

Civil Service LEADER

America's Largest Weekly for Public Employees

Powers Asks On All Person

F. HENRY GALPIN
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CAPITOL STATION
ALBANY N. Y.
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See Page 3

Vol. XVII—No. 17 Tuesday, January 1, 1957 Price Ten Cents

Pension Loan Rate Cut Is On Insurance Premium

Due to a misunderstanding, The Leader last week reported that comptroller Arthur J. Levitt had announced a reduction in the interest amount paid by borrowing members of the State Pension System.

The correct information is that the reduction applies only to the insurance premium rate on loans. As told to The Leader, it appeared that the interest rate itself was being reduced. Comptroller Levitt expressed regrets for any misunderstanding that might have resulted from The Leader's story.

Regarding the insurance premium reduction, Comptroller Levitt's official statement, then, reads as follows:

Some 3 months ago the Comptroller instituted a study on the

feasibility of reducing this charge. The study revealed that the premium charged to borrowing members under the age of 45 could be reduced from 1% to 1/2% of 1% on outstanding loans not in excess of \$2,000.

As a result the Comptroller has ordered that such reductions be made effective April 1, 1957.

This reduction from 1% to 1/2% for members under 45 is the first such action taken since the insuring of loans was instituted some 10 years ago. It will affect some 30,000 members who last year borrowed some \$20 million.

In commenting on the reduction Comptroller Levitt stated: "This change should mean a savings of some \$100,000 annually to member-borrowers of the System."

Viva La Mexico!

Special to The Leader
MEXICO CITY—Mexico civil service personnel received about \$11.2 million in Christmas bonuses this year, an all-time high. A total of 250,000 employees shared in the government gift.

Falk Is Not Against Move To Campus Site

ALBANY, Dec. 31—Civil Service Commission President Alexander A. Falk is not opposed to the shift in department offices from the State Office Building to the State's new campus site on the Western outskirts of the city.

Although expressing some reservations about the wisdom of the move, Mr. Falk has told administration officials the "many advantages of a new building outweigh the disadvantages."

Behind Mr. Falk's doubts about the campus site for Civil Service is the fact the department is a central agency, doing business with all other state departments and agencies and it would be easier for the other departments—and for Civil Service—if the department remained centrally located.

At the present time, most Civil Service department offices here are located in the State Office Building, a block from the State Capitol and near the downtown section of the city where other agencies are located.

The department is slated to be the first of the State agencies in the Capitol City to move to the campus site. The move is slated during 1957.

Frances Smith Gets New SES Post

ALBANY, Dec. 31—Newest job title for the State Civil Service Department is pre-retirement counselor. Holding it is Frances M. Smith, former employee of the State Employment Service.

She is a Barnard College graduate and studied for a year at the London School of Economics.

Correction Dept. Reported Balking On 53rd Day Off

ALBANY, December 31—Employees who worked a 53rd Sunday this year because of Leap Year are entitled to an extra day off.

Although the majority of institutions and agencies where this unusual day-off rule occurs have taken cognizance of the Leap Year situation, The Leader has had complaints from some state aides that they were not getting the day off because their department or agency refused to act without formal notification.

Most complaints have come from prison personnel.

Have Not Notified

Involved are the Mental Hygiene, Correction and Health Departments and the Social Welfare Agency, the latter two being little involved.

On December 7, the Mental Hygiene Department did issue a memorandum to various institutions calling attention to the New Leap Year situation.

The Leader learned last week that the Correction Department has given no notice of the situation to its institutions and, at present, has no intention of so doing.

Although The Leader learned an official memorandum would be available to the Correction Department for dispersal to its various units, there was no promise the Department would pass the information along.

Institutions Won't Act

If not, the possibility looms that some prisons will not act on the extra day off matter. Complaints made to The Leader stated that

the day off was being refused because no orders to that effect had been issued from Albany.

No explanation was offered by the Correction Department for refusing to clear up the matter.

New Situation

The new State Attendance Rules will eliminate this type of incident in the future since the fiscal year scheduling of days off has been dropped. Employees will simply be given all time off due them with no calendar situation involved.

'None Will'

On the Leap Year Problem, the Civil Service Employees Association, which brought it to the attention of the Civil Service Department last summer, had assurances from the Department that the extra day off would be granted.

John F. Powers, Association president, in writing the Civil Service Commission, expressed the concern of his organization that no institution employee lose any time off because of the special circumstances of an extra Sunday coming during the current fiscal year.

The prompt reply from Alexander A. Falk, commission president, was "none will."

Civil Service Dept. Sets Training Course

ALBANY, Dec. 31—An inservice training course in "Fundamentals of Supervision" will open Jan. 4 here for some 40 supervisory employees of the State Civil Service Department.

Department officials report a second course will be given in September for some 20 other employees, who can not be accommodated in the initial class.

Civil Service also is planning a course in administrative supervision in March, following the 1957 legislative session, for 25 department employees at the senior level.

Nassau Non-Teaching School Employees Invited to Meeting

Irving Flaumenbaum, president of Nassau chapter, CSEA, announced a meeting for all non-teaching school personnel of Nassau County school districts. The meeting is scheduled for Saturday, January 5, at 8 P.M., at the Hempstead Elks Club, Fulton Avenue, Hempstead, N. Y. Mr. Flaumenbaum urged that all such personnel or their representatives be present.

Nassau chapter meets at the same hour and place on the third Wednesday of each month.

WASHINGTON, Dec. 31—James K. Mulligan, Navy career man, has been appointed wage board specialist for the U. S. Civil Service Commission.

Digest Given of Some New Legal Rulings Issued For Political Subdivisions

ALBANY, Dec. 31—A digest of recent legal opinions issued last week by the Division of Municipal Affairs in the State Comptroller's office contained interpretations of interest to employees of political subdivisions.

The Leader has selected some of the opinions which would appear to be of general interest.

On the following questions the new laws read:

Death Payments

Where a town employee dies, survived by a spouse, and where the town is indebted to the employee at the time of death by reason of wages, earnings of salary accrued to such employee, the town may pay over such wages, earnings or salary to the surviving spouse in an amount not in excess of \$1,000.

An amendment to the County law removes the former power of board of elections, outside of the City of New York, to fix the salaries of its employees and vests such power in the board of supervisors of the county.

When town officers hold over an office after expiration of their terms, due to failure of the election inspectors to file the election returns, such holdover officers are entitled to salary.

Town employees compensated on an hourly or per diem basis are entitled to their regular pay while attending training camp or otherwise engaged in the per-

formance of ordered military duty.

Deputy county fire coordinators serving without salary may be brought within the provisions of workmen's compensation coverage.

Where an officer ceases to be a resident of the political subdivision of which he is required to be a resident when chosen, a vacancy is created in the office, and his salary ends.

Service Credit on Transfer

Credit for service with a village should be allowed when the policeman is transferred from the village police department to the town police department.

A town supervisor, whose occupation is that of funeral director, may not receive payment for his services as a funeral director from the county in cases where funeral expenses are a proper charge against the county.

A village may not voluntarily bring itself within the provisions of the Disability Benefits Act.

EX-OFFICER HONORED ON RETIREMENT



William H. Di Marco, president, Erie chapter, Civil Service Employees Association, places Association lapel insignia on George H. Hofmann, former chapter president who is retiring. Mrs. George H. Hofmann and Father Thomas J. Quilty are at right, Alfonso Bellanca, master of ceremonies, at extreme left.

CSEA Digest

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First Popular '57 Exam Will Be For Sanitationman; Job Pays \$97 After 3 Yrs.

The sanitationman examination that New York City will order early in 1957 is expected to consist of a qualifying written test and a competitive physical test.

In effect, that means that physical agility and medical condition will be considered more important than knowledge of the meaning of words (definitions), interpreting paragraphs, solving problems in arithmetic, or knowledge of current events.

\$97 after Three Years

This will be the first really popular test that the City will order in 1957. It is expected to draw a large number of candidates, especially as the Board of Estimate is soon to approve a new pay scale whereby in three years a sanitationman can rise to \$97 a week. Starting pay is \$3,900, nearly \$75 a week.

After a year's service the appointee will get \$4,310 instead of \$4,250; after two years, \$4,670 instead of \$4,550, and after three years, \$5,050, instead of \$4,850.

Increments will become effective on the anniversary of one's entrance into City service.

Pension Liberalization Sought

Sanitationmen's Local 831, Teamsters, is seeking a 75-25-20 pension plan, the same as policemen and firemen have, enabling retirement after 20 years' service at half pay, regardless of age, the City meanwhile paying 75 per cent of the cost, the employee 25, instead of the present approximate 50-50 basis.

No experience or formal education will be required.

The last test was open to all men who had not passed their 45th birthday on the last day for applications. War veterans, as well as men who served during the war on duty recognized as military, are permitted to deduct from excessive age the time spent in such service.

Other Requirements

Other requirements were a chauffeur's license, minimum height 5 feet 4 inches (bare feet), and 20/40 vision in each eye separately, glasses allowed.

Candidates could be rejected for any disease, injury or abnormality such as hernia (no truss allowed), defective color vision, defects of the heart or lungs, de-

fective hearing in either ear, and varicose veins.

The written test would be held

in the spring. Only those who pass would be allowed to take the physical.



State Tax Commissioner George M. Bragalini (left) and James V. Buccellato, president of the Columbia Association of State Employees, attended the Association's Christmas party in New York City. Commissioner Bragalini presided at the installation of officers.

UNUSUAL NUMBER OF STATE JOBS

The State is now accepting applications for the following examinations. Unless otherwise indicated, tests are scheduled for February 16. The last day to apply appears at the end of each notice.

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

Apply at one of the following: State Department of Civil Service, Room 2301, at 270 Broadway, New York City, corner of Chambers Street; Examinations Division, 39 Columbia Street, or lobby of State Office Building, Albany; State Department of Civil Service, Room 212, State Office Building, Buffalo, State Office Building, Buffalo, or at local offices of the New York State Employment Service.

