, under the bill, propose:

(1) Employees may pay the additional cost of 2 per cent of pay on up to \$4,200 a salary, or \$84 maximum a year, or

(2) Employee contribution could remain the same, with the 2 per cent deducted from present annuity contribution.

Under either option, the em-

ployee at retirement would receive both a State pension and Social Security allowance, and meanwhile have his family covered for survivorship benefits. The second plan, however, would reduce the employee's annuity reserve.

If the bill is approved by the Legislature and the Governor, the added cost to the State is estimated at about \$5,500,000 a year, with local jurisdictions paying an additional \$5,200,000 million.

State Salary Appeals Two-Thirds Finished

ALBANY, Feb. 27—More than two-thirds of all State employee salary appeals pending before the State Classification and Appeals Board have been acted upon, THE LEADER learned this week.

The five-member board has been meeting at least once a week under the chairmanship of William B. Volet of Brooklyn since Governor Harriman named Mr. Volet chairman last October. It was estimated at that time the backlog of appeals stood at around 700.

The appeals are based on pay rates established under the State's 1954 salary plan, but action was delayed until the Governor appointed members of the board.

Those appeals, which are granted by the board, will carry retroactive salary increases to April 1, 1954.

Mr. Volet, it was learned, has set March 31st as the target date for the board to complete work on the huge backlog of cases. He is reported confident the deadline will be met.

Under board policy, the result of individual appeals are not being announced as action is taken, but the board will dis-

close its determinations at one time.

In addition to Mr. Volet, other board members are: John J. Corrigan of the Budget Division; Mrs. Elizabeth Lyons, Social Welfare; Henry J. McFarland, Civil Service, and Milton M. Muscus, Education.

Kaplan to Speak At Westchester

Rockland, Orange, Putnam and Dutchess County Public Employee groups have been invited to attend a joint meeting of the Westchester County Civil Service Association on Wednesday evening, February 29, at 8:15 P. M. at the County Center, White Plains.

H. Elliot Kaplan, noted civil service authority, will discuss the recent report of the State Pension Commission. This report included Recommendations for several plans for integration or supplementation of Social Security for members of the State Retirement System, as well as modernizing of the present inadequate Retirement System.

An invitation has also been extended to local Westchester civil service groups including Mount Vernon, Larchmont, Port Chester, Tarrytown and Mamaroneck.

Margaret W. Trout, President of the Westchester County Civil Service Association, will preside.

The Dixieland Band, members of the Westchester County Band, will entertain under direction of Joseph J. Cappello.

UMHOLTZ IS SOLE SURVIVOR

Seven of the eight applicants for State jobs as senior telephone engineer fell by the wayside in the open-competitive test John A. Umholtz of Albany is the lone eligible.

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

"Was Ist Das?" Query Brings German Studies

ALBANY, Feb. 27—A back-to-school movement has been started by members of the State Department of Health.

At the request of several laboratory secretaries at the Health Department's Laboratory in Albany a course in scientific German has been organized at Albany High School. They want to know "Was Ist Das?" that they have to write and type.

Classes meet on Monday and Wednesday evening from 7 to 9 P.M.

While the course was set up to meet the specialized needs of laboratory personnel, all state workers who felt it would be of advantage or interest were invited to register.

Fourteen people enrolled in the class—twelve from the Department of Health.

The course emphasizes specific German grammar with special vocabulary attention given to technical and scientific terms.

The program was made possible through the efforts of the training section of the Health Department and the Department of Civil Service in conjunction with the Albany Board of Education.



CHAS. A. BRIND, JR.

Council to the State Education Department and a past president of the Civil Service Employees Association. He will be toastmaster for the CSEA Annual Dinner on March 1.



APPEALS BOARD AT WORK: From left, John J. Corrigan, Budget Division; Henry J. McFarland, Civil Service; William B. Volet, chairman, Audit and Control; Mrs. Elizabeth C. Lyons, Social Welfare; Milton Muscus, Education, and Louis A. Liuzzi, Jr., executive secretary of the board.

Preller Committe Bills On Civil Service Offered

ALBANY, Feb. 28—A bill proposing the first general revision of the State Civil Service Law since 1909, with about 150 changes governing public employees, was introduced in the Legislature.

Provisions would vacate the position of any employee who seeks, by any of several means, to avoid testifying before a duly authorized inquiry. Five bills sponsored by Assemblyman Fred W. Preller, of Queens, and Senator Austin W. Erwin, Genesee, cover this particular subject.

If enacted, the legislation would become effective October 1, 1956.

Backs Anti-Strike Law

Assemblyman Preller is chairman, and Senator Erwin a member, of the Temporary Commission on Revision of the Civil Service Law. That Commission proposed all the amendments. It also seeks to clarify many parts of the law, eliminate obsolete language, and provide a new format in which subjects are

arranged in logical order.

Legislation creating the Commission excluded from its studies any consideration of the retirement provisions of the law.

The Condon-Wadlin Act, which prohibits strikes by public employees, was included in the proposed recodification of the Civil Service Law after a majority of the Commission declared opposition to its repeal.

The proposal about testimony provides that any employee claiming a constitutional privilege against self-incrimination, or who refuses to waive immunity, or to answer questions concerning his official conduct or duties in any duly authorized inquiry, shall vacate his position.

Other Proposals

Other Commission proposals: Permit any officer or employee holding a position by permanent appointment in the competitive class to have a hearing upon stated charges before removal or disciplinary action, with the right of counsel and the right to summon witnesses.

Empower local civil service commissions to classify labor positions as competitive, non-competitive, or exempt.

Broaden and liberalize provisions relating to transfer of employees.

Empower local civil service commissions to raise, lower or abolish examination fees, except where the State Commission conducts the examination.

Authorize counties or cities to establish regional civil service commissions or regional personnel officers.

Give indefinite tenure, instead of a definite term as presently provided, to village employees in the competitive class, including policemen.

Clarify the law on reinstatement of employees after layoffs, to provide that disabled veterans shall have priority in reinstatement over non-disabled veterans and non-veterans, and non-disabled veterans over non-veterans.

Other Commission Members

Other members of the Commission include Senators Thomas J. Cuite, Brooklyn, and Walter G. McGahan, Queens; Assemblyman Orin S. Wilcox, Jefferson county; Alexander A. Falk, president of the State Civil Service Commission; H. Elliot Kaplan, New York City, former Deputy State Comptroller; Dr. Frank L. Tolman, Slingerlands, former president of the Civil Service Employees Association; William D. McCallum, executive director of the Niagara County Civil Service Commission, and Clyde A. Lewis, Plattsburgh, former national commander, Veterans of Foreign Wars.

Assemblyman Frank J. Pino, Brooklyn, was a member until his election to the Senate, and Edward P. Larkin served on the Commission until his recent resignation from the Senate. Henry Albert of Flushing is counsel.

Young Women! Apply Now for Nursing Course

Growth of the Borough of Queens has influenced NYC to establish the Queens Hospital Center School of Nursing in Jamaica. Under the direction of the Department of Hospitals a three-year basic program leading to a diploma in professional nursing will be offered. Applications are being accepted now for the first class, which will be admitted in September 1956.

A new school and residence building located on Queens Hospital Center grounds is nearing completion. This is an eight-story structure equipped with laboratories, classrooms, library, auditorium, swimming pool, gymnasium and excellent living accommodations.

The entrance requirements are: high school diploma, good health, freedom from outside responsibilities, and minimum age of 17. There is an entrance tuition fee of \$150. The student will receive an allowance of \$20 a month for the three-year period. This allowance is given to help defray school expenses occurring later in the course.

Young women interested in a nursing career are urged by Hospitals Commissioner Basil C. MacLean to communicate with the Director of Nursing, Queens Hospital Center School of Nursing, 82-63 164th Street, Jamaica 22, N.Y.

E. J. McLaughlin Heads Vet Affairs

ALBANY, Feb. 27—Edward J. McLaughlin of Forest Hills has been appointed as director of the New York State Division of Veterans Affairs.

McLaughlin, a twice-wounded veteran of World War II, has been serving as assistant corporation counsel of New York City.

Salary of the post is \$15,400 annually

Busman Tops 24 Winners At \$300 for Idea

The NYC Suggestion Award has announced cash awards to 24 City employees. Top winner is Richard Conrad, bus maintainer A, Transit Authority, who receives \$300.

The cash awards totalled \$1,245. To Fortunato H. A. Lino, senior stationary engineer (electric), Public Works goes \$150.

One hundred dollar awards go to Roderick Wolfson, civil engineer, Brooklyn Borough President's Office; Arthur C. Huber, clerk, Comptroller's Office; Frederick A. Hofer, machinist, Sanitation Department; Eugene Cardone, bacteriologist, Health Department.

Alan L. Fay, mechanical engineer, Public Works, receives \$75, and Mr. Huber and Jeremiah P. Daley, clerk, Comptroller's Office, share \$50.

Others Who Got Awards

Other cash winners: \$25—John L. Dedrick, clerk, Finance; Mary Pinto, clerk, Education; Jerome Simon, patrolman, Police; Benjamin Lipowaky, inspector, Buildings; Austin D. Cosgrove, bus maintainer B, Transit.

\$15—Samuel Paradise, foreman (buses and shops), Transit.

\$10—Charles R. Walker, railroad clerk, Transit; Diana Sago, public health nurse, Health; Amelia M. Engel, supervising public health nurse, Health; Aaron Berman, pharmacist, Welfare; Pauline Kammerman, stenographer, Law; Louis M. Chonoles, fingerprint technician, Personnel;

G. J. Murray Heads Irish Grand Council

The Grand Council of Irish Societies, representing more than 20,000 employees of Irish lineage in the Correction, Police and Sanitation Departments, the Post Office and courts, elected officers recently.

They are: Garrett J. Murray, president; Henry Fitzgerald, John P. Treacy and James Mulvey, vice presidents; Jeremiah Sullivan, treasurer; Edward McManus, recording secretary; John Geary, corresponding secretary, and Richard Fay, sergeant-at-arms. Mr. Fay is outgoing president.

Ambrose A. Wilson, lieutenant, Police; Louise Byrnes, clerk, Health.

Certificates of merit accompany the cash awards. Citations also go to Thomas C. Rice, captain, Fire, and Lillian Rudomin, clerk, Personnel.

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Mrs. Eleanor Lewis (left), chairman of the Americanism Committee of Nassau County American Legion Auxiliary, presents an American Storm Flag to Dr. Charles Buckman, director of Kings Park State Hospital. Mrs. Eleanor Matters, co-chairman, looks on. Ceremonies were held in the patients' new library. The Legion and its Auxiliary has been active in providing entertainment for patients at the State institution.

State, County, City Bills in State Legislature

The following are summaries of civil service bills introduced in the State Legislature. S.I. means the bill's Senate Introductory number, A.I. the Assembly Introductory number. The LEADER will use this code to follow each bill throughout the legislative session.

The sponsoring legislator, the law for which amendment is sought, summary of the bill, and the committee to which it has been referred, are given, in that order, as well as the number and sponsor of a "companion" measure in the other House. "Companion" measures, though introduced in different Houses, are identical in form and substance.

Senate

S. I. 187. MACKELL—Adds new §208-a, General Municipal Law, to require that every assignment of members of police force in municipality, except in case of emergency, to tour of duty in motor vehicles, shall include minimum of two such members to work together. Cities Com. (Same as A. I. 1914. RICE; A. I. 2347. LaFAUCI, to Internal Affairs Com.)

S. I. 1808. McCAPFREY — Amends §8, State Finance Law,

to authorize State Comptroller to determine claim for damage or destruction of personal property of State employee occurring while acting in scope of employment and without fault on his part, and to strike out maximum limit of \$150 for payment of any claim by State Comptroller. Finance Com. (Same as A. I. 2188, AUSTIN, to Ways and Means Com.)

S. I. 1815. MITCHELL—Same as A. I. 227, issue of January 17.

S. I. 1816. MITCHELL — Amends §50, Civil Service Law, to strike out provision that member of State Employees Retirement System must have been member of such system at time of entry into military service to be allowed credit for such service for retirement purposes. Civil Service Com.

(Continued on Page 12)

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CITY ZONE

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



The State Aide And Medical Aid

For the past two years, the Association has been urging the necessity of a comprehensive hospitalization, medical-surgical and medical-catastrophe program for public employees, with all or part of the cost to be borne by the state.

A few days after Governor Harriman was inaugurated the Association addressed him on this subject and during the past year has constantly been negotiating with the Administration, with the majority leaders and with insurance carriers to the end of developing the most comprehensive, beneficial plan for public employees, with the maximum benefits to employees and at the least cost to himself and the state.

We are gratified that these efforts have born fruit. The majority party in the Legislature has introduced its program and the Administration has introduced its own bill. With the rapidly increasing costs of medical care, the public employee has long felt the need of some kind of insurance which would help him meet the costs of a prolonged and severe illness. A life's savings could disappear in one good bout with disease. Thus the proposal of a state-sponsored insurance plan in which the employer share the cost is a welcome one.

Problem Long Realized By Industry

Industry has recognized the necessity for this type of insurance in theory and in practice. The state is now coming abreast with this long felt social need. However, we urge that whatever plan is adopted it should assure both full hospitalization coverage and medical-surgical treatment and, also, that the adopted plan should provide insurance against long-term illness. Any plan less than this fail to meet the problem and does not add much to the coverage which the employee himself can now secure.

Jewish Aides' Purim Party

The Jewish State Employees had a very successful Purim party at their last meeting. Over one hundred members and guests listened to the story of Purim as related by the President Morris Gimpelson.

Following the Megillah reading the members partook in the traditional holiday fare of hamantaschen and Purim candies.

Talks on the cultural traditions of Judaism were given by Deputy Commissioner Morris J. Solomon of the Motor Vehicle Bureau and Herman Alpert of the Labor Department.

Mr. Gimpelson appointed a program committee headed by Vice-President Lola Aaront to plan for a theatre party in April and a combination picnic and boat ride in June.

A new group of members from the General Sessions Court were welcomed as new members.

Al Greenberg of the State Insurance Fund reported that there was a steady increase of membership and that present membership exceeds the 1955 total.

The Association also endorsed the Brotherhood luncheon on the 23rd at the Hotel Martinique.

O. T. THERAPY ROSTER

Helen J. Austin of South New Berlin earned 83,460, including 10 points as a disabled veteran, to take first place in the State open-competitive list for senior occupational therapist (psychiatric). Six others qualified, out of 11 applicants.

EXEC OFFICER 'F'

Charles J. Kipp of Penn Yan comprises the open-competitive list for executive officer F. There were four applicants for the State jobs.

Two Counties Vie For Planning Aides

Planning jobs with Rockland and Westchester Counties will open for receipt of applications on Monday, March 5. All qualified U.S. citizens are eligible for the posts.

Rockland County seeks junior planners, \$3,980 to \$5,510; assistant planners, \$3,980 to \$5,510; associate planners, \$6,000 to \$7,680, and senior planners, \$4,850 to \$6,210. The Westchester jobs are in the "planning" specialty.

Apply to the State Civil Service Department from March 5 to Friday, April 27.

Dairy Farmer Joins PR Staff

ALBANY, Feb. 27—Asa D. Hakes of Pitcher, a widely known dairy farmer and active farm organization representative, has been appointed to the public relations staff of the Department of Agriculture and Markets.

Hakes, former secretary of the Metropolitan Cooperative Milk Producers Bargaining Agency, will represent central and northern New York for the Department.

Annual salary for the post is \$6,590.

REALTY APPRAISER AND LOAN EXAMINER JOBS

Appraisers and loan examiners in the realty field are needed in the Federal Housing Administration and other Federal agencies in the Washington, D. C., metropolitan area. Apply to the Board of Civil Service Examiners, Federal Housing Administration, Room 103, 333 Third St. NW., Washington, D. C.

SIX TRY, SIX SUCCEED

All six applicants for Wyoming County jobs as senior clerk passed the open-competitive test.

Javits Makes Major Changes In Law Dept. Administration

ALBANY, Feb. 27—Attorney General Jacob K. Javits has announced a number of sweeping changes in the administration of the State Department of Law.

The changes, revealed in the 1955 annual report of the department, submitted to the Legislature last week, include the consolidation of several bureaus of the department and a program for hiring and training honor law students.

Among the changes revealed were the consolidation of the Miscellaneous and Habeas Corpus Bureaus at the Albany office

and the Real Property and Rights of Way Bureaus.

A new bureau, the Monopolies Bureau, has been established and emphasis given to the anti-trust work in the new unit, especially in the interest of small business and consumers.

Young Lawyers Sought

With the cooperation of the Director of the Budget, four honor law students have been hired during 1955. It is expected, the report stated, that during 1956 six such students will be hired, a large portion of whom, it is hoped, will prove themselves capable of joining the department staff as assistant attorneys general.

ment staff as assistant attorneys general.

"During 1955," according to the report, "arrangements were concluded with the New York State Thruway Authority and the New York State Power Authority for doing their legal work in respect to acquisitions and appropriations, damage and contract claims, and similar matters. With the cooperation of the Director of the Budget, the staff of the department was expanded for this purpose and suitable compensation arranged to be paid to the State Treasury for these services."

Sing Sing Credit Union Annual Meet

Sing Sing Employees Federal Credit Union members at their annual meeting last month voted a 4% dividend.

The following officers were elected: John Fiano, President; Martin Mulcahy, Vice-President; Michael D'Ambrosio, Treasurer; and William Pugslev, Assistant Treasurer.

Credit Committee: George A. Vetter, Chairman; Daniel J. Tierney; Fred Starler; James L. Adams, Alternate; and Irving P. Arras, Alternate.

Supervisory Committee: David Sendroff, Chairman; James Anderson and William Streider.

Directors: John Fiano, Martin Mulcahy, Charles Lam, Michael D'Ambrosio, William Pugslev, Frank Leonard and Fred V. Lorz.

County Exams Open

Open-Competitive

4409. INFORMATION CLERK, Public Welfare Department, Westchester County, \$2,670 to \$3,390. (Friday, March 16).

4410. INTERMEDIATE CLERK, Westchester County, \$2,500 to \$3,180. (Friday, March 16).

4411. INTERMEDIATE STENOGRAPHER, Westchester County, \$2,830 to \$3,630. (Friday, March 16).

4412. INTERMEDIATE TYPIST, Westchester County, \$2,670 to \$3,390. (Friday, March 16).

4413. JUNIOR CLERK, Westchester County, \$2,350 to \$2,990. (Friday, March 16).

4414. RECEPTIONIST, Westchester County, \$2,670 to \$3,390. (Friday, March 16).

4415. WARD CLERK, Public Welfare Department, Westchester County, \$2,350 to \$2,990. (Friday, March 16).

1025. SENIOR SEWAGE PLANT OPERATOR, City of Batavia, \$4,200 to \$4,500. Open to all qualified State residents. Apply to Batavia Civil Service Commission, 83 Main Street, Batavia, N.Y. (Tuesday, April 10).

1036. POLICE CHIEF, Police Department, City of Batavia, \$6,500. Open to all qualified State residents. Apply to Batavia Civil Service Commission, 83 Main Street, Batavia, N.Y. (Thursday, March 16).

Promotion

Candidates must be present, qualified employees of the local department mentioned. Last day to apply given at end of each notice.

3403. INTERMEDIATE TYPIST (Prom.), Westchester County, \$2,670 to \$3,390. (Friday, March 16).

3404. RECEPTIONIST (Prom.), Westchester County, \$2,670 to \$3,390. (Friday, March 16).

Medical Waiver Ends On March 5 for CSEA Group Life Insurance

For a limited time only no medical examination is necessary for applicants for CSEA Group Life Insurance if the applicants are under age 50 and have not previously been rejected for this Group Life Insurance on the basis of a medical examination.

Applications must be signed while the employee is actually at work and must be received at Civil Service Employees Association headquarters, 8 Elk Street, Albany, N. Y., not later than Monday, March 5. This offer is open to members of the Association or eligible employees who join. The CSEA Group Life Plan is now available to employees of the State, employees of the counties of Westchester, Chemung and St. Lawrence, and the cities of White Plains, Ogdensburg and Potsdam.

\$8,000,000 Benefits Paid

Many extra benefits have been added to the CSEA Group Life Plan without increase in cost to insured members. Additional insurance amounting to 20 percent of the face amount of coverage took effect on November 1, 1955. Double indemnity for accidental death was also added. Waiver of premium in the event of total and permanent disability commencing before age 60 is also provided. For all employees whose insurance age is under 50 the cost to members was reduced 10 cents per month per thousand of insurance for the period beginning March 1, 1956.

Workshops for CSEA Recruiters Are Proposed

ALBANY, Feb. 27 — "Workshops" for CSEA membership committees were proposed at a recent meeting of the statewide membership committee. Mrs. Lula M. Williams, co-chairman for the County Division, pointed out that many CSEA recruiters might not be doing the best possible selling job because they are not fully informed of the Association program.

At the training sessions, membership committee members could talk over their problems and be instructed on just how to sell membership, she said.

The statewide group may come up with a detailed plan at its next meeting.

and the period beginning March 1, 1956.

More than \$8,000,000 has been paid to beneficiaries under the CSEA Group Life Plan. Claim checks are transmitted to the beneficiaries usually within 24 hours of receipt of notice of death at CSEA headquarters in Albany. Payments for CSEA Group Life Insurance are made by payroll deduction.

The cost of CSEA Group Life Insurance is very low—30 cents a month per thousand of insurance for insured members 29 years or younger with proportionately low cost for older employees.

You can obtain an application for CSEA Group Life Insurance from your local chapter or from CSEA headquarters. Relative to waiver of medical examination for employees age 50 or younger, note carefully that the application must be received at CSEA headquarters by March 5, 1956.

Patrick Mason, Of SIF, Is Dead

Patrick S. Mason, supervising attorney for the State Insurance Fund, died of a heart attack in his home at 251 West 92nd Street, New York City.

Mr. Mason was second in command in the Legal Department of the SIF, which underwrites workmen's compensation. He was born in Brooklyn and was graduated from Manhattan College and the Fordham University Law School.

In 1923 Mr. Mason joined the State Fund as legal adviser. He was a Special State Deputy Attorney General in charge of the agency's legal work.

Mr. Mason was a past exalted ruler of New York Lodge No. 1 of the Elks and had been active in the Knights of Columbus.

Surviving are his widow, Mrs. Elizabeth Gaddis Mason; four daughters, Mrs. Patricia McCue, Mrs. Ruth Smith, Mrs. Joan Powers, and Mrs. Mary Jane O'Reilly; a son, Patrick Jr.; his parents, Mr. and Mrs. Patrick J. Mason; a brother, three sisters and twelve grandchildren.

Teamsters to Rally Clerks on March 7

A citywide meeting of clerks, former grades 2 and 3, on behalf of their salary appeals, will be held March 7, at 6:30 P.M. in City Employees Union headquarters, 170 Nassau Street, New York City, Henry Feinstein, president of Teamsters Local 237, announced.

"Now is the time for all former grade 2 and 3 clerks to swing into action behind the lead of the Teamsters," said Mr. Feinstein. "Our organization has projected a series of energetic activities which should capture the enthusiasm and fighting spirit of the

10,000 grade 2 and 3 clerks who were shortchanged under the career and salary plan. Instead of slot 3 for former grade 2, we call for slot 5 (\$3,250 to \$4,330); instead of slot 6 for former grade 3, we call for slot 9 (\$4,250 to \$5,330).

Silence on Pay Noted

"Only last week, the City's Personnel Council issued a special report on solving the cyclical recruiting problem, but without once mentioning pay scales. Decent salaries in the starting grade and an opportunity to build a career after that are necessary."

Medical Supts. Want Pay Based on Size of Hospitals

Formal appeal for salaries commensurate with the scope of their responsibilities has been filed with the New York City Salary Appeals Board by the Hospital Administrators' Association.

They protest the lumping of all medical superintendent positions into one salary grade (\$11,200 to \$13,600 a year) regardless of the size of the hospital.

In their appeal, prepared by their counsel, Eugene R. Canudo, former City Magistrate and former secretary of the Hospitals Department, the superintendents say that the Commissioner has urged three different grades for medical Superintendents, with proper salary differentials, depending on the size of the hospital.

The appeal states that the hospital centers at Bellevue, at Kings County, at Queens General and in the Bronx each consists of several hospitals under one administration.

The medical superintendents ask for three grades: Grade 1, for hospitals having up to 500 beds; grade 28 (\$11,200 to \$13,600 a year); Grade 2, for hospitals having 500 to 1,200 beds; grade 30 (\$12,100 to \$14,500), and Grade 3, for Hospital Centers, grade 32 (\$13,100 and up).

They urge also that the Commissioner be given discretion to assign medical superintendents to hospitals in any of these three groups.

The petition was filed in the name of Dr. Henry I. Fineberg, medical superintendent of the Queens Hospital Center, who is president of the Hospital Administrators' Association. He speaks for himself and 22 other hospital superintendents.

FIRE DEPT. MEDICOS GET PAY INCREASE

Fire Department medical officers in NYC will receive \$7,800 a year, with five annual increments of \$100 each, beginning July 1, 1955. The Board of Estimate voted to place the physicians in the salary plan of the Fire uniformed forces, instead of the \$7,100 to \$8,900 slotting in the medical and hospital administrative service.

Needs Found for Trained Planners

The American Society of Planning Officials says that the demand for trained planners has increased greatly.

There are more than 260 unfilled jobs in planning at salaries ranging from \$3,500 to \$15,000 a year, with a median of \$5,500. The median in 1954 was \$4,900.

"We estimate that during 1956 there will be created 250 or more new jobs," says the society. "We also guess that if employers felt they had a better chance of getting someone, that number would be doubled. The rapidly expanding urban renewal program might double it anyway."

The society's estimates of how many will enter the field from schools giving planning degrees are that the number will fall far short of filling the demand. The estimates are that 207 will qualify as planners in 1957, 225 in 1958, and 242 in 1959.

TRAINING BILL OFFERED FOR OUTSIDE COURSES

WASHINGTON, Feb. 27 — A proposal of the Eisenhower Administration, vesting in the President the executive responsibility to provide for outside-government training of Federal workers assigned to unusually complex and specialized jobs, was sent to Congress by Philip Young, Chairman of the U. S. Civil Service Commission.

The Major purpose of the program, M. Young said, is to give the President better management tools to improve efficiency and economy in Government.

ANONDAGA REPORTS TWO MEMBERS ILL

SYRACUSE, Feb. 27 — The Onondaga Chapter, CSEA Association reports the following members ill: Art Darrow of the Engineering Department; Lester Johnson, County Highway; Joseph Costigan, Water and Light Division; Solvay, and Mary Casey, medical secretary at City Hospital.

A speedy recovery was wished to each. Sympathy is extended to Thomas Jackson, County Highway, on the recent death of a relative.

QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the editor.

Heavy Work Load in Welfare Protested

Reduction of the work load in the NYC Welfare Department, for social investigators, supervisors, and others, is being sought by the Government and Civic Employees, AFL-CIO.

The union contends that the self-audit required by State law can be eliminated, because avoidance of overwork would produce performance that renders audit necessary.

The self-audit system involves hundreds of employees and \$1,500,000-a-year unnecessary expense, say the union.

Employees now engaged on that work would be assigned to the regular duties of the department under the union's plan.

Raymond E. Diana, executive secretary, has an appointment to see Jonathan Bingham, of counsel to Governor Averell Harriman.

CIO Files Appeals

The New York Joint Board, Government and Civic Employees, AFL-CIO, submitted its first batch of appeals to Chairman Seitel. Titles include stenographer, typist, telephone operator, comptometer operator, and special officer, and social service, engineering and architectural titles.

Appeals for custodial, Children's Center, terminal foreman, cleaning service, and other titles will follow.

Joseph E. Collins, chairman of the union's joint board; Raymond E. Diana, executive secretary, and Francis J. Petrocelli, treasurer, filed the appeals. Anthony C. Russo and Jeremiah Sullivan, employee representatives, were present.

The Third Grade Clerical Employees Committees, formed separately by Eugene R. Canudo, of 28 departments now include also employees in Transit Authority citywide titles.

"We represent 500," said Joseph D. Menkes, Harry P. Calogger and Thomas M. Giusto, of the TA.

COLUMBIA ASSOCIATIONS NAME THOMAS DI CANDIA

Thomas B. DiCandia, assistant to the Commissioner of Marine and Aviation, was re-elected to a third term as president of the Grand Council of Columbia Associations in Civil Service. His fellow-officers: Anthony Siometti, Frank Creta and John L. Vesce, vice presidents; Alphonse F. D'Andrea, secretary; Edward Rizzo, corresponding secretary; Louis Paolillo, treasurer, and Gene Attanalo, sergeant-at-arms.

The organization is composed of Federal, State and NYC employees.

URGENT CALL FOR CLERK-TYPISTS, \$2,960

An urgent call is out for clerk-typists, \$2,960 a year to start, for jobs with the Armed Services Medical Procurement Agency, 84 Sands Street, Brooklyn 1, N. Y.

The jobs lead to career status, and include retirement, life insurance, vacation and sick leave benefits.

Apply by mail to the civilian personnel officer at the above address, or telephone MAIn 5-4581, extension 413.

LAUNCH JOBS OPEN

Launch operators at \$15.04 a day at the U.S. Naval Research Laboratory, Washington, D. C., and launch captains at \$17.52 and launch operators at \$14.72 at the Naval Ordnance Laboratory Test Facility, Solomons, Md., are needed.

WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U.S. Civil Service tests in New York State. During the next twelve months there will be many appointments to U.S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377 a month to start. They are well paid in comparison with the same kinds of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

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

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

To get full information free of charge on these Government jobs fill out coupon, stick to postcard, and mail at once—TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) partial list of U.S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

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City Zone State

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*For the Standard Automobile Policy on a new 1956 Chevrolet Fordor, 210 Series. No male operator under 25, auto used in going to and from work, but no business use. Rates quoted are for the following protection: \$10,000/\$20,000 Bodily Injury, \$5,000 Property Damage, \$1,000 Extended Medical, Comprehensive Fire and Theft, \$100 Deductible Collision, Towing and Labor.

You Are A Preferred Risk Driver
Statistics prove that civil service employees are responsible, above average drivers who qualify for GEICO's lower rates — rates that can save you up to 30% from Standard Rates.

No Agent Will Call
For exact rates on your car, complete the coupon below and return it to us. Returning the coupon does not obligate you in any way — the final decision to apply for a policy is entirely up to you and no agent will ever call.

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You are fully protected by the Standard Automobile Policy which can comply with Safety Financial Responsibility Laws in all states. You also enjoy immediate claim service from over 650 professional claim adjusters located in every sizeable city in the United States and its possessions.

Compare This Record
Year after year, 98 out of every 100 policyholders renew their Government Employees Insurance Company auto insurance. Experience has proven to them that there is no finer insurance at any price. Why not learn for yourself why over 330,000 government employees select Government Employees Insurance Company for the highest quality insurance at the lowest possible price.

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Name _____
Residence Address _____
City _____ Zone _____ County _____ State _____
Age _____ Single Married (No. of children, _____)
Location of Car _____ Occupation _____

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

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

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work? _____ One way distance is _____ miles.
(b) Insured in any occupation or business? (Excluding land from work) Yes No

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



130,000 Will Receive Back Pay on April 2

New York City Comptroller Lawrence E. Gerosa has announced that municipal civil service employees who come under the career and salary plan will receive six months' back pay Monday, April 2nd. The supplementary payroll is for the career and salary differential covering the period July 1st to December 31st, 1955 and affects approximately 130,000 city employees.

To Run Over \$12,000,000

Gerosa said because there are thirty-two different classifications of jobs involved he could give no base pay average but said the overall figure which is still "very much of a guess" may be upwards of \$12,000,000. He pointed out that because thousands of employee payroll adjustments had not yet been filed in his office it was impossible to estimate the actual cost or the correct number of employees involved. He said the payroll is being processed as rapidly as possible and the date for distribution was fixed as the "most practical" after a conference with the payroll officials involved. "We moved the date as close to Easter as we could," Gerosa said.

The differential payroll due people formerly employed and now out of service because of resignation, retirement, disability or death will be paid soon after April 2nd.

"Prompt payment to all," the Comptroller said, "depends upon the submission of proper payrolls by the departments and agencies affected."

City workers who do not fall under the career and salary plan

are skilled mechanics whose salaries are determined according to the labor law governing prevailing rates in comparable jobs in other industries. These determinations are made separately by the Comptroller.

School teachers are excluded because they are paid under separate pay schedules approved by the City and State Boards of Education.

Hundreds of Jobs to Open In Prisons and Hospitals

ALBANY, Feb. 27 — Work-week reduction from 48 to 44 hours in State Correction Institutions recently recommended by Governor Hariman will mean the creation of several hundred new jobs with excellent promotion opportunities for New York State residents.