OPEN-COMPETITIVE

4209. SENIOR CURATOR (geology), \$4,860-\$6,030. One opening, Albany. Open to any qualified U. S. citizen. Fee \$4. Bachelor's degree in geology and either two years' experience in curatorial or research geology or teaching geology; two years' graduate study in same or an equivalent combination of training and experience. (Friday, January 18).

4617. SENIOR SANITARY ENGINEER, \$6,050-\$7,770. One opening, Westchester County. Open to any qualified U. S. citizen. Fee \$5. State engineer's license and a bachelor's degree in engineering plus one of the following: undergraduate work in sanitary, public health or civil engineering (public health option) and four years' sanitary or public health engineering experience; doctor's degree

in sanitary or public health engineering and two years' experience, or a time-equivalent combination of training and experience. (Friday, January 18).

4618. SANITARY ENGINEER, \$5,000-\$6,400. Several vacancies, Westchester County. Open to any qualified U. S. citizen. Fee \$4. Certification by State Public Health Council as assistant public health engineer, bachelor's degree in engineering, one year's experience and one of the following: undergraduate work in sanitary, public health or civil engineering (public health option) plus one more year's experience; master's degree, or an equivalent combination. (Friday, January 18).

4211. PARK PATROLMAN, \$73 weekly to start. Fifteen appointments expected in Niagara Frontier State Park. Fee \$3. High school or equivalency diploma, driver's license, age limits 21 to 37, good moral character and physical condition, residence for four months preceding examination date in one of the following counties: Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming. (Friday, January 18).

4212. TRAFFIC AND PARK OFFICER, \$77 weekly to start. About 100 appointments expected in Long Island State Park. Fee \$4. Same general requirements as for 4211, park patrolman. Residence requirements: four months' legal

(Continued on Page 5)

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Exams That NYC Keeps Open Continuously

The New York City Personnel Department is receiving applications for the following examinations. The closing date appears at the end of each notice.

Unless otherwise stated, apply in person or by mail to the Depart-

ment's application bureau, 96 Duane Street, New York 7, N. Y.

OPEN-COMPETITIVE

7811. ELECTRICAL ENGINEER-DRAFTSMAN, sixth filing period, \$4,550 to \$5,990; 37 vacancies, various City departments. Fee \$4. High school graduation and four years' relevant experience, a baccalaureate degree in engineering from an institution registered with New York State University, or an equivalent combination. (No closing date.)

7854. ASSISTANT ARCHITECT, third filing period, \$5,750 to \$7,190; 53 vacancies, various City departments. Fee \$5. Baccalaureate degree in architecture registered with the New York State University and three years' appropriate experience, or an equivalent combination. (No closing date.)

7755. JUNIOR ELECTRICAL ENGINEER, eleventh filing period, \$4,550 to \$5,990. Various City departments, 121 vacancies. Fee \$4. One of the following: baccalaureate degree in engineering registered with New York State University, high school graduation and four years' relevant experience, or an equivalent of education and experience. (No closing date.)

7758. JUNIOR CIVIL ENGINEER, fifteenth filing period, \$4,550 to \$5,990; 353 openings, various City departments. Fee \$4. Similar requirements to those for 7755, junior electrical engineer. (No closing date.)

7808. ASSISTANT CIVIL ENGINEER, fourth filing period, \$5,750 to \$7,190; 285 openings, various City departments. Fee \$5. Baccalaureate degree registered with New York State University plus three years' appropriate experience, or an equivalent combination. (No closing date.)

7810. ASSISTANT MECHANICAL ENGINEER, third filing period, \$5,750 to \$7,190; 80 openings, various City Departments. Baccalaureate degree in mechanical engineering registered by New York State University and three years' appropriate experience, high school graduation and seven years' relevant experience, or an equivalent combination. (No closing date.)

7851. OCCUPATIONAL THERAPIST, grade 7, \$3,750 to \$4,830. Vacancies from time to time, Hospitals and Health Departments. Fee \$3. Open to all qualified U. S. citizens who graduated from an approved occupational therapy school or who are registered therapists recognized by the American Occupational Therapy Association. Form A experience paper required. (No closing date.)

7880. ASSISTANT ACTUARY, grade 7, \$3,750 to \$4,830. Four openings, various City departments. College Series application Form A experience paper required. Graduation from an approved school of occupational therapy or recognition by the American Occupational Therapy Association as a registered therapist. Fee \$3. Exam March 20. (No closing date.)

7562. STENOGRAPHER, first filing period, \$3,000 to \$3,900. Vacancies in various City departments. Fee \$3. No formal educational or experience requirements. Typing speed, 40 words per minute; stenography, 80 words per minute. Application must be filed in person. (No closing date.)

7810. ASSISTANT MECHANICAL ENGINEER, third filing period, \$5,750 to \$7,190; 80 openings, various City departments. Fee \$5. Baccalaureate degree in mechanical engineering registered with New York State University and three years' relevant experience, high school graduation and seven years' such experience, or an equivalent combination. (No closing date.)

7812. MECHANICAL ENGINEERING DRAFTSMAN, sixth filing period, \$4,550 to \$5,990. Eight vacancies, various City departments. Fee \$4. High school graduation and four years' appropriate experience, baccalaureate degree registered with New York State University, or an equivalent. (No closing date.)

7757. CIVIL ENGINEERING DRAFTSMAN, eleventh filing period, \$4,550 to \$5,990. (Continued on Page 15)

Columbia Assn. Officers Are Installed

The Columbia Association of State Employees held a joint Christmas party and installation of officers in New York City.

Tax Commissioner George M. Bragalini presided at the installation of officers. The oath of office was administered by City Magistrate A. Lawrence Acquavella to James V. Buccellato, president; Joseph M. Ajello, first vice president; Frank Gioeli, second vice president; Carmine Orsini, third vice president; Alfred De Bellas, treasurer; Jean P. Catalano, secretary; Mabel Caporale, assistant secretary; Carmela Guzzino, corresponding secretary; Viola Dee, assistant corresponding secretary; Vincent T. Campagna, financial secretary, and Peter Grassi, sergeant-at-arms.

Members of Board

The Board of directors consists of Joseph Caporale, chairman, Ralph Buono, Charles A. Caggiano, Louis A. Crisano, Dominick De Riccio, Silvio Grenga, Emil Mungo, Christine Muro, Nicholas B. Nigro, Angela Rossi and Gioia Franz.

Some of the Guests

Commissioner Bragalini is the association's honorary president; Angela Parisi, chairman of the Workmen's Compensation Board, honorary chairman of the Board of Directors.

Among the guests were Deputy Commissioner William A. Carroll and Assistant Deputy Commissioner Morris J. Solomon, Bureau of Motor Vehicles; Mario Blaggi, president of the Columbia Association police department; Ross Di Lorenzo, Katherine Hasele, president of the Dongan Guild, and Morris Gimpelson, president of the Association of Jewish State employees.

Music and prizes were featured at the Christmas party.

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

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y. Questions answered on civil service. Duane Street, New York 7, N.Y.

STATE GROUP CELEBRATES NEW YEAR



Deputy Commissioner William A. Carroll, State Bureau of Motor Vehicles, (left), lends a hand to Commissioner Joseph P. Kelly (second from right) in New Year celebration in the State Office Building, 80 Centre Street, New York City. Joseph A. Caporale, building superintendent (second from left), and Al Silverman, Tax Department, look on.

Big Demand For Typists And Stenos

There are now several hundred openings in New York City agencies and departments for grade 3 typists, at \$2,750 to \$3,650, and stenographers, at \$3,000-\$3,900. The lower is the starting salary.

Applicants need no formal education or experience. A speed of 40 words a minute is required for the typing jobs a dictation speed of 80 words a minute, plus typing ability, for stenos.

Candidates will be given a performance and a written test. The written examination will be weighed 100, 70 per cent required.

Quick Service

Tests will be given by the State Employment Service, 1 East 19th Street, New York City, which is where to apply. Successful candidates will be given a formal application by the State, which must be filed by a specific date with the New York City Personnel Department, 96 Duane Street, New York 7, N. Y. The filing fee is \$2.

Eligibles may expect appointment within one or two months, as typist and stenographer lists are issued regularly. Any candidate who fails part of the examination may compete again.

Federal Jobs

The Federal government also has immediate openings for typists, both men and women, for work at the Brooklyn Army Terminal. The pay starts at \$57 a week, and appointments will be career - conditional. Candidates need a typing speed of 40 words a minute.

Apply to the Terminal's Civilian Personnel Division, First Avenue and 58th Street Brooklyn. Phone GEdney 9-5400, extension 2143.

between 8:30 A.M. and 4:30 P.M., through Friday.

State Jobs

The State is continuously recruiting for typists and stenographers. Requirements are the same as for City jobs—40 words a minute typing speed, 80 words a minute dictation speed. Applications are obtainable at the State Employment Service, 1 East 19th Street, until further notice. Salaries are in the following table.

Comparative Pay Rates

Comparison of pay rates for beginning stenographers and typists follows:

STENOGRAPHER				
	Start	Maximum	Annual Week	Annual Week
U.S.	\$3,175	\$61.00	\$3,685	\$70.90
State	2,803	55.50	3,490	67.00
NYC	3,000	57.60	3,900	73.00

TYPIST				
	Start	Maximum	Annual Week	Annual Week
U.S.	\$2,960	\$56.90	\$3,470	\$66.90
State	2,620	50.00	3,340	64.20
NYC	2,750	52.90	3,650	70.00

For both State and New York City stenographer and typist tests, apply to the State Employment Service, 1 East 19th Street; for Federal jobs to the U. S. Civil Service Commission, 641 Washington Street. Do not apply at 96 Duane Street for these two jobs with New York City.