Positions as PRISON GUARD and MALE CRIMINAL HOS-

PITAL ATTENDANT will be filled through a State civil service examination to be held April 14. The period for filing applications opened today (Feb. 27). Appointees will start at a salary expected to be \$81 a week with annual increases to \$101 in five years. An additional increase to \$105 is granted after

five years at the normal pay maximum.

Prison Guards act as custodians and supervise the activities and conduct of inmates in State prisons and reformatories. They are eligible for promotion through the ranks to Warden, a position which has an annual salary of \$11,500 plus full maintenance. Many present Wardens started their careers in the Department of Correction as Prison Guards.

Positions exist at Auburn Prison, Elmira Reformatory and Reception Center, Clinton Prison, Green Haven Prison, the New York State Vocational Institution at West Coxsackie, Woodbourne Correctional Institution, the Institution for Male Defective Delinquents at Napanoch, Walkkill Prison, Great Meadow Correctional Institution, Sing Sing Prison and Attica Prison.

Criminal Hospital Attendants act as custodians and attend to the care of criminally insane patients at Dannemora and Matteawan State Hospitals. They are in line for promotion to Chief Attendant at an annual salary of \$7,634.

Maintenance Charges Standardized

The Board of Estimate adopted a resolution on February 23 that grades the quarters of living-in employees of the Hospitals Department. Thus no longer will such employees be charged the same rates for vastly different types and qualities of accommodations. Four grades were established, A, B, C and D, with monthly rates to be charged to employees.

Also the meal charge to living-in employees has been standardized at 40 cents for breakfast, 60 cents for luncheon, and 80 cents for supper. The price will be not deducted from employee pay, but the workers will buy meal tickets themselves, and use them as they need them. There will be no charge for meals not eaten.

Those employees who do not live in do not have to pay for their meals.

The new improvements are the result of conferences between New York City officials and representatives of the City Employees Union, Teamsters International,

diversity that now exists.

The absence of any charge for meals to non-living-in employees is another result of activity by the City Employees Union. The City had advanced a plan to charge them for meals, and it was well on the way to adoption when the union stepped in, and preventive measures were quickly successful.

Union Expresses Thanks

Elliott Godoff, general representative, hospitals group, CEU, publicly thanked Mayor Robert F. Wagner, the other members of the Board of Estimate, Budget Director Abraham D. Beame, and Hospitals Commissioner Basil C. MacLean for their aid in having the new arrangements put into effect. The staffs of these officials also were thanked.

Etienne Bryson, chairman of the Sea View Hospital chapter of the CEU, called the Board's attention to deplorable conditions in the shacks at Sea View. Mr. Bryson said they had not been painted in 20 years, that much plaster was falling off the ceilings and walls, the pipes were rusty, even those carrying drinking water, and that the shacks were such a shambles as to expose the City to having violations imposed against it by its own Health and Buildings Department.

"The conditions are disgraceful," said Mr. Bryson, "and should be remedied at once."

Mayor Wagner immediately took a deep personal interest in the revelation.

HA Employees Win Service Pins

Fifty-five employees of the New York City Housing Authority have been awarded service pins and certificates upon their completion of ten years of service during the year ending December 31, 1955. Over 600 employees are now members of the Authority's Ten Year Club.

Executive Director Warren Moscow presented the ten year service pins and certificates to ten employees assigned to the Authority's Central Office. Individual Housing Managers made the presentation at project ceremonies to the remaining forty-four employees.

The honored employees are: Beatrice G. Curry, Gladstone Jack, George Seales, Wolcott E. Andrews, Harold E. Ludwig, Thelma Berger, Thelma Elwofsky, Mildred Wagler, Charles C. Colden and Anne Coulter.

John Duckett, Peter Pakalnes, Leonardo Gialmo, Mose Kapus, Harry E. Kernan, Theodore Calliuri, Ernest Jones, Hubert Parham, Claire Feldman, Thomas F. Morris, Weldo Herbert, Eduardo Monagas, Lillian Stein, Theodore Utendahl, Murray Kaufman, Francis Perino, Anthonio Squitiri, Americo N. Treccagnoli, William W. Darnell, Kenneth Gooding, George White, Richard J. Capurso and Louis Bartel.

Miguel Serrano, Dominick Finabella, Earl Downey, George Emery, George Criscuolo, Evelyn E. Hardy, George A. Schweickert, Harold J. Schenker, James H. Hill, Henry Da Silva, Nicholas Miloseta, Joseph P. Morgan, James St. John, Dorothy Gerber, Gilbert Ames, Harold T. Moakley, Jerdina M. Leitao, Ruth Schipior, John Earl, Jr., Willa Mae Henningburg, Matthew Greene, and Eugene Kelly.

First Time Ever

This is the first time the City government has graded quarters.

The next move, says the union, is to get the City to equalize pay, on the basis of proper apportionment of salaries and maintenance, so that the end result would be the same effective monetary value, in terms of dollars, whether represented by pay alone or pay and accommodations, instead of the inconsistent and often inevitable

MODERN PUBLIC ADMINISTRATION

Fifteen state personnel agencies now have a policy of giving extra vacation to long service employees, the Civil Service Assembly reports.

Usually the extra leave is not given until an employee has worked from 10 to 15 years.

The 1955 Municipal Year Book, published by the International City Managers' Association, reported that 322 cities grant extra vacation based on length of service. Of these 228 cities are under 50,000 population, 104 over.

Many cities require proposed ordinances to be read aloud three times in successive council meetings before a vote is taken. The National Institute of Municipal Clerks says that Fort Smith, Ark. has the clerk read the ordinance aloud once in a meeting. The reading is recorded and played back at the next two meetings.

Clean Sweep for Alleys

Beverly Hills, Calif., now sweeps all its paved residential and commercial alleys once a week, says the American Public Works Association. The city is

also getting more alleys paved.

An ordinance requires all refuse except large tree and bush cuttings to be placed in covered metal containers for collection. The ordinance also provides for annual trimming of tree limbs and toher growths protruding into alleys and establishes regular refuse collection schedules. There will be a fly control program in the summer.

SPECIAL IBM COURSES AT ACCOUNTING SCHOOL

Registration is now in progress for five-week intensive IBM courses at Machine Accounting School, 136 West 42nd Street, New York City. The school specializes in the training of IBM operators and supervisors.

Among the courses offered in a 30-hour advanced wiring course, given on Tuesday and Thursday, 6:30-9:30 P.M. This covers specialized aspects of the wiring and operation of 402, 403, 514 and 077 IBM machines. Also available is a special 35-hour course in 602A calculator, conducted on Mondays and Wednesdays or Tuesdays and Thursdays from 6:30-10 P.M.

The Mayor was surprised to hear that description of such a deteriorated condition of City property, especially premises used for personal occupancy, and promised that a study would be made, and if improvements were necessary, they would be made without delay.

The Mayor also showed interest when the union asked that the effective salary of living-in employees be equalized with those who live out.

Present at the Board meeting was a large delegation of living-in employees from Sea View, Farm Colony, Goldwater, and other hospitals, as well as from departmental laundries.

The grading for supplied quarters follows:

A	B	C	D
\$18.18	\$16.38	\$12.98	\$10.38
20.00	17.14	14.28	11.42
27.20	23.37	19.47	15.57
10.91	10.48	10.23	12.98

Meanwhile CEU is prosecuting an intensive drive to increase its membership in the Hospitals Department, part of its citywide effort to put the Teamsters first in that field and keep them there.

PATROLMAN CANDIDATES

All who believe that they passed the written examination should begin immediately to prepare for the physical examination, which is a severe test of

AGILITY, ENDURANCE, STRENGTH and STAMINA

Few men can pass this test without SPECIALIZED TRAINING. You may be called for the official test sooner than you expect . . . Therefore You Should Be Prepared.

Gymnasium Classes at Convenient Hours, Day or Evening

Prepare Now! Applications open Mar. 6th for

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EXAM MAY 26 — MANY HUNDREDS OF APPOINTMENTS!

\$104 a Week After 3 years of Service

MIN. HGT. 5'6 1/2" — AGES: 20 to 29 (Vets May Be Older)

- PENSION AT HALF-PAY AFTER 20 YEARS OF SERVICE
- 42 Hour Week • 30 Days Vacation • Full Pay When Sick
- PROMOTIONAL OPPORTUNITIES U PTO \$160 A WEEK

Be Our Guest at a Class Session in Manhattan or Jamaica Classes Meet at Convenient Hour: Day or Evening

FREE MEDICAL EXAMINATION BEFORE ENROLLMENT

All Those Who Filed Applications for Exam for

TRACKMAN N.Y.C. TRANSIT AUTHORITY

Are Invited to Be Our Guests at a Class in Manhattan. CLASS MEETS MON. and THURS. at 5:45 or 7:45 P.M.

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Applicants for positions in Civil Service who need an Equivalency Diploma, and also adults who desire a High School diploma may take advantage of this opportunity.

Moderate fee may be paid in installments.

Classes meet on Tuesday at 1:15 or 7:30 P.M. or on Friday at 7:30 P.M.

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TUESDAY, FEBRUARY 28, 1956

State Employees Need Full Health Coverage

DIFFERENCES in benefits enjoyed by workers in private industry and those employed by the State have been a frequent topic of the press, in political circles and among public employees themselves.

Almost everyone knows that the private worker has long enjoyed "fringe" benefits, as they are called, such as hospitalization, a medical-surgical plan, Social Security, adequate promotional opportunities, etc.

The difference in wage levels, at this point, is too obvious to reiterate but it does bring up this argument in behalf of the State worker — if salaries are not being brought up to par with those in private industry, then the least that can be done is to equalize the fringe benefits.

Hospitalization and medical-surgical coverage are no longer luxury items. They are necessities.

The State now has the opportunity to provide its employees with the medical protection that the State has admitted all workers need.

In his column on the public employee in *The LEADER* John F. Powers, president of the Civil Service Employees Association, states the case for full health insurance coverage. The argument he presented should be given serious attention by all those concerned with the establishment of a health insurance plan.

Those who have spoken out on behalf of the public employee now have the opportunity to help him in fact. Let us hope they do it in a complete and fair manner.

Human Side Of the Tax Dept.

Tax Aides Sing "16 Tons" Times Ten

ALBANY, Feb. 27—Mail handlers at the Albany Income Tax Bureau of the Department of Taxation and Finance report that Tennessee Ernie Ford and his payload of 16 tons has nothing on them. The group put ten times that amount—116 tons—of income tax forms into the mails during a brief period recently.

The retirement of five career employees has been announced by T. & F.'s personnel unit. Scheduled to end their long terms of public service shortly are: Harry M. Bolton, junior tax examiner at the Albany Income Tax Bureau; Anita J. Dallas, Albany Income Tax Bureau file clerk; Edith S. Reed, senior clerk at the Albany Motor Vehicle Bureau; Olympia Gibian, typist at the Brooklyn District Office, and Robert Kunz, senior account clerk with Treasury at Albany.

It was a good month, promotion-wise, for personnel on Taxation and Finance cashier promotion lists. Guinevere I. Barksdale of New York City; Jennie Salerno of the Bronx; May Barton, Seymour A. Lifschutz, David Wolfe, Irene Borrman, Thomas R. Rockwell and Mollie Taub, all of Brooklyn, were promoted to cashier at the New York City Motor Vehicle Office. Appointed to cashier, via promotion, at the Albany Income Tax Bureau was Shirley F. Curthoys of Troy. Robert D. Miller of Jamaica, also on the list, was promoted to cashier at the Jamaica office of the Motor Vehicle Bureau.

Matzkin Installs Rofeh Officers

Deputy Commissioner Maurice M. Matzkin installed Helen Gross as president of Rofeh, an organization of Jewish employees of the NYC Hospitals Department. Her fellow officers: Beatrice Zeitlin,

Dr. Henry K. Bergman and Rose Feferberg, vice presidents; Natalie Blocuf, recording secretary; Florence Held, corresponding secretary, and Lewis Boxer, treasurer. Rabbi H. Fred Hollander was principal speaker.

LETTERS TO THE EDITOR

LIKES SOCIAL SECURITY AND GIVES HIS REASONS

Editor, the LEADER:
I am 64 years of age and shall have been in my present post 10 years when I reach 65 years.

My average salary over this period will have been \$5,760 a year. My average yearly contribution to the annuity fund is \$629.52. My pension plus annuity on retirement will be 10/70, i.e. 1/7 of \$5,760, equals \$823 or \$68.58 a month, with no widow's allowance.

Under Social Security, I would pay 2 percent of \$4,200 equals \$84 a year, and receive \$1200 for myself and \$800 for my wife. There would be a pension for her, should she survive me.

Thus over 10 years under the State Employees Retirement System I have paid into the fund \$6,295.20 and over 10 years under Social Security, I would have paid \$840.

I therefore pay 7.5 times the amount for our scheme as for Social Security and receive only 42.3 percent of the amount from our scheme that I would from Social Security.

My employer should extend to me the full privileges that are accorded a member of the community who is not a civil servant, i.e. the right to Social Security.

The relative discrepancy of my contributions as between the two schemes, also applies to my employer's contributions.

JOHN H. DAKIN,
Senior Engineer
Binghamton, N. Y.

Law Cases

The following summary of legal matters has been submitted by Sidney M. Stern, counsel, to the NYC Civil Service Commission: **PROCEEDING INSTITUTED**

Schoen v. Schechter. The petitioner, a chemist, is an eligible for promotion to senior chemist, NYC Housing Authority. He subsequently transferred to the Department of Purchase and now seeks to have his status on the list transferred to that department.

JUDICIAL DECISIONS

Keller v. Kennedy. The petitioner was passed over the appointment as probationary patrolman (P.D.). On the basis of *Hamilton v. Monaghan*, the court (Justice Markowitz) directed a trial to determine whether the Police Commissioner's act was arbitrary, capricious or unreasonable.

Leight v. Schechter. The petitioner, claiming that the exam for dentist was improperly conducted, and that Mr. Leight's rating was contrary to rules and regulations of the Civil Service Commission, was dismissed by Justice McGovern.

Heslin v. Schechter. The petitioner was passed over by former Police Commissioner Adams on March 11, 1955 and was so notified. He commenced this proceeding on November 22, 1955, claiming that his name should be certified to Commissioner Kennedy, who was appointed on August 2, since Civil Service Commission rules specify that a name certified

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

Looking Inside

Rivalry Rages as Unions Start Membership Drives in New York City

BY H. J. BERNARD

MEMBERSHIP DRIVES by organizations of New York City employees are already under way in what some observers believe may prove to be a battle for survival.

The three unions energetically seeking enrollment of non-uniformed employees are the City Employees Union, International Brotherhood of Teamsters; the American Federation of State, County and Municipal Employees; and the Government and Civic Employees Organizing Committee. The GCEOC is a CIO unit, the two others AFL. All three are now in the AFL-CIO, but the merger did not make pals out of former contestants.

The unions have the dual objectives of holding the strength they have in particular departments, agencies, occupational groups, or titles, and increasing membership in those areas, and elsewhere.

The holding operation is considered the much lesser task. A union's worries are least after it has won an election for recognition or representation. Rival unions would defer any attempted inroads. Intrenched territory can not be captured overnight, and elections can not be held every day. Thus an election, and especially one that removed all doubt, stabilizes labor relations. There have been two such elections in New York City, one in the Sanitation Department, the other in the Parks Department, and more will follow. The City Employees Union, Teamsters, has made a formal request to the New York City Labor Department for an election in the Hospitals Department, and is pressing hard for an assent. Only a union that feels sure of victory demands an election.

Resistance Problem Acute

All three unions must operate in selected and limited areas, at the start, but, as they succeed, can extend operations. The cost of drives is so high that it could bother even the Teamsters.

At best, the organizers have no easy task, since such a large percentage of City employees have resisted organization for so long. public employees feel full of security that employees in private industry may not share, and, besides, the right to strike is denied to public employees.

While the employer will not move out of town, and employment stability is high in New York City, employee salary increases and fringe benefits are never won by default. Employee organizations induce improvement of even Administration personnel plans so markedly that it is often too bad that so few have to undertake so much to benefit so many. Without organization, public employees would not be as well off as they are, nor without it will they even be as better off as they deserve. If the unions, confronted with special resistance problems, always have made all the effort they should have made, overall results do not prove it. There are some notable exceptions. John J. DeLury proved in the Sanitation Department how solidly the employees can be organized, and is aiding the City Employees Union drive affecting employees in other departments.