Governors Island Jobs

Stenographers are also needed by Headquarters Fort Jay, Governors Island. The GS-3 job pays \$3,175 a year, \$61.20 weekly. The regulation speed of 80 words a minute is required. Applicants should telephone the Civilian Personnel Office, Whitehall 4-7700, extension 8144.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



50 Toll Collector Jobs to Be Filled

Both men and women may apply now for the State toll collector examination, scheduled for March 2. There are about 50 vacancies with the Thruway Authority, at \$3,170 to \$4,000.

No training or experience is necessary, but candidates must have been residents of one of the following counties for four months preceding the test date: New York, Bronx, Kings, Queens, Richmond, Nassau, Suffolk, Westchester, Rockland, Putnam, Orange, Dutchess, Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara and Wyoming.

The filing fee is \$3. Apply to the State Department of Civil Service, Room 2301, 270 Broadway, New York 7, N. Y.; State Office Building, Albany 1, N. Y., or at State Employment Service office in the county concerned. The closing date is Friday, February 1.

Recreation Job Open in Mount Vernon

The Mount Vernon, N. Y., Recreation Commission has one opening for assistant recreation superintendent, at \$4,700 to \$5,500. Candidates must have been legal residents of the State for one year immediately preceding application, and need one of the following: high school graduation and five years' supervisory experience in recreation activities; one year's such experience plus a bachelor's degree in physical education or recreation, or an equivalent combination.

The test is set for Saturday, January 19. The fee is \$4. Apply to the Municipal Civil Service Commission, Mount Vernon, N. Y. The last day to apply is Friday, January 4.

Haverbusch Re-elected Transit Group's Head

Sergeant Frederick J. Haverbusch was re-elected president of the Sergeant's Benevolent Association, New York City Transit Police. When president of the Patrolman's Benevolent Association, he was instrumental in the betterment of working conditions of Transit Police.

Chosen to serve with him were Sergeants Arthur F. Christy, 1st vice president; Steven Opara, 2nd vice president; Isaac Lazoff, treasurer; John F. Spadora, recording secretary, and Eugene V. Soden, corresponding secretary.

Sergeants Lazoff and Spadora were also re-elected to their respective offices.

Employees Back Bill for Handicapped

Orthopedically handicapped civil service employees of the State have formed a Joint Handicapped Council to support the Tax Relief Bill, House of Representatives. The bill, being reintroduced in this month by Representative Eugene J. Keogh, would grant an additional tax exemption to orthopedically handicapped workers, in addition to deductions for special travel expenses to and from work.

Handicapped employees may contact Maurice Ward, 720 West 181st Street, New York 33, N. Y., phone WA 7-2692, or at the Workmen's Compensation Board, CO 7-9800, Extension 7374 or 266.

Bi-partisanship Wanted on all Personnel Problems

Governor Harriman, not long ago, publicly asked for the help of the legislative leaders in the solution of a difficult state personnel problem. The competitive market for professional and semi-professional personnel has become so cramped that at the present state salary levels, the government of New York State stands both to lose its present professional staff and be unsuccessful in securing new. This has created a personnel problem of the highest priority which the Governor feels should be solved on a bi-partisan basis.

We agree with the Governor in his attitude and commend him for it.

However, the CSEA definitely feels that any and all problems concerning the personnel of the state are of the highest priority. Anything which affects people is important regardless of its nature. If, therefore, the bi-partisan consideration of one phase of a personnel problem is good—why should not the same approach be made to others? In our opinion, one phase is just as important as another.

Social Security A Good Example

The Social Security question is an excellent case in point. Both political parties are agreed—and have publicly so stated—that the addition of Social Security benefits to the retirement benefits is highly desirable for the public employees. Moreover, both are agreed as to its form—supplementation. There is then, no logical reason why a bi-partisan bill should not be submitted to achieve this end.

There are other areas where this approach would be warranted such as amendments to the retirement law—such as the extension of the death benefit and vesting. And last, but not least, is the 40-hour week. Here again—as in the others—both parties have given testimony to their belief in the principles. Why not a joint effort in the legislation?

Right Way Is Only Way

There are no Democratic or Republican ways to solve personnel problems—as there are no Administrative and no Legislative ways. Among the public employees there is no percentage for either side to be gained in the jockeying for the approval of the public employees. We sincerely hope the intelligent procedure which the Governor is seeking to adopt for the solution of the professional personnel problem will be followed in all employee matters. The Civil Service Employees Association will cooperate in every possible way to further this program.

Higher Pensions to Be Sought

WASHINGTON, Dec. 31 — About 90 Congressmen have indicated that they will introduce bills calling for pension increases for 335,000 retired Federal employees and their dependents, said Frank Wilson, president of the National Association of Retired Civil Employees.

Mr. Wilson considered chances of higher pensions excellent, but

the U. S. Civil Service Commission made no comment.

Twenty per cent more is sought for 250,000 retirees and 85,000 surviving dependents, to meet the rise in living costs. In the last session of Congress, the Senate passed a similar bill unanimously, but it did not clear the House because of the great number of bills to be considered in the closing days of the 1955 session.

OFFICERS INSTALLED AT PARTY



Joseph E. O'Grady, Commissioner, New York City Transit Authority, administers the oath of office to new officers of the Transit Patrolmen's Benevolent Association. From left, John Atkins, second vice president; John Martin, president; James Rooney, vice president; Transit Commissioner E. Vincent Curtayne, TA chairman Charles L. Patterson; Commissioner O'Grady, and Transit Police Chief Thomas J. O'Rourke.

MENTAL HYGIENE MEMO

By A. J. COCCARO

A Talk With Commissioner Hoch

It takes a man of great strength, wisdom and character to administer a program of rehabilitation for 115,000 mental patients.

These thousands of patients we speak of today are hospitalized in 27 New York State institutions: six State schools, 20 hospitals and one State institution for epileptic patients.

The responsibility placed upon this man by the Governor and the community is a very heavy burden for the mind and body. The service this man performs will not place him in "Who's Who" or win him a Nobel prize.

Administration, personnel, therapies, new drugs, community relations and research are of great concern to this man.

A New Era of Mental Health

Our release rate is climbing—our escape rate is low—our working conditions are improving and the cry for more research, are constant reminders that we are living in a new era of mental health.

As a member of a special MHEA committee, I recently had an opportunity to again meet the top executive of the Mental Hygiene Department.

Matters discussed by the Mental Hygiene Employees Association at this meeting included 37½ hour work week for office personnel, removal of the split shift, promotional series for attendants, adequate staffing of wards, shortage of nurses, circular letters that deal with employee and employer relationships, appointments to unfilled positions, grievance procedures, physician call schedule, and salary adjustments, employee's sick pay, personnel services, 53 Sundays during this year, night differential, uniforms, 25 year service awards, employee's personal file, upgrading of launderer.

A Genuine Interest Shown

It was refreshing for us to see that the man showed a genuine interest in these problems. He gave our committee the feeling that our problems are also his problems. Some matters that may be too small for some administrators were given very close attention.

In discussing a small matter such as "coffee break" he showed a precise, surgeon like attitude when he quite humorously said, "first let's discuss the break and then talk about the coffee."

Throughout the session we knew that he could not solve our problems right there in the meeting room. But we left the room knowing and rather assured that Paul H. Hoch, Commissioner, Department of Mental Hygiene was most sincere in saying that he would do all he can to improve the Mental Hygiene Department and working conditions for the Mental Hygiene worker.

40 Promoted, 4 Commended On TA Police

Forty New York City Transit Authority policemen were promoted and four received commendations for meritorious duty.

Four lieutenants were made captains and 36 detectives were given ranks of third and second grade detectives. Chairman Charles L. Patterson pinned the green and white commendation bars on two of the 36 detectives and also on two patrolmen.

Named captains, bringing the total of TA police captains to eight, were Alan J. Butler, Dante Maffeo, Bernard J. Morris and Herman Weisberg.

Meritorious police duty commendations went to Detectives Emil Hoffman and Adam Miller, and Patrolmen Anthony Marchese and John Bongiorno.

Promoted from detective third grade to second grade were James Corbett, Vito Pellegrino, Leroy Heinz, Joseph Krauss, Solomon Lewis, John Martin, John O'Shaughnessy, James Rooney, Paul Skrzypek and Mr. Hoffman.

Detective Promotions

Promoted from Transit detective to Transit detective third grade were Daniel Brandreth, Francis Dwyer, John Kelleher, Joseph Reinhardt, Herbert Wilson, Frank Chiaccheri, Joseph Lombardi, Francis McCarthy, John Scheiber, Emmett Soden, James Wesley, Arthur Haven, Thomas Kiely, Frederick Meyer, John Rosinski, William Schimmel, Mr. Miller, Everett MacLachlan, Gaetano Scida, John Cody, Walter DiTolla, Victor Knutsen, Stephen O'Connor, Francis Rocklein, Salvatore Romano and Theodore Wolff.

Up Goes Pay Of Climbers And Pruners

Pruners and climbers are being put into the graded service by New York City and will profit thereby salary-wise.

Heretofore a flat rate was set by agreement, reached annually. The current rate is \$15.04 a day for 250 days, \$3,760 a year.

The employees will go into grade 7 of the Career and Salary Plan, \$3,750-\$4,830. The minimum is \$10 a day less than the current rate, but annual increments are applied so that instead of being frozen at a fixed rate the employees rise to \$4,930. Thus the pay may rise to \$93 a week, instead of staying at a set figure like the present \$72.

Statement by Schechter

Personnel Director Joseph Schechter noted that climber and pruner is classified in Part 38, the Skilled Craftsman and Operative Service. The positions are in the Department of Parks. There are about 290 such positions in the City service.

"Comparison of this salary with the range proposed for present incumbents in the title indicates a considerable improvement, and the proposed salary grade and salary range are warranted by careful study of the job value and relationship of these positions," Mr. Schechter added.

Climbers and pruners will have promotion opportunities for the first time. Park foreman will be their promotion title.

State Will Train Appointees For Bank Examining Jobs

The State is now issuing and receiving applications for bank examiner trainees at \$4,028 to start. The jobs, with the State Banking Department, offer advance after one year's training to bank examiner aide at \$4,228, and after an additional year, to junior bank examiner at \$4,430-\$5,550. About 25 appointments will be made from the resulting eligible list.

The test is open to New York, New Jersey and Connecticut residents who are college graduates or who will graduate by June 30. Candidates will be tested March 16 at various colleges and other locations throughout the State.

Apply to the State Department of Civil Service, Room 2301, 270 Broadway, New York 7, N. Y., in person, by representative or by mail, or in person at any local State Employment Service office, until Friday, February 15.

Agricultural Jobs Open at Up to \$102

Applications will be accepted until further notice for the positions of soil conservationist, soil scientist, and agricultural and civil engineer, in the Soil Conservation Service, U. S. Department of Agriculture, in the 12 northeastern states.

The soil conservationist and soil scientist positions pay from \$3,670 to \$4,525 a year, and the engineer positions from \$4,480 to \$5,335. No written test is required except for engineers who do not have a college degree in engineering.

Applicants will be rated on their experience and education.

Apply to the Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, 6816 Market Street, Upper Darby, Pa.

The examination is No. 3-1-3 (56).

JOBS THAT U. S. SEEKS TO FILL IN A HURRY

The U. S. is seeking to fill the following jobs in a hurry:

2-18(56). **CHEMIST**, \$6,115 to \$11,610; jobs in New York and New Jersey. Apply to Civil Service Examiners, Picatinny Arsenal, Dover, N. J.

2-18-5(56). **PHYSICIST**, \$6,115 to \$11,610; jobs located in New York and New Jersey. Apply to Civil Service Examiners, Picatinny Arsenal, Dover, N. J.

2-32(56). **ENGINEER**, \$6,115 to \$11,610; openings throughout New York and New Jersey. Fields are general, safety, fire prevention, maintenance, materials, architectural, civil, construction, structural, hydraulic, sanitary, mechanical, internal combustion power plant research, development and design; ordnance, ordnance design, electrical, aeronautical, aeronautical research, development and design; airways, marine, naval architect, chemical, welding and industrial. Apply to the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

2-8-2 (56). **TECHNOLOGIST** (preservation and packing), \$5,335 to \$7,035. Apply to Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J.

2-3-1(55). **ILLUSTRATOR** (technical equipment), \$3,415 to \$4,525 a year; jobs are in Brooklyn. No written examination, but applicants will be rated on their experience, education, and samples of illustrative work. Three to five years' experience in drawing, lettering or airbrush rendering and retouching of photographs for publication is required plus some experience in the preparation of orthographic, isometric or perspective drawings. Education may be substituted for some of the required work experience. Apply to the Civil Service Examiners, U. S. Naval Supply Activities, N. Y., or Third Avenue and 29th Street, Brooklyn 32, N. Y.

STENOGRAPHER, \$2,960 to \$3,415, and **TYPIST**, \$2,690 to \$3,175. Written examination plus appropriate education or experience for \$3,175 and \$3,415 jobs. Minimum age, 17 years. Apply to the Director, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

TABULATING MACHINE OPERATOR, CARD PUNCH OPERATOR, \$2,960 and \$3,175 a year. Written test plus from 3 to 6 months' appropriate experience. Apply to the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

2-56-4(56). **MEDICAL TECHNICIAN**, \$3,175 a year; jobs at V. A. Hospital, Montrose, N. Y. One year of experience in a clinical or research laboratory. Education may be substituted for this experience. Apply to Civil Service Examiners, V. A. Hospital, Montrose, N. Y.

2-7-1(56). **DENTAL HYGIENIST**, \$3,415 a year; jobs located at the V. A. Hospital, Northport, L. I. Registration as a dental or oral hygienist plus two years' appropriate technical experience. One year's study in an approved school of dental hygiene may be substituted for one year's experience. Apply to U. S. Civil Service Examiners, Northport, L. I., N. Y.

NURSING ASSISTANT (psychiatric), \$2,960 a year; jobs are at V. A. Hospital, Northport, L. I. and V. A. Hospital, Montrose, N. Y. No experience is required, but ability to read and write the English language is necessary. Competitors will be required to appear for an oral interview. Males preferred. Apply to Civil Service Examiners, V. A. Hospital, Northport (2-71-6); Civil Service Examiners, V. A. Hospital, Montrose (2-56-6), or Board of Civil Service Examiners, V. A. Hospital, Lyons, N. J. (2-70-2).

FOOD SERVICE WORKER (male), \$1.23 to \$1.43 an hour; jobs located at V. A. Hospitals. No experience necessary but applicants must be able to read and write the English language. Apply to U. S. Civil Service Examiners at V. A. Hospital, Buffalo, N. Y. (2-78-9); V. A. Hospital, Montrose, N. Y. (2-56-7); V. A. Hospital, Northport, L. I., N. Y., (2-71-1), or Board of Civil Service Examiners, V. A. Hospital, Lyons, N. J. (2-70-3).

2-56-1(56). **LAUNDRY WORKER**, \$1.07 an hour; jobs at V. A. Hospital, Montrose, N. Y. No experience necessary but applicants must be able to read and write the English language. Apply to Civil Service Examiners, V. A. Hospital, Montrose, N. Y.

FOUR CHANGES MADE IN WELDER KEY

The New York City Personnel Department announced the following changes in key answers for the welder examination: question 14, C and D be accredited; 22, B and D be accredited; 40, C and B be accredited; 43, D and C be accredited; 66, deleted.

Of the 232 candidates participating, 22 protested 29 items.

PREPARE YOURSELF NOW FOR COMING U.S. CIVIL SERVICE TESTS

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 \$340.00 a month to start. They are well paid in comparison with the same kind 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. They are available to men and women between 18 and 55.

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 cases 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 school which helps many pass these tests each year. The Institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these U. S. Civil Service jobs fill out the coupon, stick to postal card, and mail, TODAY or call at office—open 9:00 to 5:00 daily. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Street Apt # ...

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Coupon is valuable. Use it before you mislay it.

Skiing (Some Say She-ing) Top Sport In New York As State Spurs Gala Events

Thirty outstanding ski events and winter carnivals are scheduled for the coming season in New York State. Commerce Commissioner Edward T. Dickinson announced.

The first competition of the season was the Torger Tokle Memorial night ski jump at Bear Mountain, December 15. Jumping continued the following day with the Norsemen Ski Club tournament.

A king and queen of winter were crowned at the annual carnival at Lake Placid on December 29.

The season gets into full swing in January with events including the New Years Day ski jumping at Lake Placid; the Metropolitan jumping tournament at Bear Mountain, the night of January 5; the Norway Ski Club jumping tournament at Bear Mountain, January 6; the Winter Sports Association jumping tournament at Bear Mountain, the night of January 12; and the Harold E. Doerr Memorial jumping tournament at Bear Mountain, January 13.

Cross-Country Runs

The New York State cross-country championships will be held at Paul Smiths in the Adirondacks, January 13, and the state jumping championships at Bear Mountain, January 20. Old Forge will hold the Max Bolli Memorial jumping tournament on January 27 and the New Jersey jumping championships will be at Bear Mountain the same day.

Other January ski events are an invitation collegiate meet at St. Lawrence University, January 5-6; New York State downhill, slalom and combined championships at Snow Ridge, January 19-20; Syracuse Alumni downhill, slalom and combined races at Syracuse, January 20; and the Catskill downhill race at Belleayre Mountain, January 27.

The Niagara Frontier skiing championships will be at Ellicottville, February 2-3.

Carnival Time

Old Forge's winter carnival is set for February 9-10 and the ice carnival of State Teachers College and Clarkson College of Technology at Potsdam, February 14-17. Paul Smiths College winter carnival will be February 16-17 and St. Lawrence Univer-

sity winter carnival will be February 22-23.

Two jumping events are slated for February. The Telemark Ski Club tournament at Bear Mountain will be February 3. Lake Placid will have the Washington's Birthday and Masters Invitational jumping meets on February 23.

February will see two junior ski events, the New York State junior cross-country and jumping championships at Bear Mountain, February 12, and the Belleayre junior giant slalom at Belleayre Mountain, February 23.

Downhill races in February include the New York State slalom championships at Paul Smiths, February 10; interscholastic team championships at Old Forge, February 22-23; the veteran giant slalom at Belleayre Mountain, February 23; and the downhill cup race at Belleayre Mountain, February 24.

Two March events are listed: the MacKenzie trophy race at Whiteface Mountain, March 3, and the Snowflake ski derby at Old Forge, March 9.

Free copies of New York State's winter sports calendar may be obtained from the New York State Department of Commerce, 112 State Street, Albany 7, N. Y.

Key Answers

TENTATIVE
Public Services Aide
Assistant Public Services Officer
Public Services Officer

PART I

(Except Public Service Aide)
1. D; 2. A; 3. B; 4. A; 5. B; 6. D; 7. B; 8. B; 9. D; 10. C; 11. C; 12. C; 13. D; 14. D; 15. C; 16. C; 17. B; 18. C; 19. D; 20. A; 21. B; 22. C; 23. A; 24. A; 25. C; 26. C; 27. C; 28. D; 29. B; 30. B; 31. C; 32. A; 33. B; 34. A; 35. C; 36. D; 37. D; 38. B; 39. C; 40. C; 41. B; 42. B; 43. C; 44. B; 45. C; 46. A; 47. D; 48. B; 49. C; 50. D; 51. C; 52. D; 53. B; 54. A; 55. B; 56. A; 57. A; 58. C; 59. C; 60. C; 61. C; 62. B; 63. B; 64. C; 65. C; 66. C; 67. A; 68. B; 69. A; 70. A; 71. D; 72. D; 73. C; 74. A; 75. B; 76. A; 77. A; 78. D; 79. A; 80. D; 81. C; 82. A; 83. B; 84. D; 85. B; 86. D; 87. B; 88. B; 89. C; 90. A; 91. A; 92. C; 93. A; 94. A; 95. B; 96. D; 97. A; 98. D; 99. C; 100. D.