One of the needs is to educate employees to the values they obtain through organization.

Big News a Possibility

Much of the news that will interest City employees most this year will concern the activities of unions.

While none of the three unions plans a membership drive among the uniformed forces, discussion of the possibility has not been tabooed. Should any such exploratory conferences produce results, a really big union labor story will break. That would be for the future, even if possibly the early future. Meanwhile the triple drives for members are being waged among the non-uniformed ranks at a brisk and even desperate pace.

three times to an appointing officer shall not be again certified to the same appointing officer except upon his request. The petitioner thus claims that the refusal to certify to the new Commissioner. The court held that the court (Justice Markowitz) held that the definition of "appointing officer" does not mean an individual commissioner as such, but rather the office of the commissioner. The court held that the proceeding was not brought within the four-month period prescribed by Section 1286 of the Civil Practices Act and granted the cross-motion to dismiss the petition.

TELEPHONE INSPECTOR

A two-name open-competitive eligible list for State senior telephone inspector jobs has been issued.

Case Workers Lists

Senior and intermediate social case worker rosters have been released for jobs with Westchester County's Department of Family and Child Welfare.

The open-competitive lists, and number of eligibles, are: senior social case worker (public assistance), 1; senior social case worker (child welfare), 4, and intermediate social case worker (child welfare), 1.

SHORTHAND REPORTERS HEAR TALK BY KAPLAN

The State Shorthand Reporters Association at a dinner meeting at Gasner's Restaurant, New York City, heard H. Elliot Kaplan, counsel to the State Commission on Pensions, discuss "Integration of Social Security into the Pension Systems."

Education Inspectors See Schechter on Pay; Emerge Full of Hope

A delegation of City Employees Union members, led by Henry Feinstein, president of that Teamster local, left a conference with Personnel Director Joseph Schechter and others, feeling that considerable progress had been made toward getting equitable treatment for Board of Education inspectors employed in the bureau of plant operation and maintenance. As the situation now stands, the group says, employees doing the same work get salaries of \$5,400, \$5,800 and \$7,100 while some supervisors even get less pay than the men they supervise.

There was ready recognition by the Personnel Department that a problem exists, and, while it was considered to be complex, was not regarded as insoluble. One of the proposed solutions, advanced by the union, is to change the title from mere inspector to supervisor of school buildings, with the various specialties in parentheses. Such specialties include building, electrical, sanitary, and construction.

The delegation said that the whole difficulty arises from the failure of the job description accurately to describe the work, and failed to lift the specialized inspectors out of the run of inspectors. The State has recognized specialties with special pay in several occasions, and the delegation saw no reason why the City can not do otherwise.

About 120 Affected

The staff consists of five who do the work of chief inspectors, although the chief inspector title has been eliminated under the Career and Salary Plan, for this group, while retained for other groups; 14 general inspectors, and about 100 other inspectors. Actually, the men are engineers, assistant engineers, specifications writers, and architects, as well as inspectors, and all do the same kind of inspection work, specialized inspection work of the same level of responsibility, except that the supervisors have more responsibility. The creation of a new title of supervisor of school construction, and restoration of the chief inspector title, are declared by the union to be absolutely necessary, to establish a pattern of uniformity and equity in the inspection service of the Education Board's bureau.

The problem has been before Budget Director Abraham D. Beame and will finally go to the Board of Estimate in time for adoption, effective with the new budget, on July 1, 1956. The delegation got the impression that the City Personnel Department would announce its decision no later than May.

Who Were There

At the conference, besides Mr. Schechter, were James Reilly, head of the Personnel Department's classification bureau, and Sam Feldman, examiner assigned to classification and allocation requests affecting jobs in the Board of Education's Bureau. M. Schechter found that M. Feldman had all the facts at his finger-tips.

In the union delegation, besides M. Feinstein, were Jerry Golding, chairman of the reclassification committee of the Teamster chapter in the Education bureau; Lawrence Terrana, Oliver Perkins, Fred Wilson, Harry Huber, chapter chairman; Gus Faber, Louis Fiore, and Samuel Garnett. Mr. Garnett is chairman of the city-

wide engineering inspectors, Teamsters, and was present because engineering personnel under his union jurisdiction are involved in the present application.

Hearing on Appeals

The union has the full support of the Board of Education, which backed the stand taken by Superintendent of Schools William Jansen.

The Salary Appeals Board, of which Nelson Seitel is chairman, will hold a hearing on March 15 on the engineering and architectural service. The City Employees Union, says Mr. Feinstein, will be right in their pitching. Mr. Feinstein has prepared a detailed brief for submission to the Board. Besides, he and other union members will address the Board. This will be the first appeals hearing under the Career and Salary Plan.

Feinstein Sums Up

"Neither the inspection nor the engineering specifications of duties, under the Career and Salary Plan, described the duties of the affected employees," said Mr. Feinstein.

"A new service should be established, and a new title also, with pay commensurate with what is paid for the same type of work on the outside."

What Dr. Jansen Says

Dr. Jansen, in a memorandum to the committee on finance and budget, calls the present salaries grossly inadequate.

He points out that the salaries in the plant and operation bureau do not compare with those in the bureau of construction, Board of Education, and inquires why the difference. He also wants to know why the recent NYC classification entirely omitted the chief inspector title.

"The salary grades," wrote Dr. Jansen, "take no cognizance of the fact that inspection positions in the bureau of plant operation and maintenance are presently filled by men holding engineering and architectural titles, as well as by men holding inspection titles."

"The bureau of plant operation and maintenance inspection work demands an amount of responsibility that is not required of inspectors in any other City agency. Also, inspectors in that bureau work 2,080 hours a year, whereas inspectors in most other agencies work considerably fewer hours."

He calls the inspector title, as used for the jobs under discussion, misleading, because inspection takes up only about 45 percent of the employee's time.

Bookkeepers Seek Higher Pay Grade

Bookkeepers in 10 New York City departments have formed a city wide committee for reclassification from grade 3 (\$2,750-\$3,650) to Grade 6 (\$3,500-\$4,500), and continuance in the accounting rather than the clerical service.

Former Magistrate Eugene R. Canudo, their attorney, asks for retroactive pay. He points out that in the past their higher skill was recognized by the Civil Service Commission, which previously had appointed bookkeepers at higher salaries than clerks grade 2.

The joint appeals represent bookkeepers in Hospitals, Welfare and Finance Departments, Housing Authority, Transit Authority, Domestic Relations, Teachers Retirement, Bureau of Real Estate of the Board of Estimate, and New

262 Young Women Needed for Club Jobs

The Department of the Army and the New York State Employment Service joined forces in a special two-week drive to recruit 262 young women for civilian jobs in service clubs, libraries and crafts shop in Germany, France, Japan, Korea, Okinawa, Alaska, and the United States.

New York City headquarters of the drive—unofficially known as "Operation Recreation"—is the Employment Service's professional office at 119 Fifth Avenue, New York City. June Rosenhaupt, Army Special Service representative, will interview applicants from Friday, March 9. They must be college graduates, single, U. S. citizens, and between 23 and 35. Positions pay \$3,870 to \$5,440 a year.

"Operation Recreation can be

U. S. Jobs Open

Last day to apply given at end of each notice.

2-27-1 (55). **DENTAL HYGIENIST, \$3,415;** jobs at VA Hospital, Northport, L. I. Requirements: registration as a dental or oral hygienist; completion of full course of at least one academic year in an approved school of dental hygiene and one year of technical experience; or at least two years of technical experience as a dental or oral hygienist. Send filled-out forms 57 and 5001-ABC to VA Hospital, Northport, N. Y.

2-1-13 (55). **ENGINEER, \$5,440 to \$7,750;** electrical, electronics, general, marine, mechanical and naval architecture. Apply to Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y.

2-75-2 (55). **NURSING ASSISTANT, \$2,960.** Jobs with Veterans Administration hospitals and regional offices in NYC. No experience or educational requirements. Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N.Y. closed for women.

6 (B). **AGRICULTURE MARKETING SPECIALIST, \$4,205 to \$9,600.** Jobs with Departments of Interior and Agriculture and other Federal agencies in Washington, D. C., and throughout country. Minimum requirements: four years' appropriate experience, or combination of experience and education. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

2-52. **STENOGRAPHERS, \$2,750 to \$3,175, and TYPIST, \$2,500 to \$2,950.** Jobs located in NYC. Requirements: eligibility proved in written exam., plus appropriate education or experience for \$2,950 and \$3,175 jobs. Minimum age, 17 years. Send Form 5000-AB to Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

York City Employees Retirement System

Officers of the group are Ruth Frant, Hospitals, chairman; Cal Jones, Transit, co-chairman; Irene Barlin, Hospitals, vice chairman; and Charles Fle, Finance, secretary.

TA SUPERVISORS WIN PAY INCREASES

Raises of \$200 to \$350, retroactive to January 1, will go to 3,000 supervisory employees of the NYC Transit Authority, according to terms of an agreement reached between the TA and the Transit Supervisors Organization.

A second raise, effective July 1, 1957, will bring the total to \$500 to \$550.

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

your passport to an intriguing overseas career," she said.

Nice Work If You Can Get It

Service clubs are operated by young women who, under the supervision of a club director, plan and direct a continuing variety of off-duty recreation for enlisted personnel. These activities include dances, tours, quiz shows, talent shows, contests, hobby and discussion groups and parties for special events.

The library service offers professional job opportunities to persons with a library science degree. Persons with fine arts or crafts degrees are needed to supervise crafts shops and photo labs for servicemen.

Miss Rosenhaupt, who has served six years overseas, explained what type of person the Army is seeking:

"We want well adjusted girls

who will make good unofficial ambassadors for the United States. Among the essentials are good appearance, tact, discretion, a sense of humor, mature judgment, stability and the "FBI" approach—Friendly But Impersonal."

U. S. Gives A Lift

She pointed out that experience as a group worker, camp counselor, playground director, dramatic teacher either professionally or in extra-curricular college activity is especially good background.

Most jobs call for a two-year tour of duty overseas. Positions in Korea and Alaska offer a 25 per cent bonus; those in Okinawa pay 15 per cent bonus.

Free housing or housing allowance and transportation are provided by the government in any case.

AN URGENT MESSAGE FROM THE THIRD GRADE CLERICAL EMPLOYEES

A UNITED CRUSADE FOR SALARY GRADE NINE

The Committees of Third Grade Clerical Employees have been organized for the sole purpose of obtaining a fair classification for Senior Clerks, Stenographers and Typists. As soon as this goal is attained we shall disband.

WHY WE DESERVE SALARY GRADE NINE

The request for Salary Grade Nine is based upon objective studies of the responsibilities and duties of the senior clericals in relation to other titles in the clerical service. The money is available to meet the just demands of these faithful employees, many of whom have served their City for a quarter of a century or more.

RESPONSIBLE EMPLOYEE LEADERS FIGHTING FOR NINE

Responsible employee organizations with substantial clerical membership have—after careful independent analysis—also filed salary appeals for Grade Nine. These organizations deserve the thanks and support of all public employees.

Our own thanks go to the Association of Administrative Employees of the Board of Education and other FORUM groups, to Local 383 of the Government and Civic Employees AFL-CIO, to the City Employees' Union, Teamsters International, and to Teamsters Local 832, AFL-CIO for the forthright and courageous stand which they have taken.

WE KNOW THAT EVERY GROUP THAT HAS THE BEST INTERESTS OF CITY EMPLOYEES AT HEART MUST COME OUT FOR GRADE NINE!

COMMITTEES OF THIRD GRADE CLERICAL EMPLOYEES

- | | |
|--------------------------------------|---|
| Board of Education | Department of Marine and Aviation |
| Board of Estimate | Department of Parks |
| Bureau of Real Estate | Department of Personnel |
| Borough President's Office—Manhattan | Department of Public Works |
| Borough President's Office—Queens | Department of Purchase |
| Borough President's Office—Richmond | Department of Water Supply, Gas and Electricity |
| Chief Medical Examiner's Office | Department of Welfare |
| City Magistrates' Courts | Fire Department |
| City Record | Health Department |
| Comptroller's Office | Housing Authority |
| Central Payroll Division | Law Department |
| Bureau of Excise Taxes | Police Department |
| Division of Charitable Institutions | Queens Borough Public Library |
| Department of Buildings | Register's Office |
| Department of Finance | Teachers' Retirement System |
| Department of Hospitals | Transit Authority |

Coordinating Committee: Jack B. Trebick (Education), Chairman, Pauline D. Cohen (Welfare), Ann Feuer (Health), Margaret M. Hoffman (Police), Rose Ruva McDermott (Hospitals), Joseph D. Meekes (Transit Authority).

School Crossing Guards Seek Civil Service Status, Annual Pay and Sick Leave

School crossing guards have formed an association and want civil service status, annual salary, and other benefits. The guards are part-time employees of the Police Department, selected through competitive examination.

The association met on February 24 at Dean Bacon Vocational High School, New York City. President Mary Elizabeth Housman occupied the chair. The other officers are Caroline Connors, treasurer; Stella Kolonowski, corresponding secretary, and

Elizabeth Kongas, recording secretary.

The association seeks conferences with Mayor Robert F. Wagner, Police Commissioner Stephen P. Kennedy, and other members of the Board of Estimate on its program:

1. **CIVIL SERVICE STATUS:** This will prevent summary dismissals through arbitrary or capricious ruling of any Administrator in the future.

2. **A YEARLY SALARY:** This will eradicate the inequity of holiday differentials of those assigned to Parochial and Private

VARI-TYPE OPERATOR

JOB OFFERED BY THE STATE

Men and women between 18 and 70 are being sought for \$2,672 to \$3,520 jobs as vari-type operators with State agencies. The exam remains open until further notice.

Apply to the State Civil Service Department, 270 Broadway, NYC; State Office Building, Albany, or State Office Building, Buffalo.

School Crossings and the inequity of payless holidays. Consideration, of course, will be given in the President's conferences with the authorities to pro rate the salary according to the number of hours of coverage of individual School Crossings and also allow for a paid meal period.

3. **ACCIDENT COMPENSATION:** A definite policy by the Police Department will be sought regarding full pay for time lost due to injury while on duty and in going to and from the School Crossing.

4. **SICK LEAVE:** 15 days per year, accumulative, will be sought. Illnesses caused by extreme cold, heat, sun, dampness etc. might not be directly traceable, but because of our exposure, we are more susceptible to these conditions. This sick leave will permit the School Crossing Guard to nurse colds, etc. in primary stages and possibly prevent development of more serious ailments.

5. **A COMPLETE DISTINCTIVE AND PROTECTIVE UNIFORM:** The present fee charged for equipment is an imposition and no provision is made for clothing necessary for protection from extremes in temperature to

which the School Crossing Guard is subjected.

Participation in the Blood Donor Program and the free ambulance and oxygen services of the Police Department.

7. Official calls without cost to the School Crossing Guard when signal boxes are located a considerable distance from the crossing.

The association officers report enthusiasts among school crossing guards for the objectives of the association, and a large response to recent appeals to join the association.

BYDENHAM PASTEUR GUILD

The Sydenham chapter of the Pasteur Guild elected Catherine Ruddy as president; John T. Sharpe, vice president; Frank Raitano, treasurer, and Nolan Lockmann, secretary.

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RITZ SHOE OUTLET—Famous name brands in men's shoes, 10% Discount to CSEA members. 19 S. Pearl St., Ritz Theatre Bldg., Albany, N.Y.

LOOKING INSIDE, news and views by H. J. Bernard, appears weekly in *The LEADER*. Don't miss it.