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., Monday, January 14.

CBC Will Honor Sen. Lehman and Police Capt. Mulhearn

Dr. Herman J. Abs, head of the Sueddeutsche Bank of Frankfurt, West Germany, will be the principal speaker at the twenty-fifth anniversary celebration dinner of the Citizens Budget Commission on Wednesday evening, January 9 at the Waldorf-Astoria Hotel. President Robert W. Dowling announced.

"Dr. Abs is one of Europe's leading bankers," Mr. Dowling said.

Dr. Abs will discuss the present economy of West Germany and tell how major German municipalities that suffered extreme war-time losses accomplished recovery.

Col. Harold Riegelman, counsel, will speak on the past, present and future of the CBC.

Senator Herbert H. Lehman will receive the CBC annual bronze medal for high civic service by an individual.

President Dowling announced that the winner of the CBC bronze medal annually awarded to a competitive civil service employee who exemplifies the best tradition of the career service of the City government is Police Captain Henry J. Mulhearn, commanding officer of the 24th Precinct.

Apply Until Jan. 24 for Next U. S. Test For Career Job

The U. S. Civil Service Commission has scheduled the next Federal entrance examination for Saturday, February 9. Many trainee vacancies will be filled by college graduates, students, or persons with "college type minds."

Though the entrance examination is open continuously, and written tests are held regularly, the application deadline for the next test is Thursday, January 24.

Salaries Paid

Most appointments will be made at \$3,670, or \$70.60 weekly. However, others will be made at \$4,080 and \$4,525 a year, or \$78.40 and \$87 a week respectively.

Openings exist in many fields: general administration, economics and other social sciences, business analysis and regulation, social security administration, organization and methods examining, production planning, communications, personnel management, budget management, automatic data processing, library science, statistics, investigation, information, records management, food and drug inspection, recreation, customs inspection and procurement and supply.

Where to Apply

Apply to the Commission's Second Regional office, 641 Washington Street, New York 14, N. Y.

NYU Offers Lifts To Graduate Study In 2 Broad Fields

Applications for fellowships, scholarships, and assistantships for graduate study in public administration will be accepted until March 15, said Dr. Martin P. Dworkin, executive officer, NYU Graduate School of Public Administration and Social Service.

For the social service program, applications for financial assistance may be made throughout the academic year, and awards will be announced continuously with priority to early applicants.

In the public administration program, partial and full tuition grants for the 1957-58 academic year are obtainable through university endowments. In addition, special scholarships have been established by donors in several fields of the public administration curriculum. These include the Finkelstein Scholarship for graduate study in city planning, established by Jerry Finkelstein, publisher of The Leader, and former Chairman of the City Planning Commission; the Stulman Scholarships to encourage creative and analytical thinking in global development and technical assistance to undeveloped areas; the Cecil Scholarship for graduate study in public personnel administration, the Gottlieb Scholarships for M.P.A. or Ph.D. candidates majoring in public health administration or related study, and the Lane Scholarship for general public administration.

Holders of awards for the current academic year who desire a renewal must give notification by March 15.

The address is Washington Square, New York 3, N. Y.; telephone, SPring 7-2000. For other than social service program, the extension is 668; for the social service program, 8166.

SIX IN CIVIL SERVICE DEPT. GET MERIT AWARDS

ALBANY, Dec. 31—Six employees of the State Civil Service Department won state merit awards in 1953. Department goal for 1957: 14 award winners.

Seventy In Albany Area Get Pins For Long Service In Taxation and Finance

ALBANY, Dec. 31—Seventy Albany area employees of the State Department of Taxation and Finance have received 20-year service pins in recognition of a score or more years as career Civil Service workers in the department.

The pins were presented in a State Office Building ceremony by Deputy Commissioner Bernard A. Culloton, acting on behalf of Taxation and Finance Commissioner George M. Bragalini.

The following received service pins:

Corporation Tax Bureau—Miss Rosemary Carey, James P. Donnelly, John J. Haggerty, Miss Anna Kane, George E. Keck, Mrs. Katherine Shore, Kermit Smith, Miss Loretta Vioeburg, Miss Margaret Walsh, Mrs. Leah Buck, Mrs. Dorothy M. O'Neill.

Collection Bureau—Mrs. Katherine Berry, John Donovan, Miss Louise Pembleton, Miss Mildred A. Smith.

Motor Vehicle Bureau—Herman Abelson, John Birnbach, Mrs. Josephine Daley, Mrs. Frances B. Glynn, Michael Jackson, Miss Lena Kulik, Miss Bertha Lang, Thomas Meagher, Mrs. Margaret D. Verhagen, Mrs. Alice Walsh, Samuel Eringer.

Traffic Commission—Lloyd A. Maeder.

Miscellaneous Tax Bureau—Mrs. Vera P. Maron, Mrs. Abbie M. Reedy, Mrs. Margaret H. Vincent.

Treasury Division—William R. Distin, George J. Willse, Mrs. Angeline Panuele.

Administration Bureau—Mrs. Marjorie Arnold, Mrs. Helen Foley, George Hayes, Albert McFerran, Miss Margaret Norris, Lloyd Wilson, Mrs. Helen W. Doran, Charles W. Owens, Jr.

Income Tax Bureau—Norman

Bender, Vincent Campbell, Mrs. Lucille Chapman, Edward Conroy, Mrs. Edythe Conoley, James G. Decker, Frank Doyle, Carlos Emple, Mrs. Jane Higgins, Miss Margaret Kelly, Mrs. Mary Kelly, Mrs. Katherine C. Kerwin, Miss Susanne Long, Paul Maleski, Miss Clara E. Miller, Miss Elsie M. Perlee, Waldemar Schmidt, Benjamin Sheber, Miss Jeannette Silverman, James Whalen, Edward A. Winkler, Miss Lucy Woodworth, Mrs. Alice McKeon, William C. Walsh, Mrs. Mildred Giddings, Volney Jenkins.

Truck Mileage Tax Bureau—Mrs. Helen R. Connelly, Walter J. Fialkoski, Miss Alice E. Secor.

Freitag Heads Com. Dept. Film, TV Bureau

ALBANY, Dec. 31—A former State Department of Health senior photographer, Edmund G. Freitag, of Albany, has been appointed film production supervisor of the Department of Commerce's radio, motion picture and TV bureau.

He succeeds George Howell, who resigned last spring.

Mr. Freitag will begin work in the \$6,550-a-year post on Jan. 3.

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Questionnaires Go Out About More City Jobs

The Personnel Department authorized New York City departments and agencies to issue position distribution questionnaires on the following titles:

Assistant assessor, assistant bridge operator, assistant foreman (except in Sanitation Department uniformed forces); assistant foreman (highway and sewer maintenance, watershed maintenance and water supply), assistant pathologist, assistant supervisor of recreation, consultant (child welfare, early childhood education, and parent education), department librarian, department library aide, foreman (except in Sanitation Department uniformed forces).

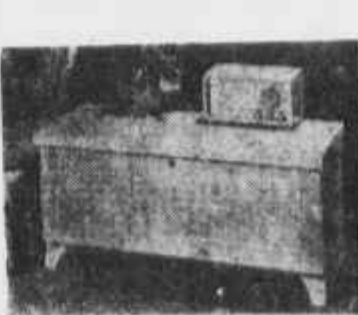
Also: foreman (highway and sewer maintenance, watershed maintenance and water supply), home economist, junior psychiatrist, nutritionist, principal home economist, satisfaction clerk, school equipment maintainer, senior consultant (child welfare, early childhood education, and parent education), supervising home economist and window shade repairer.

Season's Greetings

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TUESDAY, JANUARY 1, 1957

Regrettable Tactics

IT is a perversion of the Conflict of Interest Law to hold that a Federal employee may be prosecuted criminally for helping a former employee to get back a job from which he was dismissed.

Though the Department of Justice may find some narrow technical basis for its ruling that prosecution applies, Congress never had any such intention, and the intent of Congress must govern. As we pointed out in an editorial in last week's Leader, issue of December 25, a fast remedy is needed—enactment by Congress of an amendment to safeguard employees who help other employees in that way.

It is common practice for unions to wage efforts to obtain reinstatements, so that the Department of Justice's ruling, besides being unrealistic, is a blow to unions.

Resort to technicalities in relation to activities of employee groups is growing. New York City, usually forward-looking in such matters, has recently contributed to the chaos.

Remedy Worse Than The Ailment

By an order of Mayor Robert F. Wagner City employees may be granted time off to discuss departmental personnel matters before official City boards and departments, but only in relation to departmental matters. The heads of various union locals are City employees. They may discuss only such matters as relate to employees of the department in which they work. Does this conserve City time if employees from a dozen different departments must be granted authorized time off, when one spokesman would suffice, if he could cross departmental lines?

The rivalries of competing organizations has resulted in crude resort to technicalities, and unnecessarily fomented much trouble. The bull in the china closet can do a lot of damage but the china closet endures as an institution, while the bull does not.

A case may be made out for technical compliance, in the Federal and City cases, and in State and other local jurisdictions as well. But so long as public officials ignore the necessity for substantial justice, for solutions that are fair and equitable, even if not necessarily over-liberal, employees themselves, as organization members, suffer and government renders itself a disservice that it will live to regret.