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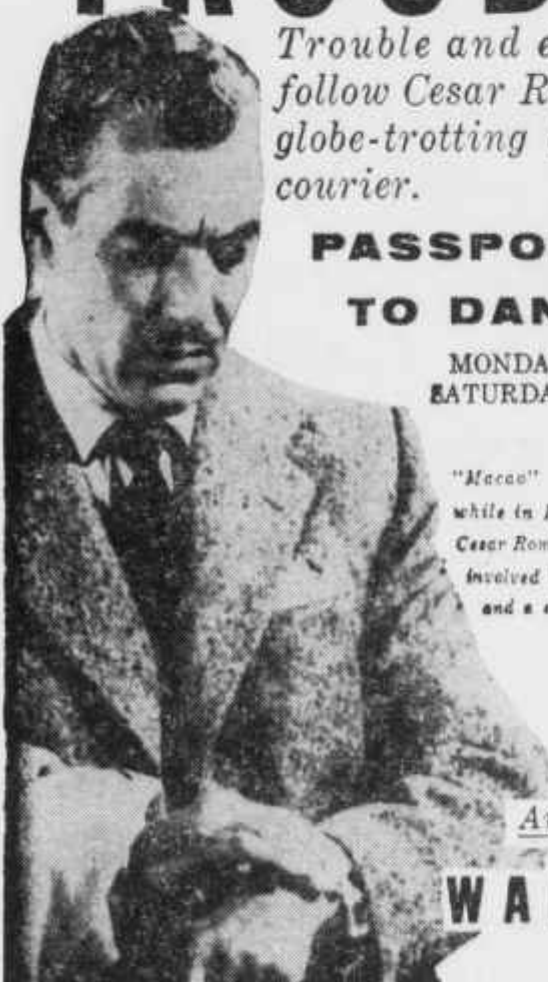
TROUBLE

Trouble and excitement follow Cesar Romero as a globe-trotting diplomatic courier.

PASSPORT TO DANGER

MONDAYS, 7:30 P.M.
SATURDAYS, 10:30 P.M.

"Macao" while in Hong Kong, Cesar Romero is dramatically involved with a Chinese gambler and a dope smuggler...



Another first for
WABD 5

Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 941 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATkins 4-1000. Applications also obtainable at post offices except the New York, N. Y. post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. ARcley 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, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

NYC—NYC 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, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in NYC follow:

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

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

Data on Applications by Mail

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

NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative jobs, and then only when the exam notice so states.

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

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Apply Now for These State Jobs

Candidates in the following State open-competitive exams must be U. S. citizens and residents of New York State, unless otherwise indicated. Minimum educational or experience requirements are given. Last day to apply — to State Civil Service Department offices in NYC, Albany, Rochester and Buffalo—is given at the end of each notice.

Open-Competitive

4000. BIostatistician, \$4,130 to \$5,200; two vacancies in Health Department, Albany. Open to all qualified U. S. citizens. Requirements: (1) bachelor's degree with 15 hour in statistics and mathematics; and (2) either (a) one year's statistical work in public health or medicine, or (b) one year's graduate training in school of public health, by June 30, or (c) equivalent combination. Fee \$4. (Friday, March 16).

4001. SENIOR FISH PATHOLOGIST, \$5,090 to \$6,320; one vacancy in Conservation Department, Rome. Open to all qualified U. S. citizens. Requirements: (1) bachelor's degree in zoology, biology, pathology, bacteriology, serology or parasitology; and (2) either (a) four years' experience in fish conservation including two years' research in pathology or disease control, or (b) master's degree or 36 graduate hours in pathology, bacteriology, serology or parasitology plus two years' fish conservation experience, or (c) master's degree or 36 credits in zoology or biology plus two years' fish conservation experience with research in pathology or disease control, or (d) equivalent combination. Fee \$5. (Friday, March 16).

4003. ASSISTANT DIRECTOR

OF PSYCHOLOGICAL SERVICES, \$6,250 to \$7,680; one vacancy in Albany. Requirements: (1) completion of requirements for Ph.D. in psychology; and (2) four years' experience in clinical psychology. Fee \$5. (Friday, March 16).

4004. PUBLIC HEALTH EDUCATOR, \$4,558 to \$5,200; one vacancy in Albany. Requirements: (1) master's degree, by June 30, from school of public health, with specialization in education; and (2) one year's field experience in public health education. Fee \$4. (Friday, March 16).

4005. ASSISTANT LIBRARIAN (MEDICINE), \$4,130 to \$5,200; two vacancies in Albany, one in Syracuse. Open to all qualified U. S. citizens. Requirements: either (a) bachelor's degree and one year in library school plus one year of library experience, or (b) bachelor's degree in library science plus two years' experience, or (c) equivalent combination. Fee \$4. (Friday, March 16).

4006. SENIOR MECHANICAL SPECIFICATIONS WRITER, \$6,590 to \$8,070; two vacancies in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) three years' professional experience in preparation of mechanical specifications for heating, ventilating, plumbing, refrigeration and sprinkler systems in building construction and maintenance; and (3) either (a) bache-

lor's degree in mechanical engineering plus one more year's experience as in (2) and one year assisting in mechanical engineering or construction work, or (b) master's degree in mechanical engineering plus one more year's experience, or (c) five years' experience assisting in mechanical engineering or construction work plus one more year as in (2), or (d) equivalent combination. Fee \$5. (Friday, March 16).

4007. ASSISTANT MECHANICAL SPECIFICATIONS WRITER, \$5,360 to \$6,640; three vacancies in Albany. Requirements: (1) same as in (1), No. 4006, above; (2) one year's experience as outlined in (2) above; (3) same as in (3), No. 4006. Fee \$5. (Friday, March 16).

4008. ASSISTANT BUILDING ELECTRICAL ENGINEER, \$4,360 to \$6,640; three vacancies in Albany. Requirements: (1) high school graduation or equivalency diploma; and (2) either (a) bachelor's degree in engineering with specialization in electrical engineering plus three to six years' appropriate experience, or (b) master's degree in electrical engineering plus two to four years' appropriate experience, or (c) seven to 14 years' appropriate experience, or (d) equivalent combination. Fee \$5. (Friday, March 16).

4009. BRIDGE REPAIR FOREMAN, \$4,350 to \$5,460; one vacancy each at Rochester, Buffalo, Nyack, and Hudson River Bridge. Requirements: (1) four years' experience in construction, reconstruction or maintenance of bridges, including two years in supervisory capacity; and (2) either (a) four more years of such experience, or (b) four years' experience in construction, reconstruction, or the maintenance of paved highways, or (c) equivalent combination. Fee \$4. (Friday, March 16).

4010. RAILROAD INSPECTOR, \$3,920 to \$4,950; one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) two years' experience in railroad services or operations or in investigation of acci-

dents or complaints relating to train operations; and (3) either (a) two more years of such experience, or (b) two years' experience in field investigate work, or (c) equivalent combination. Fee \$3. (Friday, March 16).

4011. TRANSPORTATION SERVICE INSPECTOR, \$3,540 to \$4,490; one vacancy each in Buffalo and NYC. Requirements: (1) high school graduation or equivalency diploma; (2) 2 years' experience in operating phase of an organization engaged in scheduled passenger transportation; and (3) either (a) two more years of such experience, or (b) two years' experience involving regular contact with the public with responsibility for providing or getting information or assistance, or busi-

(Continued on Page 10)

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State Opens New Series of Exams

Open-Competitive

(Continued from Page 9)
ness promotion work or similar experience, or (c) equivalent combination. Fee \$3. (Friday, March 14).

4013. IDENTIFICATION OFFICER. \$3,020 to \$3,880; one vacancy each at Matteawan State Hospital and Sing Sing Prison. Requirements: either six months of satisfactory full-time experience in fingerprint classification

work, or completion of recognized course of instruction in fingerprint identification. Fee \$3. (Friday, March 14).

4014. TABULATING MACHINE OPERATOR. 1st, 2nd and 10th Judicial Districts, \$2,450 to \$3,190; seven vacancies in NYC. Open only to residents of NYC, Nassau and Suffolk. Requirements: experience or training in operation of IBM tabulating machines. Fee \$2. (Friday, March 14).

4015. ASSOCIATE RADIO-PHYSICIST. \$6,590 to \$8,070; one vacancy in NYC. Open to all qualified U.S. citizens. Requirements: (1) bachelor's degree in physical science or engineering; (2) three years' experience in physical science with laboratory research experience using radio-active isotopes, radiation producing equipment or electronics; and (3) either (a) three years' experience in physics or electronics with laboratory experience, or (b) doctor's degree in physics or related science, or (c) equivalent combination. Fee \$5. (Friday, March 30). (Do not apply before Monday, February 20.)

Promotion

Candidates must be present, qualified employees of the State department mentioned. Last day to apply given at end of each notice.

3000. ASSISTANT ADMINISTRATIVE FINANCE OFFICER (Prom.). Education Department, \$6,250 to \$7,680; one vacancy in Albany. One year in positions allocated to grade 18 or higher. Fee \$5. (Friday, March 14).

3001. ASSISTANT LIBRARIAN (MANUSCRIPTS AND HISTORY) (Prom.). State Library, Education Department, \$4,130 to \$5,200; one vacancy in Albany. One year as junior librarian with or without parenthetical designation. Fee \$4. (Friday, March 14).

3002. ASSISTANT LIBRARIAN (TECHNICAL PROCESSES) (Prom.). State Library, Education Department, \$4,130 to \$5,200; one vacancy in Catalog Section, Albany; one vacancy expected in Gifts and Exchange Section. Six months as junior librarian with or without parenthetical designation. Fee \$4. (Friday, March 14).

3003. ASSOCIATE MILK SANITARIAN (RESTAURANTS) (Prom.). Bureau of Environmental Sanitation, Health Department, \$5,644 to \$6,970; one vacancy in Albany. One year as milk sanitarian. Fee \$5. (Friday, March 14).

3004. HEAD STENOGRAPHER (LAW) (Prom.). New York office, Law Department, \$4,130 to \$5,200; one vacancy. One year as principal stenographer (law). Fee \$4. (Friday, March 14).

3005. SENIOR BUSINESS OFFICER (Prom.). Mental Hygiene Department, \$8,980 to \$10,810. Six months as business officer; or one year as chief account clerk or institution steward. Fee \$5. (Friday, March 14).

3006. CHIEF ACCOUNT CLERK (Prom.). Mental Hygiene Department, \$6,250 to \$7,680. Six months as head account clerk; or one year as principal account clerk, principal stores clerk; or assistant accountant. Fee \$5. (Friday, March 14).

3007. HEAD ACCOUNT CLERK. (Prom.). Mental Hygiene Department, \$5,090 to \$6,320; one vacancy at Willard State Hospital. Six months as principal account clerk, principal stores clerk, or assistant accountant; or one year as senior account clerk. Fee \$5. (Friday, March 14).

3008. PRINCIPAL DICTATING MACHINE TRANSCRIBER (Prom.). Pilgrim State Hospital, Brentwood (including Edgewood), Mental Hygiene Department, \$3,540 to \$4,490; one vacancy. One year as senior dictating machine transcriber, senior stenographer, or senior typist. Fee \$3. (Friday, March 14).

3009. BUSINESS OFFICER (Prom.). Mental Hygiene Department, \$8,090 to \$9,800; one vacancy at Willard State Hospital. Six months as chief account clerk or institution steward; or one year as head account clerk; or one and one half years in any other position now allocated to grade 18 or higher. Fee \$5. (Friday, March 14).

3010 (reissued). ASSISTANT HYDRAULIC ENGINEER (Prom.). Public Service Department, \$5,360 to \$6,640; two vacancies in NYC. One year as junior valuation engineer or assistant valuation engineer. Fee \$5. (Friday, March 14).

Kaplan Asks Dept. Heads' Aid on Pay Bid of 'Clerks 2'

Heads of New York City departments have received letters from H. Elliot Kaplan, counsel to a group of former grade 2 clerks, asking the officials' aid in obtaining an upward reallocation.

These clerks are now in grade 3, \$2,750 to \$3,650. Mr. Kaplan reports that the grade 2 clerks' committee feels, and he fully agrees, that the present slotting is wholly inadequate to reflect the value of the services rendered. The slotting will handicap recruitment in the future, and leave present employees greatly dissatisfied, Mr. Kaplan states.

"We believe," he wrote, "that you will agree that the present salary allocation for the positions involved of salary scale 3 (which represents a salary adjustment of less than 8 per cent), is unjustifiable in light of the much larger percentage of salary adjustments accorded to others throughout the City service. Furthermore, comparative salary levels paid for similar services in other public and private jurisdictions place the City in an unfavorable position to compete for similar talent.

Want Grade 5

"The committee representing these employees have asked me as their counsel to assure you that in pleading the cause of their fellow-employees, they have no desire to embarrass the City administration or your department in the slightest degree. They wish solely to follow orderly processes accorded by administrative rules of the City in obtaining proper evaluation of the services performed by such employees.

"We realize that this is a matter for consideration by the Salary Appeals Board and the fiscal authorities of the City. Nevertheless, the Committee will be grateful for your sympathetic support of the appeal of the employees in seeking a reallocation to salary Grade 5 (\$3,250 to \$4,330)."

Unions Hailed By Clerk Group For Seeking '9'

Continued support for the Grade 9 slot for former 3rd grade clerks was reported to a meeting of the coordinating committee of the Third Grade Clerical Employees by Jack Trebich of Board of Education, chairman.

Reporting to a group of 56 departmental committee heads at a meeting at Jane's Restaurant on Pearl Street, Mr. Trebich noted that the clerical committee of the Civil Forum was expected to press for "nine" as that organization's goal at hearings before the Salary Appeals Board. He also said that clerks in every department were watching with interest the strong support being giving grade 9 by the City Employees Union, Teamsters International, and were anticipating a powerful appeal by that union before the Appeals Board.

At the meeting plans were discussed for concerted employee action to bring the clerks' request to public and political attention just prior to the April 4 hearing before the Salary Appeals Board.

SEVERANCE TOPS LIST

There are five open-competitive eligibles for institution education director, the State Civil Service Department reports. John B. Severance of Elmira heads the list.

NYC Eligibles Within Reach of Appointment

Last numbers certified for NYC jobs:

OPEN-COMPETITIVE
Attendant (women), grade 1, Parks, 203; Triborough Bridge Authority, 204.

Auto engineman, Public Works, 680 (for motor vehicle operator jobs); Water Supply, Gas and Electricity, 695.

Bookkeeper, Domestic Relations Court, Housing Authority, 208; Bridge and tunnel officer, Triborough Bridge Authority, 1,110; College office assistant A, Queens College, 1,260.

Comptometer operator, grade 2, Housing Authority, Comptroller's Office, Transit, 28.
Correction officer (men), Correction, 800.

Dietitian, Hospitals; group 1, 33; group III, 37.
Electrician, Education, 45; Marine and Aviation, 59.

Elevator operator, NYC Community College, Public Works, City College, Hospitals, Education; 361.

Engineering assistant, Housing Authority; 44.4.
Fingerprint technician, grade 1, City Magistrates Courts; 10.

Foreman (custodial), grade 3, Brooklyn College; 50.
Foreman, grade 3, Richmond Borough President's Office; 11.

Furniture maintainer's helper, Education; 18.5.
Housing caretaker, Housing Authority; 825.5.

LEGAL NOTICE

DANIELS, Joseph E.—in pursuance of an order of Honorable George Frankenthaler a Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers thereof, to the subscriber at his place of transacting business at the office of Malinck & Ganible his attorneys at 551 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1958. Dated: New York, January 3, 1958.

RAYMOND E. MICHELSON, Executor.
MENNEN & GAMBRE, Attorneys for Executor.
601 Fifth Avenue, New York 17, N.Y.

Shoppers Service Guide

HELP WANTED MALE

BE YOUR OWN BOSS. \$200-\$500 month income. Part Time. No investment. Ideal for husband & wife teams. For free literature phone UNIVERSITY 4-0350.

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We seek select reliable men or women from this area to refill and collect money from our new automatic merchandising machines. No selling or soliciting. Company secures locations. To qualify applicant must have car, references. \$395 working capital starts you, which is secured by inventory. 3 to 6 hours weekly nets up to \$400 monthly. Excellent opportunity for taking on full time. We will allow person selected financial assistance for expenses. For full facts, write background and photo, Box No. 120 c/o LEADER, 97 Duane St., N.Y.

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BETTY KELLY BOOK SHOP. 614 Broadway, Albany, N.Y. New & Used. Open Even. 6-0153.

JOE'S BOOK SHOP. 550 Broadway at Steuben St., Albany, N.Y. Books from all Publishers. Open Even Tel 5-2374.

WOMEN'S SHOES

LEW CHARLES. Beautiful Shoes. 19.5% Discount to Civil Service employees. 37 Maiden Lane, Albany, N.Y.

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FURNITURE RIGS
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BOOKKEEPER, experienced. Wants part time work. Evenings and Saturdays, reasonable. BE 3-3669 or write Box 11, c/o Civil Service Leader, 97 Duane St., NYC

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3 family brick, 5 & 5 1/2 rooms, expansion attic, new oil burner, 1 car garage, 2 refrigerators, washing machine, new roof, patio in rear, storm, screens & blinds \$2 1/2 x 100.
\$17,990

SPRINGFIELD GARDENS
Beautiful brick, custom built ranch, 5 rooms, finished basement, oil heat, wall to wall carpeting. Many extras, 60x115.
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S. Albans
LA 5-0033 JA 6-4592

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LA. 7-8079

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To settle estate, sacrifice, comfortable, steam heated 10 room house, 2 1/2 baths, 2 car garage partly furnished. Write Box 90 or Phone PE 6-5800.