Better Hours for All

THE 40-hour week having been fairly well established in State and local governments, the next move is toward the 35-hour week. About 20 percent of the states have it already, as do many corporations. Such division is natural in the early stages, but the definite trend is toward 35 hours for all.

The difficulty arises in applying any liberalization generally. Even in maximum 40-hour public jurisdictions, many office employees work 37½ hours, and it would be easier to get their hours reduced to 35 at the expense of others. But the others are equally entitled to benefit, and include employees of institutions, and police and fire forces, all of whom encounter the greatest obstacles to obtaining a reduced work-week.

The liberalization must be made applicable to all, ultimately, even if current financial consideration might require a staggered basis of universal effectuation as a starter.

LETTERS TO THE EDITOR

NEED OF RETROACTIVE SOCIAL SECURITY BENEFIT

Editor, The Leader,

I commend Deputy State Comptroller William M. Girden on his letter published in the December 18 Leader, presenting the respective money values and the marked superiority of his plan of Social Security supplementation over integration.

It should be made clear that under supplementation no reduction of State Retirement System benefits will exist if the employee pays his Social Security contributions (1956 maximum is \$94 a year) in addition to his present retirement deductions.

May I suggest that Mr. Girden do an equally good job of preparing figures for The Leader showing the amount of reduction in the monthly Social Security Retirement benefits of each employee which will result in New York State does not make Social Security coverage retroactive to at least January 1, 1956. Available figures show a potential 5.5 percent average reduction in the monthly Social Security Retirement benefits for the employee now 43 years old, 12 percent for the employee now age 54, and 32 percent for the person now 62 years of age, if such retroactive coverage is not established.

If retroactive coverage is established, each dollar so invested by the State will prevent an average loss after retirement of \$20 for the employee now 62, \$8 for the person now 54 and \$3.60 for the employee now 43, without counting additional loss of spouses benefits etc., and with smaller losses to younger persons.

To calculate the total that each person stands to lose on this basis during his retirement, just multiply each figure by \$178.50, the maximum cost per person.

STEWART J. WRIGHT
Rochester, N. Y.

Law Cases

Counsel Sidney M. Stern reported to the New York City Civil Service Commission on law cases as follows:

Appellate Division, First Department

Morroe v. Patterson. The court affirmed unanimously the order of Special Term dismissing the petition. The petitioner was dismissed as railroad clerk after he persistently refused to undergo a physical examination to determine his fitness for the job. Special Term held such refusal was insubordination and that he was lawfully removed from service.

Bergerman v. Wagner. Petitioner sought to compel the Mayor and Commissioner of Purchase to reveal the extent of the investigation made as to the qualifications of a person appointed as director of purchase. The qualifications for the exempt position are described in the City Charter and it is alleged the appointee lacks such qualifications. The court held that the Commissioner of Purchase is the appointing officer and he alone may determine whether or not a person meets the specifications. The court will not substitute its judgment or interfere with the freedom of selection which the head of a department must have in appointing to exempt positions. The Appellate Division affirmed with a dissent by Peck, P. J.

N. Y. County Supreme Court Special Term.

Morissani v. Baumgartner. Petitioners in this proceeding were health inspectors, grade 3, before the advent of the Career and Salary plan. They were equated to public health sanitarian. They complain that they are doing the work of senior public health san-

Public Administration

THE METHOD USED by local governments to train persons for hard-to-fill jobs has been successful, the Civil Service Assembly reports.

In New York State an examination will be held next year for bank examiner trainee. College graduates, or those who will have a degree by June, 1957, are eligible for the training program being offered by the State Banking Department and certain designated banks. Those chosen will spend the first year actually working in a bank and the second in one of the five district offices of the department. While at the bank, the trainee must conform to the bank's employment rules on attendance, working hours, and conduct, although his salary comes from the state.

Detroit's Experiences

The training division of the Detroit, Mich., Civil Service Commission says that more than one-third of the City's employees had job training last year. Bricklayers,

machinists, plumbers and electricians were included, as well as workers in more specialized fields, such as hospital bill collectors and auto body repairmen. By training young persons, the City maintains a staff of skilled workers in areas of acute shortages. Without the training programs, Detroit would find it almost impossible to operate its power and water pumping plants, the Assembly adds.

Santa Monica's Incinerator

Santa Monica, Calif., trained workers for a municipal incinerator even before the plant was built, according to the Assembly. Otherwise interested persons employed by the department spent a day with the inspector on the job during the building of the incinerator plant. If interest was maintained, the employee stayed with the program. This method not only provided a skilled staff for the completed installation, but created a reserve ready to fill vacancies, says the Assembly.

QUESTION, PLEASE

AS MY JOB in New York City is being audited, may I submit a reclassification appeal to the Appeals Board under the Career and Salary Plan? —P.E.V.

Yes, but only after the on-the-job study of your position has been completed and the Personnel Department has made its decision. Until then there is nothing concrete from which to appeal.

WHAT ARE the requirements and limits for supplemental pensions for a retired State employee? —C.E.P.

Minimum age 65, amount not to exceed what's necessary to bring present retirement allowance up to \$1,302 a year, supplementary pension not to exceed \$33.50 a month. Besides, a certain minimum length of State service is required. Comparison must be made with maximum amount to which the pensioner alone is entitled, not to lesser amount resulting from sharing the benefit.

MAY a State employee take his accrued unused vacation time in the form of lump-sum severance pay on resignation? —E.V.

No. Vacation to cover these credits should be taken prior to retirement.

SOCIAL SECURITY

HOW does a self-employed person covered under Social Security

get credit for his earnings?

J. J. O'R.

If you are self-employed and your net earnings are \$400 or more in a year, you must report your earnings and pay your Social Security self-employment tax each year when you file your individual income tax return. Your earnings are entered on your individual record by the Social Security Administration. This record will be used to determine your eligibility to benefits and the amount you will receive.

WHAT benefits are payable to disabled children over 18 years of age? C. E. J.

Beginning January, 1957 a disabled child of a retired insured worker or of an insured worker who has died may receive monthly benefits after reaching 18 years of age. The disabled child must have been disabled before age 18 and have remained so ever since. If you believe that you or someone in your family may be eligible, you should get in touch with your nearest Social Security office.

WHAT benefits are paid to the dependents of a disabled person? C. E.

There are no payments to the dependents of a person receiving a disability insurance benefit. Such payments are made only in connection with the retirement or death of an insured person.

itarian, equivalent to the former title of health inspector, grade 4, a position for which they had passed a promotion examination. However, they are not paid at the commensurate rate and claim they are being worked out of title. The court ordered a trial on the issue thus raised.

Embarrato v. Adams. The Appellate Division unanimously reversed the order of Special Term granting a motion to dismiss the petition. The proceeding was brought to compel petitioner's appointment as probationary patrolman (P.D.). He had been passed over allegedly because of an adverse family history. The Appellate Division granted leave to respondent to answer.

PROCEEDINGS INSTITUTED

Babich v. Kennedy. Petitioner was dismissed at end of probationary period as patrolman (P. D.) allegedly because he had high blood pressure. He seeks reinstatement.

Silver v. Schechter. A senior accountant (Welfare Dept) passed an examination for senior administrative assistant. She alleges that five persons who failed to pass

such exam have been designated senior administrative assistants under the Career and Salary Plan. She seeks appointment to that title.

Hackett v. Kennedy. Petitioner was dismissed at end of probationary period as patrolman (P.D.) due to physical condition. He seeks restoration.

Meeks v. Schechter. This proceeding was brought to enjoin the holding of examination for chief schedule maker in the Transit Authority.

Daphney v. Schechter. Because he was marked not qualified medically for the position of correction officer (men), petitioner seeks to set aside the determination.

Vic Construction Corp., et al. v. Schechter. Two proceedings were commenced, one to declare Local Law 40-1956 relative to license exam for sign hanger unconstitutional, the other to restrain the holding of an examination for license for sign hanger.

Fallisi v. Schechter. Petitioner was marked not qualified medically on list for patrolman (P.D.). He seeks to set aside the determination.

SPRING TESTS FOR NYC TEACHING JOBS

The New York City Board of Education announced the examinations to be held in the spring term, 1957, for filing, teaching and supervisory positions. Advance notice is given so that prospective candidates may prepare for the tests. Applications will be issued by the Board at 110 Livingston Street, Brooklyn.

Applications will not be received until the official dates are set.

Besides those to open early next year, applications are being received for the following tests: supervisor of education of physically handicapped, assistant director for children with retarded mental development, and supervisor of classes for such children.

One future date for start of application was announced—December 17 for director of the bureau for the education of the physically handicapped (other than visually or acoustically handicapped).