Beautiful Home
2 family complete with finished basement, 2 car garage. Automatic heat. Loads of other extras. Fully detached. GI, \$800 down. Small down payment civilians.

Fully Detached
1 Family Home
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7 1/2 rooms. Finished rentable basement, apartment. Automatic heat. Aluminum combination screen and storm and other extras. GI \$700. Low cash civilians.

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S. OZONE PARK \$8,500
G.I. \$500 CASH!
1 family, detached home, consisting of 3 large rooms, finished basement, screens and storm windows, near all transportation, extras.

BAISLEY PARK \$14,500
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A gorgeous 1 family brick and frame bungalow, overlooking a beautiful lake, featuring 4 large bedrooms, finished attic, oil heat, plot 40x100. Loads of extras.

ST. ALBANS \$16,500
Ideal for Mother and Daughter
A beautiful 2 family home, one 4 and one 3 room apt. 2 modern baths and 2 modern kitchens, finished basement, oil heat, 2-car garage, woodburning fireplace. Loads of extras. Small cash.

MANY OTHERS TO CHOOSE FROM
MALCOLM BROKERAGE
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Beautiful 1 family, 3 1/2 cheerful rooms. New kitchen and bath. New heating system, oversized garage. Quiet residential area. No. E-550.

Detached and single, 6 large rooms, 3 bedrooms, modern kitchen, full basement, oil steam heating. All extras, including aluminum screens and storm windows. No. B-572.

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OWNER'S SACRIFICE — IDEAL FOR PROFESSIONAL

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MANY OTHER GOOD BUYS IN 1 & 2 FAMILY HOMES

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Bungalow \$11,490
Springfield Gardens
LOW CASH TO ALL
Detached stucco, 40 x 100, Cyclone fence, 5 rooms, expansion attic, 2 rooms, oil heat. Many extras. Full basement.

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Solid Brick
2 Family
Extras include finished basement, Aluminum combination windows, Wood-burning fireplace, 2 1/2 baths, and many other extras. First customer with deposit will buy this home.

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SPRINGFIELD GARDENS: 1 family, 7 rooms, 4 bedrooms; plot 50x100; partly finished basement; 1-car garage; oil heat. \$700 down.
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ST. ALBANS — 5 1/2 rooms, detached, stucco bungalow; oil; excellent condition. Price \$11,550

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Bills in Hopper Of Legislature

Senate

(Cont. from Page 2)

S. I. 1819. RATH—Same as A. I. 767, issue of January 31.

S. I. 1820. RATH — Amends 1472, Correction Law, to permit Correction Commissioner, Attorney General and Comptroller to designate persons to act in their places on board to certify disability benefits for guards and other employees in correctional institutions who are not members of State Employees Retirement System, Penal Institutions Com. (Same as A. I. 2187, AMANN, to Ways and Means Com.)

S. I. 1823. SWEENEY—Amends

1275, Education Law, 1383-1.9, NYC Administrative Code, to provide for merging of City Board of Education retirement system on and after July 1, 1956. NYC Com. (Same as A. I. 2318, DUBIN, to NYC Com.)

S. I. 1828. WATSON—Amends 1204, Insurance Law, to authorize any life insurance company to issue policy of group life insurance directly to any State employee who shall be policyholder, with or without medical examination, with premium to be paid either directly or through payroll deductions, and to repeal provision for policy issued to duly organized association of civil service employees with membership of not less than 5,000 or to duly organized association of teachers. Finance Com. (Same

as A. I. 2376, PDELL, to Insurance Com.)

S. I. 1834. McCULLOUGH—Same as S. I. 199, issue of January 17; A. I. 341, A. I. 2304.

S. I. 1836. BAUER—Adds new 198-a, General Municipal Law, to require municipalities to pay employees, except uniformed forces, additional pay of 10 per cent of regular pay, for regular employment between 6 P.M. and 6 A.M. Finance Com. (Same as A. I. 2288, WALLACH, to Local Finance Com.)

S. I. 1840. BAUER—Amends 2230, Labor Law, to provide that prevailing rate of wage shall include all wage supplements and benefits which under agreed terms of employment are paid directly by employer to employee

but that time of payment of wages shall not apply to wage supplements. Labor Com.

S. I. 1848. HATFIELD—Adds new 1156-a, Judiciary Law, to permit Justices of Supreme Court for 9th district or majority of them to appoint calendar clerk in and for Dutchess County, with Board of Supervisors to fix salary and to authorize clerical force or other assistants therefor. Finance Com.

S. I. 1849. BRYDGES—Amends 17, Workmen's Compensation Law, 111604, 1709, 1958, 2503, 2534, Education Law, to extend workmen's compensation benefits to include teachers in public schools, whose employment is defined as hazardous. Education Com. (Same as A. I. 2408, WATERS, to Labor Com.)

S. I. 1867. MACKELL—Same as A. I. 291, issue of January 24.

S. I. 1882. MITCHELL—Amends 13106, Education Law, to require that as of July 1 1956, salaries of members of supervisory staffs in public schools shall be at least 60 instead of 30 per cent in advance of salaries in effect on July 1, 1939, without reducing salary applicable thereto on June 30, 1956, with assistant superintendent in NYC to continue to receive \$500 in addition thereto. Finance Com. (Same as A. I. 2274, PRELLER, to Ways and Means Com.)

S. I. 1887. MORITT—Adds new 2575-a, Education Law, to permit members of NYC Education Board Retirement System to elect to contribute on basis of retire- (Continued on Page 13)

LEGAL NOTICE

KAMEN & COMPANY—Substance of a limited partnership certificate dated October 31, 1955 filed January 29, 1956, in the New York County Clerk's Office signed and acknowledged by all of the partners.

Name of Partnership: KAMEN & COMPANY
Location of principal place of business: 25 Broad Street, New York City.
Business: General brokerage and commission business.

General Partners: ABRAHAM KAMEN of 120-35 27th Street, Laurelton, Queens and EDWARD FRANKLIN LEBERT of 39 South Hewlett Avenue, Merrick, Long Island.

Limited Partner: ABRAHAM J. BRUNNER of 928 Albemarle Road, Rosedale, N.Y. and 60 Gramercy Park, New York City; MAX WELLING of 10 Queens Woods, Boston, East Hills, New York; LOUIS MILLER of 130-37 27th Street, Laurelton, Queens; and MEYER GROL of 7331 124th Street, Queens.

Term of Partnership: One (1) year and two (2) months commencing October 25, 1955 and ending December 31, 1956 and to continue for yearly terms thereafter unless sooner terminated.

Cash contributed by Limited Partners: \$18,000.00 each. No other property is contributed nor any additional contributions agreed to be made by them.

Compensation of Limited Partners: Six (6%) percent each of profits and losses.

The death, insanity and incompetency of any of the parties shall not terminate the partnership and it shall be continued by the surviving partners with an option to the legal representative of the deceased, insane or incompetent partner to participate as a limited partner only on demand payment. If said payment is demanded the option is given to the surviving partners to defer payment of a deceased, insane or incompetent partner's interest until thirty (30) days after expiration of the partnership but in no event for more than one (1) year from the date of the last day of the month in which said partner shall have died, before insane or incompetent; and that until such payment the interest of the deceased, insane or incompetent partner shall remain at the risk of the business and/or its successor in the same manner and to the same extent as capital contributed by a limited partner but shall earn four (4%) percent per annum on all unpaid balances. The limited partners have no right to demand and receive property other than cash in return for his contribution. The certificate referred to above has been acknowledged by the general and limited partners on the 1st day of November, 1955 and filed in the office of the Clerk of the County of New York on January 29, 1956.

STATE OF NEW YORK, DEPARTMENT OF STATE—

I DO HEREBY CERTIFY that a certificate of dissolution of U. S. Stores Corporation has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

GIVEN IN DUPLICATE under my hand and official seal of the Department of State, at the City of Albany, this 23rd day of February, one thousand nine hundred and fifty-six.

Carmine G. DeSanto, Secretary of State.
By Samuel London, Deputy Secretary of State.

CREATION—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: Frank Caruso and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Alice Wood deceased, if living, or if dead, to the executors, administrators, distributors and assigns of said "John Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of Alice Wood, deceased, whose name and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

Being the persons interested as creditors, next of kin or otherwise in the estate of Alice Wood, deceased, who at the time of her death was a resident of 408 West 27th Street, New York, N. Y. Second GREENBERG, Isaac the petitioner of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, 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 20th day of March, 1956, 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.

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TOP VALUE! ONLY

\$329⁹⁵ Model FD-95-56

LESS—a trade-in allowance on your present refrigerator equal to every penny of its true value. *



This handsome 9.5 cubic foot Food Freezer-Refrigerator has a host of New Lift to Living Frigidaire features.

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BIG CAPACITY STORAGE DOOR • ALUMINUM ROLL-TO-YOU SHELVES • FULL-WIDTH HYDRATOR
BUTTER COMPARTMENT • TILT-DOWN EGG SERVER • EVERYTHING YOU WANT!

and look how easily it can be yours:

*If your present refrigerator is worth a trade-in of, say, \$90—
you pay only **\$239⁹⁵**

*If your present refrigerator is worth a trade-in of, say, \$120—
you pay only **\$209⁹⁵**

*If your present refrigerator is worth a trade-in of, say, \$140—
you pay only **\$189⁹⁵**

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(Bet. E. 6th and 7th Streets)

GR 5-2325-6-7-8

Closed Saturday — Open Sunday

State, County, City Bills in State Legislature

Senate

(Continued from Page 12)
 ment at age 55 under certain conditions. NYC Com.
 S. I. 1899. MORITT—Amends §§2573, 2206, Education Law, to provide that charges shall not be brought against persons having tenure under boards of education and higher education more than one year after alleged incompe-

tency or misconduct has come to knowledge of official, nor more than five years after occurrence except where it constitutes crime. Education Com.
 S. I. 1905. PINO — Amends §2554, Education Law, to provide for competitive examinations if feasible, for positions in high school cafeterias and lunch rooms operated by NYC Education Board, with present employees

to continue unless City Civil Service Commission after notice shall exclude any of them because of character, after hearing. NYC Com. (Same as A. I. 2381, SAVARESE, to Ways and Means Com.)
 S. I. 1910. BORIN—Amends Chap. 254 of 1940 to provide that prohibition against financial or other interests in pari-mutuel racing and related activities by public officers and employees shall only apply to those receiving annual pay in excess of \$5,000. Finance Com. (Same as A. I. 1700, CORSO, to Ways and Means Com.)
 S. I. 1911. BORIN—Amends Chap. 254 of 1940, to provide that restriction on municipal employee having interest in pari-mutuel racing activities, shall apply if local legislative body prohibits such employment, instead of not applying if local legislative body authorizes such employment. Finance Com. (Same as A. I. 1699, CORSO, to Ways and Means Com.)
 S. I. 1927. J. COOKE—Amends §70, Retirement and Social Security Law, to provide that mandatory retirement of member of State Employees Retirement System at age 70 shall not apply to State administrator and deputy administrators of Judicial Conference. Civil Service Com. (Same as A. I. 2009, WILCOX, to Ways and Means Com.)
 S. I. 1933. J. COOKE—Amends §510, Education Law, to extend to all retired teachers who are members of State Teachers Retirement System, provision for further pension if member attains age 60 at time of retirement, which applied only to members retiring on and after April 15, 1955, and before July 1, 1960. Education Com.

S. I. 1935. WILLIAMSON — Adds new §§126, 283, Judiciary Law, to permit official referees of Supreme Court and Court of Appeals to appoint confidential clerks and stenographic clerks, with salaries of not more than \$5,000 a year; appropriates \$120,000. Finance Com.
 S. I. 1955. MARRO—Amends §3106, Education Law, to provide that salary schedules for custodians and custodian engineers in NYC as adopted by Education Board and filed with State Education Commissioner, on or before June 30, 1953, shall be minimum salaries for regular services for those now or hereafter employed in all school buildings of such board, including pay for extra services; board may reduce compensation for regular services for those now or hereafter employed in all school buildings of such board, including pay for extra services; board may reduce compensation for

regular service below minimum where roof playground is not in use or classrooms totaling 6,600 square feet or more are unoccupied. NYC Com.
 S. I. 1963. SANTANGELO — Same as A. I. 634, issue of January 31.
 S. I. 1989. MORITT — Amends §87-c, Civil Service Law, to permit member of Legislature to contribute to State Employees Retirement System on basis of

(Continued on Page 15)

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

News from Onondaga

SYRACUSE, Feb. 27 — News from Onondaga chapter, CSEA: Sympathy is extended to Ariene Brady and her family on the death of her father.

Get well wishes are extended to Patrick Walsh and Mrs. Ethel Smith of the Board of Education, and to Kathryn Hollenbeck of the Sanitation Department.

Utica State Hospital Installs New Officers

UTICA, Feb. 27—At the Annual Meeting of the Utica State Hospital Chapter February 20, the following officers were installed: Jessie Shea, President; Dr. William E. Tietze, Vice-President; Helen Blust, Secretary, and Joseph L. Maxwell, Treasurer.

President and Vice-President elect are delegates. Alternate delegates, Helen Blust and Joyce Jewell.

Members elected to Executive Council are: David Currier & Joseph Lee, Grounds; June Scheller & Dorothy Griffith, Female Nurses; Martha Prendergast & Mildred March, Female Attendants; Harriet E. Seidel and Charles Steph. Storehouse; Albert Lemke & Howard Slattery, Print Shop; Helen Blust, Laboratory; Edward Prendergast and Mary Patrick, Food Service; Livia Maggio, Center.

John Springsteen & Vincent Karwacki, Power Plant, Plumbers & Electricians; Charles Greene & Carl Zeh, Maintenance-Carpenters, Mat Shop, Shoe Shop, etc.; Kenneth Pinegan, Recreation; Ralph Patrick & Homer Blakely, Male Nurses; Albert Dixon, Jr., James Higgins & Arthur Ewing, Male Attendants; Betty Bogert and Hilda McGuire, Office Employees; Tessie Jones & Alex Flynn, Laundry; Loretta Cadogan and Mary Daressa, Housekeepers; William Dutcher & Edward Duenich, Garage.

Dr. Margaret Freund & Dr.

Adam Memorial Unit Retirement Dinner

On January 26th a retirement dinner honoring six employees was held in the main dining room at the J. N. Adam Memorial Hospital. Those retiring were: Elmer Cobb, Mrs. Isabell Hammer, Mary Hansel, Grace Harrington, Mr. Gottfried Lang and Mrs. Edith Lawrence.

The President of the Adam Memorial Hospital chapter of the Civil Service Employees Association, Richard Mulcahy, presented each with pins from the chapter and a U. S. Savings Bond—a gift from all of the employees as a token of appreciation for many years of loyal State service. To highlight the evening, Mr. Clarence Smith recited a little ode as the gifts were being presented, denoting little incidents of their careers and childhood. The odes were written especially for the occasion by Herman Jacobs.

Toastmaster was Richard Nauen, M.D., Director of the hospital. The principal guest speakers were Edward Bukowski, M.D., Erie County Health Commissioner; Herbert H. Baucus, M.D., formerly Chairman of Buffalo City Board of Health and Robert E. Plunkett, M.D., Assistant Commissioner for Tuberculosis Control. The invocation and Benediction were given by Reverend Alfred Mosack.

Musical entertainment to the tune of barbershop harmony was presented by a group of four members of the Gowanda Chapter of the S.P.E.B.Q.S.A.

Tompkins County Seeks Nurses

Tompkins County is seeking nursing personnel. Starting on Monday, March 5, applications will be accepted by the State Civil Service Department—from qualified persons throughout the State—for posts as head nurse, \$1.49 to \$1.88 an hour; senior nurse, \$1.43 to \$1.74; supervising nurse, \$1.61 to \$1.95, and director of nursing, 4,750 to \$5,525 a year.

Alexander Tardy, Staff; Joseph Umstetter and Leo Cole, Police Dept.; Edith Fenk and Dorothy Smith, O.T. Dept.; Vally Durr, Florence Wells, Gerald Miner & John Gaffney, Medical-Surgical Bldg.