The other coming examinations follow:

DAY HIGH SCHOOLS

- Teacher and Substitute, Men and Women
- Accounting and business practice
- Agriculture
- Biology and general science
- Chemistry and general science
- Commercial art
- Earth science and general science
- English
- Fine arts
- French
- Health education
- Mathematics
- Merchandising and salesmanship
- Office machine operating
- Physics and general science
- Related technical subjects (biology and chemistry)
- Related technical subjects (M.S.E.)
- Related technical subjects (textiles)
- Social studies
- Stenography and typewriting (Gregg)
- Stenography and typewriting (Pitman)
- Teacher and Substitute, Men
- Automatic heating mechanics
- Auto mechanics
- Aviation mechanics
- Baking
- Cafeteria and catering
- Clock and watch mechanics
- Dental mechanics
- Electrical installation and practice
- Foundry work
- Machine shop work
- Machine typesetting operation
- Meat merchandising

- Mechanical drafting
- Men's clothing manufacturing
- Optical mechanics
- Presswork
- Printing and presswork
- Radic mechanics
- Sheet metal work
- Upholstering
- Woodturning and pattern making
- Woodworking

Teacher and Substitute, Women

- Beauty culture
- Cafeteria and tea room training
- Substitute Only, Men and Women
- Music
- Orchestral music
- Spanish
- Speech
- Substitute Only, Women
- Home nursing

JUNIOR HIGH SCHOOLS

- Teacher and Substitute, Men and Women
- English
- Fine arts
- French
- General science
- Health education
- Italian
- Mathematics
- Social studies
- Spanish

- Teacher and Substitute, Women
- Home economics
- Substitute Only, Men and Women
- Industrial arts
- Music
- Orchestral music

ELEMENTARY SCHOOLS

- Men and Women
- Assistant principal
- Guidance counselor in elementary school
- Substitute Only, Men and Women
- Common branches
- Substitute Only, Women
- Early childhood classes

CHILD WELFARE

- Director, Men and Women
- Bureau for the education of physically handicapped (other than visually or acoustically)
- Asst. Director, Men and Women
- Bureau for children with retarded mental development
- Speech improvement
- Teacher and Substitute, Men and Women
- Classes for children with retarded mental development
- Speech improvement
- Men and Women
- School psychiatrist
- Supervisor of classes for mentally retarded children

Supervisor of education of physically handicapped

OTHERS

- Teacher, Men and Women
- Physical education and recreation community center
- Teacher and Substitute, Men and Women
- Library (secondary schools)
- Adult education
- Asst. Director, Men and Women
- School library service

F. C. HALL IS ELECTED HEAD OF DAY GROUP

Civil Service Chapter No. 77, Disabled American Veterans, elected officers: Frank C. Hall, commander; Jack G. Braunstein, senior vice commander; Schuyler V. Buskirk, junior vice commander; John V. Garcia, treasurer; Judge Joseph A. Cox, judge advocate; James Leary, officer of day, and Louis Rupp, chairman.

All disabled veterans are now eligible for membership. The chapter meets on the second Thursday of each month at 8:30 P.M. at 18 Moore Street, New York City.

The installation will be held on Friday evening, February 1, at the Hotel Diplomat.

Carl L. Biers on Port Authority Post

ALBANY, Dec. 31—Governor Harriman has appointed Carl L. Biers, of Eggertsville, as a member of the Niagara Frontier Port Authority for a term ending June 30, 1957.

He succeeds Norman Joseph, also of Eggertsville, who has resigned.

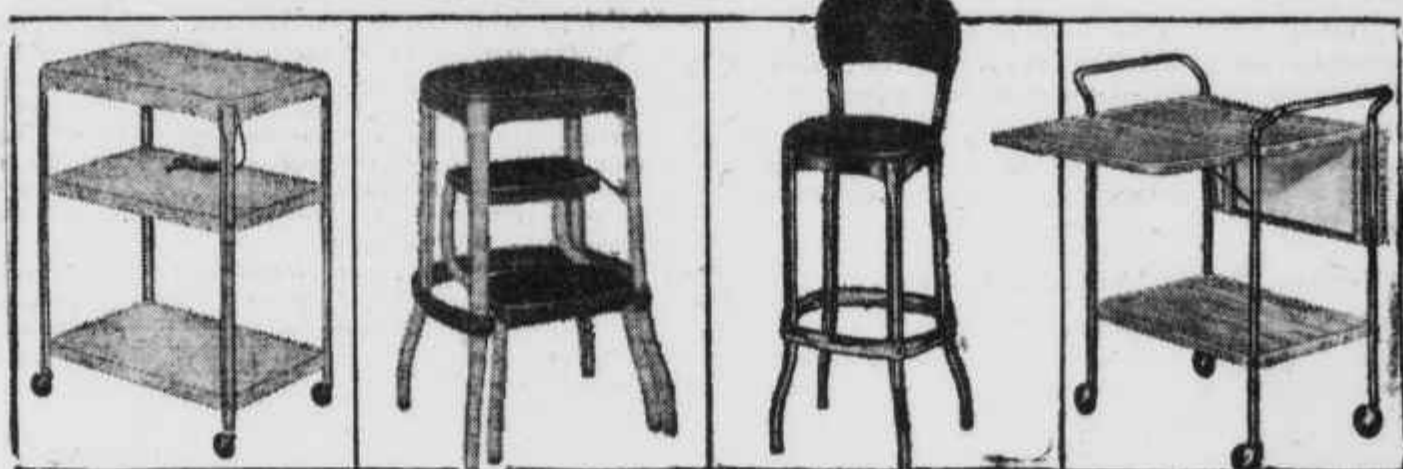
Mr. Biers is industrial relations manager for the Mushroom Transportation Company, Inc., and president of the District Cartage Company. He is presently serving his second term as president of the New York State Trucking Employers Association.

TROY MAN IS BRAZILIAN AID

ALBANY, Dec. 31—Donald C. Bowes, Troy attorney, has been named legal assistant to Taxation and Finance Commissioner George M. Bragalini.

The appointment, effective Jan. 3, is at an initial salary of \$7,000 per year.

Lighten your work — brighten your home with COSCO products says Benco Sales Co.



B-L Electric Utility Table: Double convenience outlet, 29 1/2" high, 16" x 22". Chromium legs. Two-coat baked-on enamel finish, three colors. Price \$10.95

4-A Step Stool: 24" high. Rubber-treaded "swing-away" steps. All-over enamel finish, three colors. Price \$9.95

3-D Special Stool Seat: 24" high. Chromium finish. Durable upholstery, six colors. Price \$9.95

B-T Drop Leaf Utility Cart: 31" high. Top (leaves up), 24" x 41". Chromium, with COSCOAT finish in wood grain pattern, three colors. Price \$20.95



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NYC Exams That Open on Jan. 4

The New York City Personnel Department will open the following tests for application on Friday, January 4. The closing date appears at the end of each notice.

Apply on or after January 4 in person, by representative or by mail to the Department's Application Division, 96 Duane Street, New York 7, N. Y. No mail application will be honored unless accompanied by a self-addressed, six-cent stamped envelope at least nine inches wide.

OPEN-COMPETITIVE

7668. AUDIENCE PROMOTION ASSISTANT, \$3,750-\$4,830. One opening, Municipal Broadcasting System. Fee \$3. Baccalaureate degree recognized by the State University plus one year's experience in advertising, journalism, publicity, public relations, radio, television or motion picture promotion; high school graduation plus five years' such experience, or an equivalent combination. Form A experience paper required. (Thursday, January 24).

7745. BUYER, \$5,450-\$6,890. One vacancy, Department of Purchase. Fee \$5. One of the following: five years' experience in purchasing a large volume of material, supplies, or equipment (two years may be in a field such as inspection or specification writing); baccalaureate degree registered with the State University plus one year's graduate study in business or public administration, engineering or related courses, plus three years' experience as above, or an equivalent combination. Form B experience paper needed. (Thursday, January 24).

7947. BUYER (FOODS), \$5,450-\$6,890. One opening, Department of Education. Fee \$5. One of the following: five years' experience in purchasing a large volume of foods (two years may be in fields such as inspection or specification writing); baccalaureate degree from an agricultural college recognized by the State University plus three years' experience as above; baccalaureate degree, one year's graduate study in business or public administration, or related courses and three years' experience; a time-equivalent combination. Form B experience paper needed. (Thursday, January 24).

7949. CASHER, \$3,500-\$4,580. 10 vacancies, various City departments. Fee \$3. High school or equivalency diploma and one year's related experience, such as cashier or bank teller, or an equivalent combination. Experience as a restaurant cashier, railroad clerk, or in similar jobs will not qualify. (Thursday, January 24).

7694. ASSISTANT HOSPITAL ADMINISTRATOR, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Baccalaureate degree registered with the State University and one of the following: master's degree in hospital administration and four years' appropriate experience; six years' experience in an approved hospital, two years of which must have been as assistant administrator or administrator, or an equivalent combination of training and experience. Form B required. (Thursday, January 24).

7696. DEPUTY MEDICAL SUPERINTENDENT, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Graduation from a medical school approved by the State University, plus one year's internship and either of the following: master's degree in hospital administration, two years' experience as assistant administrator or administrator in an approved hospital, or an equivalent combination. Form C required. (Thursday, January 24).

7786. MECHANICAL MAINTAINER - GROUP B, Transit Authority, \$2,07-\$2,31 an hour, beginning July 1, for a 40-hour week. Six vacancies, others from time to time. Fee \$4. Four years' recent experience as journeyman in manufacturing, maintaining, installing, inspecting or repairing elevators or escalators. Helper experience or related training may substitute for some of the experience requirements. (Thursday, January 24).

7787. PRINCIPAL CHILDREN'S COUNSELOR, \$5,450-\$6,890. Three openings, Department of Welfare. Fee \$5. Baccalaureate degree registered with the State University, and one of the following or its equivalent: five years' experience in a child-care institution or in children's group work with an agency; master's degree or certificate from a school of social work plus three years' experience as above; (one year in a supervisory capacity); master's degree in early childhood education, education, guidance or psychology plus four years' experience as above (one year supervisory). (Thursday, January 24).

7860. SENIOR SHORTHAND REPORTER, \$4,850-\$6,290. Four vacancies, various City departments. Fee \$4. One of the following: High school graduation and three years' stenographic experience; five years' such experience, or an equivalent combination of training and experience. Form A experience paper required. (Thursday, January 24).

7370. SENIOR TITLE EXAMINER, \$4,850-\$6,290. Five openings. Fee \$4. Five years' experience in searching, examining, reading and closing real property titles with a title company, lawyer, governmental agency or conveyancer. Military training or experience may be substituted for some of the experience. (Thursday, January 24).

7797. ASSISTANT TRAIN DISPATCHER, Transit Authority, \$4,650-\$5,450. Vacancies from time to time. Fee \$4. Men only. Permanent employment in the Authority as conductor, railroad clerk, or collecting agent for one year preceding the test date (April 27). (Thursday, January 24).