Frank Casey, CSEA Field Representative, gave a very comprehensive talk on Retirement and Social Security, which was followed by a question and answer period.

Christian Memorial Plans Meeting

ALBANY, Feb. 27—Members of the executive council, James E. Christian Memorial Health Dept. chapter, Civil Service Employees Association, met Feb. 16 at which time plans were made for the nomination of chapter officers members of the executive council and delegates for 1956-57, and the annual dinner meeting which will be held in April.

There was also a discussion during the meeting concerning the transportation problem which will affect Health Department employees when the Department moves into its new building on Holland Avenue, opposite the Veterans Hospital. It was decided to form a committee on transportation to meet with the officials of the Department in the near future.

Paul Robinson was appointed chairman of the committee to meet with committee members from the offices outside of the State Office Building and discuss the problem.

Thomas Indian School News and Notes

IRIQUOIS, Feb. 27 — Dolores Rupp has returned to her duties in the office after having been laid up with an injured ankle.

Mrs. Joni Johnson, Mrs. Carolina Williams, and Mrs. Barbara Dole are taking time out to way lay the stork.

Florence Roberts and Leah Benton are sojourning in Florida. They have sent picture cards to those of us who have had to stay here and face the elements. We've looked the pictures over closely and can't spot the girls anywhere.

Our deepest sympathy to Emily Winters, whose sister passed on February 1, also to Alice Campbell whose husband died.

The bowling team is really doing a good job, they are tops in their league. Keep up the good work boys and bowl 'em over.

Sam Sicut, our President, has returned after being on the sick list with a sort throat. Glad to see you back Sam.

Steuben Chapter Names Delegates

BATH, Feb. 27 — At the February 7 meeting of Steuben County chapter, CSEA, Clara F. Wiebe, Welfare Department stenographer and past chapter secretary, and C. Kenneth Conley, Hornell Police Department, were appointed delegates to the annual dinner in Albany. Charles Kehler, chapter president, will also attend.

Members discussed two proposed plans of combining Social Security benefits with those of the Employees Retirement System.

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took as his bride Miss Jacky Badger. They were married on February 19 and will reside in Valley Stream.

A course on "Fundamentals of Supervision" conducted by Miss Norah McCarthy, Chief Supervisor, was just completed. It was a most interesting and informative course.

Our get well wishes go to the employees in the sick bay—Jean Tavani; Anna Dunne; Margaret Clark; Mary Tebb; Lucy Peoples; Ernestine Dickens; Florence Tendrich; Margaret Kelly; Waldron Williams; Pat Greene; John Bopp; George Nadeau. We hope to see them all on duty soon.

Oscar Langhorne's bowling team is still in first spot in the Men's bowling League. Members of his team are John Murphy; Bob Held; Barry Scott; and Ken Roseboom. Second place in the league is enjoyed by the P bldg team composed of Captain Bill Pinck; Benn Sullivan; Ray Sullivan; Jack DeAlaume and Ed Sottong. Third place is held by team No. 2—Captain Ralph Osman; Joe Fersch; Twill McGraw; Steve Salepa and Charlie Mellon. Fourth place goes to team No. 5 Captained by T. Fitzgerald and having Eddie Hayes; B. Fitzgerald; MacPhillips and Vagnone. Fifth slot goes to team No. 3—Captain Rawald; Bill Farrell; Van Hart; and at the bottom of the list we have team No. 6 with Captain Charlie Byank; Bill Bailey; Harry Appicella; John Semit and Thomas Neville.

SIF Chapter News and Notes

The following have left for greener pastures: Abe Gerberg of actuarial now works for State Tax Commission, Jack Soudakoff of Planning now works for Taxation and Finance.

Robert Heatley of Policyholders Service suffered a heart attack on February 11th. He will be at Terrace Heights Hospital, Hollis, for the next three weeks. Let's drop him a line.

Ed Bozek has been appointed by the Executive Board of the State Fund Chapter of the Association to give advice to members of the procedure to appeal their service rating.

Moe Brown, Irwin Schlossberg and Al Greenberg attended the Metropolitan Conference Meeting at Rosoff's Restaurant on January 31st. H. Elliot Kaplan spoke on Social Security.

The following people have recently become engaged: Maureen Walsh—Receptionist and Frank Fusaro of the Attendance Unit. Joan Urban of Certification. Diane Frank—Miss Grimm's Secretary. Belated announcement: Annette Gould of the Renewal Unit is the proud mother of a 7 lb. baby boy, born December 19th.

Oyster Bay Unit News Notes

OYSTER BAY, Feb. 27—The Oyster Bay Unit of the Civil Service Employees Association met at Hicksville Inn, Hicksville, Long Island. Irving Flaumenbaum and Nils Olsen were guests of the evening. Refreshments were served and a pleasant evening was had by all.

The Unit held a St. Valentine's dance at the Masonic Hall, Hicksville, N. Y.

New Thruway Unit Installed by Casey

HARRIMAN, Feb. 27—A new chapter in the New York Division of the New York State thruway was formed and officers were formally installed by Francis M. Casey, Field Representative of the Civil Service Employees Association.

The meeting was held at the Harriman Maintenance Building, Harriman, New York.

The next meeting of the chapter will be held in the Maintenance Bldg., Harriman, N. Y. on March 6, 1956.

The newly installed officers of the chapter are as follows: President, Thomas Harris; 1st Vice-President, Frank L. Smith; 2nd Vice-President, Orville W. Sher-

lock; Secretary, George A. De-LaTorre; Treasurer, Kevin T. Hayden; Delegates: Michael A. LaRosso and Leo Novak.

St. Lawrence Unit Names Committees

CANTON, Feb. 27—The board of directors of St. Lawrence chapter, Civil Service Employees Association, held its first February meeting at the Courthouse here and approved appointments to two committees. They are:

Nominations: Glen H. Miller, chairman, Jack Moon, Cora Barbour, Charles Kentfield, James Kane, Hane Wallace and Donald Blackmon.

Board of Canvassers: Maurice Gardner, chairman; Francis Muirholland, Edward Mashaw, Maxine Stone, Cleythia Rushman and Sue Communitizis.

The chapter will hold its annual meeting April 10 in the Courthouse here. The annual dinner is planned for May 23, with Joseph Lochner, CSEA executive secretary, as speaker.

We are proud to hear that Robert Moses, chairman of the New York State Power Authority, has praised the staff of the St. Lawrence County Clerk's Office for its cooperation in the land acquisition phase of the project.

The good work of the staff was praised in a letter from Mr. Moses to County Clerk Lewis W. Paddock. Among Mr. Paddock's staff is Mrs. Florence Wood, Deputy County Clerk, and board member and co-chairman of the membership committee of this chapter.

Gratwick Chapter News Of Many Activities

BUFFALO, Feb. 27—Condolences were extended to the family and many friends of William J. Kelley who died suddenly, on duty, last month. He had been with the Hospital fourteen years, most of that time as Watchman. Members of the maintenance Department were his pallbearers. His wife is the well known "Ma Kelley," ex-president of the Gratwick Chapter, Civil Service Employees Association, and his grandson, Robert Stelley, is now Vice President of same.

Sympathy was also extended to Mrs. Sophie Doerr, an attendant in surgery, whose husband, Edward, died suddenly while she was home on sick leave.

Others on sick leave are Mrs. D. Zeh, R. N. (Out-Patient Dept.); Mrs. A. Lawrie, R. N. (O.R.); Miss M. Janis (Record Room); Mrs. E. Steed, (Attendant); Miss L. Kelly, R. N.; Miss J. Stokes, R. N.; William Murphy, (Maintenance); Howard Cox (Receiving); K. Doty (Attendant).

We are happy to see the following back on duty: Pat Boyle (Bus. Office); M. Smith (Kitchen); H. Aker (Kitchen); M. Barrett, R. N. (Rad. Therapy); H. Norberg (Rad. Therapy).

Congratulations to Mrs. C. Easley, R. N., Mrs. D. Tessman, R. N., Dr. H. Riegler, on the births of girls; Miss Marian Goodwin, R. N.; Miss Patricia Wilby, R. N.; Miss T. Faery, R. N. on their engagements. Miss D. Montagnino, R. N. married Jan. 28, 1956; Miss Paula Clark, Assistant Dietician, married February 11, 1956, was honored with a surprise showed by her Department.

We will miss: Mrs. Mabel Lamb (Medical Social Worker); William Parr (Stores); J. Filer (Diag. X-ray); H. Querns (Print Shop); B. Parker (Attendant); J. Barucki (Attendant); C. Anslinger (Attendant); M. Haley, R. N., M. Smith, R. N., all whom have resigned.

WELCOME TO: Paul Pillitteri (Stores); F. Cooke, F. Lyon (Housekeeping); M. Robinson, W. Gorman (Kitchen); C. Chamberlain (Laundry); K. Sartino, H. Schiller (Business Office); R. Hansl (Pharmacy); Miss A. Riggs, who was appointed head of Volunteer Services on January 16.

NURSING: G. Brotz, R. N., C. Bowen, R. N., P. Macris, R. N., C. Turner, R. N., C. Kaiser, R. N., D. Denny, R. N., E. Snyder, R. N.,

J. Tarbox, R. N., P. Nowak, R. N., A. Killigred, R. N.

HATS OFF DEPARTMENT:

To Mr. Don Smith and his staff of maintenance men. If it wasn't for his plumbers, carpenters, machinists, electricians, painters, engineers and general "fix-it" men, RPMI could never be the Institution that it is. They are wonderful!

BOWLING LEAGUE:

Sweepstakes still ahead, 51 wins, 15 losses.

High singles:

J. Harris—203;
G. Gawel—160;
A. Cousineau—222;
G. Gawel—241
(Season)

High three games:

Men—J. Harris—342;
Women—G. Gawel—416;
Les Adams—585;
G. Gawel—569
(Season)

Health Research held its annual Cupid Capers on Saturday, Feb. 11, 1956 at the Hospital Auditorium, with music by Doug Noles and his Top Hatters. Everyone enjoyed themselves immensely.

The regular meeting of Gratwick Chapter was held on Feb. 14, 1956. Jim Harris, President, opened the meeting with the roll call of officers. Reports were made by Roy Hankin, Treasurer; A. Speno, Social Committee, Helen Fox, Nominating Committee, E. Noles, Publicity, A. Augst, Legislative Committee. It was moved and seconded that our Constitution be revised. Copies of the revisions are to be made available for all members to be voted on at the next meeting.

Jack Kurtzman, CSEA Field Representative spoke on several issues. The meeting was closed at 9:00 P. M., followed by dinner and dancing.

Miss Elaine Braley was honored at a Variety shower by the Radiation Therapy Department. (Picture enclosed) Miss Marion Render, Ass't. Director of Nursing, attended Convention of Am. College of Surgeons in Phil., Pa. Week of 2-13-56.

Metro Armorers Meet Feb. 24

NEW YORK CITY, Feb. 20 — The next regular meeting of Metropolitan Armorers chapter, CSEA, will be held at the 104th Field Artillery in Jamaica, L.I., on February 24 at 8:30 P.M. John Kelly Jr., CSEA assistant counsel, and Charles R. Cuyler, field representative, will discuss proposals to combine Social Security with the State Employees Retirement System.

Engineers to Hold Annual Convention

SYRACUSE, Feb. 27—The 17th annual convention of the State Association of Highway Engineers will be held at Hotel Syracuse on March 21, 22 and 23.

Prominent leaders in the fields of administration, planning, construction, and maintenance phases of the State Public Works program, as well as representatives from the various allied organizations and industries, will contribute their knowledge and respected opinions to the informative talks and panel discussions scheduled for the business sessions.

John W. Johnson, Superintendent of Public Works, will be guest of honor and principal speaker at the banquet on Thursday, March 22.

District Engineer "Bill" Robinson, and his associates in District No. 3, extend an invitation to all the member, their guests, and various allied groups and industries.

THREE WOMEN WIN AWARDS

Superior performance during the 1955 income tax filing period has earned \$50 each for Mrs. Rose Fyfe, Mrs. Susannah Boatwain and Marion E. Henville, of the Brooklyn District Office, Internal Revenue Service.

STATE BILLS

Senate

(Continued from Page 13) retirement after 10 terms instead of 20 years. Civil Service Com. S. I. 1999. MITCHELL—Amends §18, Civil Service Law, to permit municipal Civil Service Commission in NYC to classify unskilled labor positions in competitive class. NYC Com. (Same as A. I. 2501, VACCARO, to NYC Com.) S. I. 2001. SWEENEY—Amends §131, Judiciary Law, to permit trustees of Supreme Court library

in Queens duty to fix salaries of employees and to require NYC Board of Estimate to provide for raising and paying for expenses of such liability, instead of including sums therefor in annual budget to be paid by NYC. Finance Com. (Same as A. I. 2407, WALLACH, to Judiciary Com.) S. I. 2002. ZARETZKI—Same as A. I. 432, issue of January 24. S. I. 2023. MANNING—Amends §161, Retirement and Social Security Law, to include in definition of State retired teacher for supplemental pension, person who because of disability caused by blindness, has had not less than

10 years of allowable and credited service on which his retirement allowance is based. Civil Service Com. (Same as A. I. 2518, HATCH, to Wasp and Means Com.) S. I. 2026. SANTANGELO—Adds new §F41-24.0, NYC Administrative Code, to allow members of City Police and Fire Departments who are members of any pension or retirement system, credit for service in civil defense positions during leave of absence with approval of City Civil Service Commission. NYC Com. (Same as A. I. 2537, GILLEN, to NYC Com.)

civil service employees, shall not be made nor penalty or punishment imposed by same officer or body preferring charges or deputy or other employee designated thereby, but shall be made or imposed by State Civil Service Commission, or by city civil service commission as to city officers and employees. Judiciary Com. A. I. 1923. STRONG—Provides that salary of employee in position in classified service of State allocated to salary grade who was appointed or promoted thereto on or after October 1, 1953, and before April 1, 1954, shall not be less than the salary which employee would otherwise be entitled to had such appointment or promotion been on April 1, 1954. Ways and Means Com.

reserve fund, shall be same as made to Police Pension Fund and annuity savings fund of Police Department. NYC Com. A. I. 2083. LaFAUCI—Adds new §752-9.0, NYC Administrative Code, to make City liable for negligence of officers or employees of uniformed force of Sanitation Department in performance of duties and to save employees harmless therefrom. NYC Com. A. I. 2088. LaFAUCI—Adds new §2571, Education Law, to require NYC Education Board to appoint as regular teachers, all persons who possess qualifications and meet requirements prescribed therefor, including passing of regular competitive test, after satisfactory service as substitute teachers for six school years or more or 1,080 school days or more. Ways and Means Com.

Assembly

A. I. 1672. DUBIN—Amends §B20-44.0, NYC Administrative Code, to allow members of Teachers Retirement System for service retirement, or for disability retirement after becoming eligible for service retirement, 35 instead of 25 per cent of average salary. NYC Com. A. I. 1674. DUBIN—Same as S. I. 392, issue of January 24. A. I. 1694. AUSTIN—Amends §3101, Education Law, to provide that in NYC for purposes of minimum salaries and tenure, salary shall mean that paid to teacher for services rendered during full 10 months period or shorter period which public schools are required by law to be in session during any school year, with monthly rate to be at least 1/10th of salary and daily rate to be at least 1/200ths, with additional pay for period beyond 10 months period. Ways and Means Com.

A. I. 1959. DUBIN—Amends §B20-44.0, NYC Administrative Code, to allow member of City Teachers Retirement System for service retirement, or for disability retirement after he becomes eligible for service retirement, 35 instead of 25 per cent of average salary. NYC Com. A. I. 1971. GIACCIO—Same as S. I. 8, issue of January 10. A. I. 2018. KELLY—Amends Art. 7, §1, Constitution, to require Legislature to furnish Governor, for preparation of budget, nature of personal service, number of each type of position and allocation of appropriation requested between majority and minority for research council, clerks and stenographers or similar positions. Judiciary Com.

A. I. 2090. LaFAUCI—Amends §3, Workmen's Compensation Law, to extend workmen's compensation coverage to include employment by State, municipality or court. Ways and Means Com. A. I. 2091. LaFAUCI—Permits members of State Employees Retirement System who transferred membership thereto from NYC Employees Retirement System, credit for certain City or State service for which previous credit was not obtained. Ways and Means Com. A. I. 2103. WALMSLEY—Amends §301, County Law, to permit Rockland County to adopt local laws establishing or discontinuing county police department and prescribing its powers and duties. Internal Affairs Com.

A. I. 1725. BERMAN—Same as A. I. 1172, issue of January 31; A. I. 1741, DWYER.

A. I. 2024. TURSHEN—Same as S. I. 239, issue of January 24. A. I. 2025. TURSHEN—Same as S. I. 271, issue of January 24. A. I. 2061. McDONNELL—Adds new §6-b, Vehicle and Traffic Law, to provide that all offices of agents of motor vehicles bureau located in county clerk's office shall be closed each Saturday if office of county clerk is closed. Motor Vehicles Com.

A. I. 2175. AUSTIN—Amends §4602, Education Law, to provide that teachers and principals of vocational schools in NYC shall have same hours and minutes for school days as those in other schools maintained by NYC Education Board, pursuant to by-laws of January 1, 1941. Education Com. A. I. 2181. McMULLEN—Amends §6214, Education Law, to provide that salaries, increments and salary schedules for college staffs in institutions of higher learning under NYC Higher Education Board shall not be lower than those established by Board and approved by NYC Board of Estimate on or before July 1, 1956. Ways and Means Com. A. I. 2458. SATRIALE—Same as S. I. 1037, issue of February 7. A. I. 2461. WEISER—Same as S. I. 1038, issue of February 7.

A. I. 1726. BERMAN—Same as A. I. 1173, issue of January 31; A. I. 1742, DWYER. A. I. 1747. PARRELL—Adds new §40-a, Civil Service Law, to allow State employee in classified civil service position after 15 years of State service, one additional increment equal to last preceding increment, with second additional increment after 20 years, but not for any period of service rendered before April 1, 1956. Ways and Means Com. A. I. 1765. GODDARD—Permits member of State Teachers Retirement System who during 1946 became eligible for both service and disability retirement and made application for both which was placed in hands of another person for forwarding to retirement system, and who was retired from service because such application was the only one forwarded, and who returned to active service in following year and continued for more than five years, to have retirement converted to disability retirement and to apply for service retirement, with adjustment of allowance. Ways and Means Com.

A. I. 1817. RYAN—Amends §3103, Education Law, to provide for salary increase of \$200 to be paid at any and every step of salary schedule to teachers who have taken 30 semester hours of approved courses, after licensing to their respective positions. Ways and Means Com. A. I. 1852. ABRAMS—Amends §22, Civil Service Law, to provide that determinations of charges in disciplinary proceedings against

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Harriman Sends Message To Syracuse Unit Dinner

SYRACUSE, Feb. 27—The annual dinner of the Syracuse chapter, Civil Service Employees Association, was highlighted by a personal message from Governor Averell Harriman.

Harry Fox, CSEA treasurer, read the message at the meeting in the Onondaga Hotel. In it the Governor said:

GOVERNOR'S MESSAGE

I send warm greetings to the members of the Civil Service Employees Association gathered in Syracuse tonight.

During the past year I have had an opportunity to meet many employees personally and I feel better acquainted with all of you. I have seen at first hand the splendid work being done by public employees throughout the State. New York can be proud of its civil servants.

I have a deep interest in all matters that pertain to the civil service. A year ago it was possible only to tell you of my intentions in your behalf. Much has happened, however, since your meeting last February.

BUDGET MESSAGE

A few days ago, as you know, I recommended in my Budget Message an appropriation of more than 28 million dollars to make pay and work-week adjustments for State employees. This money will provide for an increase of 15 per cent of the first \$3,000 of salary. Most employees will receive a flat \$300 raise. For those now earning less than \$3,000—one-fourth of all our employees—this represents an increase of at least ten per cent.

I have provided sufficient funds to finance new positions required to permit a reduction of four hours in the work week of all employees not regularly scheduled to work 48 or 44 hours. There will be no loss in pay for those whose work week will be shortened. This should have been done long ago.

There is little need for me to remind you that in April your pay checks will come every two weeks instead of twice a month. There will no longer be the problem of three week-ends during some pay periods. Here in Albany the work to effect this change is well under way.

A State Health Plan

In the sum set aside for special and supplemental bills this year I have included funds to enable the State to contribute to an employee health program. We expect to have one of the best health programs yet developed for either public or private employees. I will soon send a message to the Legislature outlining my ideas and recommendations on this.

There is much more to do toward developing the ideal work environment, but it is no simple task. It takes time and thought.

The Grievance Plan

Some of you may have wondered why it took several months to work out the Executive Order that set up your Grievance Program. If you had been able to observe the many long sessions that went into its preparation you would understand why it could not be done quickly if it was to be done well.

Sentence by sentence—even phrase by phrase—the philosophy behind this program was set forth and the procedures constructed. They embody the considered thinking of your representatives, the officials responsible for running our State departments, and the Department of Civil Service. The result is the strong foundation on which our program has been built.

Once this part of the work was done, there remained the task of finding the right persons to serve as public members of the Grievance Board. They were found, and the Board is at work. The program is now in good hands, and I have high hopes for its success.

Other Legislation

Among our most important advances was the legislation passed

last year that gave the right to a hearing in disciplinary cases to all permanent employees in the competitive class. This right had been limited, as you will remember, to veterans and volunteer firemen. Further, the law now gives the Civil Service Commission the authority to reverse a determination in a disciplinary proceeding. In cases where a transfer is not effected, the Commission can direct the reinstatement of an employee found to have been improperly dismissed. By this move we have remedied one of the most glaring defects of the civil service system.



HARRY FOX
CSEA Treasurer read the Governor's message.

I am expecting shortly a report from the State Commission on Pensions on its plan for integrating our present pension systems with the Federal Old Age and Survivors Insurance system. As I said in my Annual Message last month, integration is desirable but I will not endorse any plan unless I am certain that it brings added protection and benefit to State employees. I have also appointed a committee to study the vesting of State pensions.

The measures I have referred to tonight had high priority because they were urgently needed. During the past year important

gains have been made and I hope to make other improvements.

I am grateful for your loyal and devoted service and I send to each of you my best wishes.

Tom Rangor, President of the Chapter, extended greetings and introduced the toastmaster, Jerry Kovalick, Public Relations Consultant to the State University. Jerry did an outstanding job and will be greatly missed in Syracuse as he and his family are moving to Albany because of his recent promotion.

John Powers, President, talked on the 40-hour request for institutional workers and the 20% request in salary increases; this was followed by a short address by Assembly Charles Schoenck and Tom Dyer, Regional Attorney. Frank Casey, Field Representative, gave a most enlightening address on the Association's Social Security program. After dinner, dancing was enjoyed by all the members and their friends. Margaret Whitmore, General Chairman, wishes to express her appreciation to the following members of the committee who cooperated to make the dinner such a success:

Mike Vadala, Ticket Chairman
Ethel C. Chapman, Decorations
Anne Tague, Flower Arrangements

Doris LeFever, Publicity
Henrietta Soukup, Molly Doyle and Hanley, Seating Arrangement

Ida C. Meltzer, Agnes Welter, Helen Callahan, Reservations
John Crowley, Reception Chairman.

Mr. & Mrs. Othmer (Ethel) Chapman, Victor Hopstein and William Adams from the Dept. of Public Works are spending their vacation in Florida, also Clarice Adams from the Workmen's Compensation Board.

The Syracuse Area Parole Office recently held its first social at the Polish Home; members of the staff and their wives attended. A unanimous vote of thanks as extended to Walter Szczepanek, Chairman, and his committee which consisted of Richard Beachman, Carol Rook, Albert Kluczynski, Anne Brennan, Mary Harrington, Florence Kane, Muriel Norcross, Margaret Schaum and Agnes Weller.

ACTIVITIES OF EMPLOYEES IN STATE

Marcy Aides Cited For Long Service

MARCY, Feb. 27—More than 400 employees and friends attended a reception honoring employees who have completed 25 years of service in the State Mental Hygiene Department at Marcy State Hospital. The hospital, the local CSEA chapter, Marcy Recreation Club, and Crestwood Golf Club, sponsored various phases of the event.

General chairman was Dr. George L. Warner, assisted by Yulonde Deck, invitations; Mrs. Dorothy Brookes, decorations, programs, corsages and boutonnières; Edward J. Knamm, entertainment; Frank Filler and H. Carl Mason, food and reception; O. Paul Rhodes, transportation and furnishings; Gertrude K. Rice, planning, and Charles D. Methe, cocktail hour.

Those who received 25-year service pins: John S. Amo, Dr. Newton Bigelow, Anna Brady, Harry J. Chapman, Francis J. Cole, Helen S. Cole, Paul Countryman, Laura I. Crandall, Carl F. Dhum, Edith Fitzpatrick, Helen J. Howland, Willard E. Jones, Howard F. Kane, Dr. Willis E. MacCasland, Herman McGough, Harry E. Miller.

Also, Ruth Mosher, William C. Owens, Mildred D. Potter, Ralph R. Powell, Charles Powers, Gertrude K. Rice, Sarah Roache, Carrie K. Roth, James W. Stone, John Thomas, Ida Mae VanLengen, Gertrude Willett and Robert H. Williams.

Entertainment was furnished

by Claus Bahnson at the piano, the Harmony Four, and the Marcy Dixie Land Jazz Band.

More than 60 previous award winners attended the reception.

Livingston Aides Rue Death of May

GENESECO, Feb. 27—Jack M. Kurtzman, CSEA field representative, attended the February 2 executive meeting of Livingston County chapter. Social Security plans to supplement the State retirement system were discussed, as well as changes in the availability of health and accident insurance. It is hoped this privilege will not only benefit the members but the chapter also.

Regret was expressed over the death of Norman May of Springwater, who had served as treasurer since the chapter was formed in 1953. Norm is survived by a wife, a five-year-old son and an infant son, whom he never lived to see. The Town Highway Department employee served in the armed forces during World War II.

"It is to be hoped," the chapter said, "that this regrettable situation will inspire those who knew Norm to put forth extra effort in CSEA work to further the deserved benefits of all those on public payrolls."

All county, town or village employees of Livingston County interested in joining the CSEA chapter may communicate with Nellie McNulty, Box 67, Geneseo, for membership applications.

ACTIVITIES OF EMPLOYEES IN STATE

Kings Park 6 Leads L.I. Bowling League

KINGS PARK, Feb. 27—Employees at Kings Park State Hospital extend deepest sympathy to Marius Frederickson of Building Q on the death of his wife on February 4.

Get well wishes to Martin Blake and Isaac Farrow. . . . Welcome to Jerome English and Stephen O'Connor, new Building Q aides. . . . Best wishes go with Daniel Anzeliotto, former hospital employee, who has taken a new position. . . . Knud Knudsen of Building Y is on vacation, as are Elizabeth Gallagher and Tom Smith of the laundry.

Welcome back to John Flanigan who has returned to his laundry duties after an illness.

School of Nursing News

Ten senior students of Kings Park School of Nursing will begin a four week affiliation on February 26 at Willowbrook State School, Staten Island. They will study the care and problems of the mentally retarded.

Best wishes to Mrs. Norma Lee, Michaeline Guiglianotti and Mrs. Audrey Gargliardo. They resigned recently. . . . Staff nurses who have joined the part-time nursing staff are Mrs. Mary F. Gunther, Mrs. Thelma McMahon and Mrs. Margaret Thow. . . . Mrs. Marion Lanieri, staff nurse, has returned to her post in Building 93.

Belated birthday congratulations to two senior students, Patricia Albright and Virginia Harbach.

Revue Rehearsals

Members of the recreation department have begun rehearsing for their 5th annual spring revue, a musical comedy entitled "By Jupiter."

Mr. and Mrs. Patrick Toomey are receiving congratulations on the birth of a daughter. . . . Welcome back to Eunice Edlow. She was ill. . . . Best wishes to Geraldine Decker, who recently left the Food Service Department in Group 4 to accept a position elsewhere in the hospital. . . . Employees of Group 4 welcome Geraldine Mankuski, who transferred from Building 93.

Get well wishes to Frances Leonard and Marion Busby. . . . Welcome back to Geraldine Denham who was on the sick list. . . . Mary Avery is planning to attend an Irish Shindig in New Jersey. . . . Zelma Liquori's recent housewarming was a great success and enjoyed by all who attended.

Memo from Manhattan State

NEW YORK CITY, Feb. 27—"Examine your dues card to make sure you have paid 1956 dues in the CSEA," members of Manhattan State Hospital chapter were advised.

Margaret Connors thanks her many friends for their spiritual bouquets, get well cards and visits during her illness. The chapter hopes she will soon be in the best of health.

Get well wishes go also to Mrs. Marie Daley, who is ill at home, and to William Keane in sick bay.

Deepest sympathy to the families of the late Mrs. Mary Manfield and the late Jerome Baker.

Callanans Feted By Utica Aides

UTICA, Feb. 27—George and Nancy Callanan were honored at a party at the Parkway Gardens, Utica, to mark their retirement from Utica State Hospital.

Lawrence J. Maxwell, business officer, was toastmaster and presented gifts to Mr. Callanan on behalf of the employees of the engineering department. Mrs. Elva Drautz, supervisor of reception service, presented gifts to Mrs. Callanan on behalf of her co-workers.

About 75 attended the party with guests present from Harcy State Hospital and Rome State School.

Remarks were made by Dr. Anna Gosline and Dr. Julius Nemeth, supervising psychiatrist, Mrs. Cathryn C. Jones, chief supervising nurse, Warren J. Crumb, head stationary engineer.

Luncheon was served and dancing followed.

Committee in charge of arrangements included Elva Drautz,

Joyce Jewell, Martha Prendergast, Margaret Williams and Athol Thompson.

School for Blind Unit Holds Its Annual Dinner

BATAVIA, Feb. 27—New York State School for the Blind chapter, Civil Service Employees Association held its annual dinner at Gentner's Restaurant here February 14. Fifty-three members and their friends enjoyed a turkey dinner.

Entertainment was furnished by the Lionaires, a glee club composed of members of the Batavia Lions Club. The accompanist for the Lionaires is John Brunson, a graduate of the School for the Blind.

Wilbur Hinz, president of the local chapter, introduced the various officers as well as Eber L. Palmer, superintendent. Mr. Hinz reported on various matters of interest to Chapter members.

E. J. Kelly Dies At Brentwood

BRENTWOOD, Feb. 27—Edward J. Kelly, president of the Pilgrim Chapter of the Mental Hygiene Employees Associations, died here at the infirmary. He was very active in civic affairs in Brentwood and a diligent worker for the employees in the Mental Hygiene Department.

Mr. Kelly was a Vice-President of the Mental Hygiene Employees Association, a member of the Knights of Columbus and St. Anne's Holy Name Society.

He was 54 years old and had been a staff attendant here at this hospital since 1941.

Surviving him are a wife, Mary, three sons, two daughters and a brother.

Interment was at St. Charles Cemetery, Pinelawn, Long Island.

Oneonta Chapter Plans Many Future Activities

ONEONTA, Feb. 27—The February monthly meeting of the Oneonta chapter of the Civil Service Employees Association, was held at the New York State Health Department Offices, 250 Main Street, Oneonta. Miss Marion Wakin, President, presided.

The ballot committee was named at the meeting. Margaret Woods and Rosalia Kompare were named co-chairman. Three counters were named: Mrs. Margaret Carle, Mrs. Frances Gill and Miss Dorothy Cole. In addition, the following were named to distribute the ballots: Mrs. Hilda Mercun, Miss Nellie Handy, Mr. John Brophy, Mrs. Agnes Williams, Mrs. Gladys Butts, Mr. John Thaler, Miss Susan Hall, Miss Ruth Stearns, Mrs. Marguerite Waters and Mrs. Dorothy O'Kelly. It has been requested that all the ballots be returned to the two chairmen by March 15th in order that they might be counted and reported at the March 21, 1956 monthly meeting.

Further arrangements were made to hold the annual dinner of the Oneonta chapter at Joe and Mary's Restaurant, Oneonta, April 28th, 1956. Mrs. Rosalie Simmons was named to be in charge of the tickets; Thomas Natoli in charge of programs and Mrs. Agnes Williams and Mrs. Irene Foster in charge of decorations. Further details for this dinner will be announced at a later date.

It is hoped that a guest speaker will be available for next month's meeting which will be held on Wednesday, March 21, 1956 at the New York State Health Department Offices, 250 Main Street, Oneonta, at 7:30 P.M.

TRAFFIC ENGINEER LIST

Bruce MacDonald of Yonkers heads the six-name State list for senior civil engineer (traffic). There were eight applicants in the open-competitive test.

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