7578. ELEVATOR MECHANIC, Housing Authority and Hospitals Department, \$26.08 per day. Vacancies from time to time. Fee \$5.00. Permanent employment in one of the above departments as elevator mechanic's helper for six months preceding the test date (May 8) for application, two years for appointment. (Thursday, January 24).

7729. SENIOR DEPUTY SHERIFF, City Sheriff's Office, \$5,150-\$6,590. Vacancies from time to time. Fee \$5. Permanent employment in the above office as deputy sheriff for six months preceding the test date (April 11) for application, two years for appointment. (Thursday, January 24).

7896. DEPUTY MEDICAL SUPERINTENDENT, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Graduation from a medical school approved by the State University, plus one year's internship and either of the following: master's degree in hospital administration, two years' experience as assistant administrator or administrator in an approved hospital, or an equivalent combination. Form C required. (Thursday, January 24).

7694. ASSISTANT HOSPITAL ADMINISTRATOR, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Baccalaureate degree registered with the State University and one of the following: master's degree in hospital administration and four years' appropriate experience; six years' experience in an approved hospital, two years of which must have been as assistant administrator or administrator, or an equivalent combination of training and experience. Form B required. (Thursday, January 24).

7696. DEPUTY MEDICAL SUPERINTENDENT, \$9,000-\$11,100. Vacancies from time to time. Fee \$5. Graduation from a medical school approved by the State University, plus one year's internship and either of the following: master's degree in hospital administration, two years' experience as assistant administrator or administrator in an approved hospital, or an equivalent combination. Form C required. (Thursday, January 24).

NEW YORK STATE JOB OPENINGS

(Continued from Page 2)

residence preceding test date in Nassau, Queens, or Suffolk counties. (Friday, January 18).

4210. LABOR RELATIONS EXAMINER, \$5,390-\$6,620. One opening, New York City. Fee \$5. Four years' industrial relations experience and one of the following: four more years' experience; bachelor's degree plus one additional year's experience; bachelor's degree in industrial relations, or an equivalent combination. (Friday, January 18).

4213. LIBRARIAN, \$6,050. One opening, Kings County Supreme Court Library. Fee \$5. Kings County residence for four months preceding test date, admission to State Bar, five years' law practice, and one of the following: six months' experience in library of 50,000 or more volumes; one year's teaching experience at law school or completion of a recognized course leading to a graduate law date. (Friday, January 18).

4215. ASSISTANT LIBRARIAN, \$5,200. Richmond County Supreme Court Library. Fee \$5. Five years' law practice or one of the following: a bachelor's degree plus three years' experience in a law library with 10,000 or more volumes, or an equivalent combination. Candidates must have been legal residents of the county for four months preceding the test date. (Friday, January 18).

4186. PRINCIPAL MECHANICAL DRAFTSMAN, \$4,650-\$5,760. Department of Public Works. Several vacancies. Fee \$4. Test date: March 2. High school, equivalency diploma; four years' drafting experience on heating, plumbing or related mechanical engineering projects and one of the following: associate degree from a two-year engineering technology course, two years leading to a bachelor's degree in engineering or architecture, two years' drafting experience, or an equivalent combination. (Friday, February 1).

4214. LIBRARIAN, \$7,200. Richmond County Supreme Court Library. Fee \$5. Same requirements as for 4215 plus two more years' experience. (Friday, January 18).

4208. SENIOR PHYSICIAN, \$7,600-\$9,190. One opening at Albany, one at Auburn, N. Y. Fee \$5. State M.D.'s license, graduation from medical school and completion of internship, plus two years' general practice, preferably with experience in surgery, or an equivalent combination of experience and training. (Friday, January 18).

4619. ANESTHETIST, \$5,000-\$5,480. One opening, Wyoming County. Fee \$4. State professional nurse's license, and either completion of a specialized anesthesia course plus one year's general nursing experience, or an equivalent combination of training and experience. Open to any qualified U.S. citizen. (Friday, January 18).

4613. ASSISTANT SUPERVISOR OF CASE WORK (P.A.), \$5,000-\$6,400. Westchester County. Fee \$4. Open to any qualified U.S. citizen. Bachelor's degree with courses in sociology, psychology, and allied social sciences and one of the following: four years' social case work including two years in family welfare; two years' case work in family welfare plus two-year course in school of social work, or an equivalent combination. (Friday, January 18).

4628. CASE SUPERVISOR, Grade B, (P.A.), \$4,700-\$5,100. One opening, Rockland County. Fee \$4. High school or equivalency diploma, and one of the following: bachelor's degree plus four years' social case work; eight

years' experience including four in social case work or supervised teaching, or an equivalent combination. (Friday, January 18).

4216. ASSISTANT DIRECTOR OF SOCIAL STATISTICS, \$7,600-\$9,190. One opening, Albany. Open to any qualified U. S. citizen. Bachelor's degree and five years' social welfare experience, including three in public assistance research. Graduate study and field experience as regional consultant may be substituted for these requirements. Test set for March 2. (Friday, February 1).

Promotion

3222. SUPERVISOR OF ADULT EDUCATION, \$7,600-\$9,190. Two openings, Education Department, Albany. Permanent employment in the department for one year preceding the test date (February 16) as associate in adult education, associate in adult education curriculum or associate in Americanization and adult elementary education. (Friday, January 18).

3223. SENIOR INSPECTOR OF WEIGHTS AND MEASURES, \$4,650-\$5,760. One temporary vacancy, Agriculture and Markets Department, Albany. Permanent

employment in the department as inspector of weights and measures for one year preceding the test date (February 16). (Friday, January 18).

3224. SENIOR NARCOTICS INVESTIGATOR, \$5,390-\$6,620. One vacancy, Department of Health, New York City. Permanent employment in the department (exclusive of Division of Laboratories and Research and Institutions) as narcotics investigator for one year preceding the test date (February 16). (Friday, January 18).

3194. SENIOR STATISTICIAN, \$5,390-\$6,620. One vacancy, Division of Employment, Department of Labor, Albany; others from time to time. Preference to Albany employees. Permanent employment in the division as statistician for one year preceding February 16, the exam date; advanced knowledge of statistics and special abilities in the field; good judgement, integrity and initiative. (Friday, January 18).

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Traffic accidents are mounting each year—your family needs the most protection possible. SAFECO Insurance Company of America's new auto policy is the broadest ever designed—nothing is more all-inclusive. And you save with SAFECO. GET ALL THE FACTS TODAY! **FAYETTE C. MORSE** 440 Third Ave., Watervliet, N. Y. AR 3-4832 Safeco Insurance Co. of America Home Offices—Seattle & Wash. D. C.

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PETS & SUPPLIES Canaries, Parakeets, Mynahs, Cockatiels, Monkeys, Hamsters, Guinea Pigs, Rabbits Mice. **WIGGAND'S PET SHOP, 122** Hudson Avenue Albany, N. Y. 4-5866.

NEW REDECORATED **Blecker Restaurant** CORNER DOVE & STATE Serving the Finest in the State. The Capital of Prime Beef. Featuring Luncheon & Dinners at very moderate prices. Facilities for your next party or banquet. Cocktails in the beautiful EMERSON ROOM from 5 P.M. Here it's yours, entertainment nightly. No cover, no minimum. **PHONE ALBANY 5-9328 FOR RESERVATIONS**

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.

BERKSHIRE HOTEL, 140 State St. Albany, N. Y. 1/2 block from Capitol; 1 block from State Office Bldg. Weekly rates \$14 & up.

MAYFLOWER ROYAL COURT APARTMENTS - Furnished, Unfurnished and Rooms. Phone 4-1994 (Albany).

Steam and Diesel Chiefs Are Needed

The Civilian Personnel Section, Headquarters Fort Jay, Governors Island, is seeking chief engineers (steam and diesel) at \$6,200. Applicants need a U. S. Coast Guard license for 750 horsepower steam and 1,100 horsepower diesel. Persons with the diesel license only will be considered for temporary three-month employment.

Call Mr. Tobin, Whitehall 4-7700, extension 22167, till further notice.

Herald Tribune Wins CBC Award

The New York Herald Tribune received the Citizens Budget Commission annual press award for high civic service for 1956. The announcement was made by Robert W. Dowling, CBC president.

The presentation of the bronze medal designed by Wheeler Williams will take place at the silver anniversary dinner of the Citizens Budget Commission at the Waldorf Astoria Hotel on Wednesday evening, January 9.

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

Jobs Abound for High School Grad

Prospective high school graduates are having a field day in the job market, both public and private. New York City is requiring a high school diploma for appointment as clerk, and applications are being received now. The U. S., State and City are keen to hire high school graduates not only as clerks, but as stenographers and typists, and in other capacities. So is private industry.

'Be Ready'

More than 100,000 City public high school students will receive special instruction within the next few weeks on how best to prepare while still in school for careers in business, under a program developed by the Commerce and Industry Association in cooperation with the City Board of Education.

The Association has published

and the Board will distribute to all students in the 8th, 9th and 10th grades a brochure entitled "Be Ready for the Job You Want."

Students are told that prospective employers are concerned with applicants' school records and how well they prepare themselves for employment, as well as personality traits.

A standardized form, now in widespread use here, has enabled prospective employers for the first time to obtain information from the schools about recent graduates applying for jobs.

Results Expedited

Employers obtain supplies of the form from the association, and mail them to the schools attended by the job applicants. School officials enter on the forms information from school records, and return the forms to the em-

ployers. A complete evaluation by the applicant's teachers of personality traits such as dependability, cooperation, courtesy and

appearance, is included. Industry is competing with government for the cream of the crop.

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● Come in and see the smartest set in town, with the most comfortable folding chair made. Has contour back and saddle-shaped seat; unique gatefold action (seat tilts up, legs swing in!) eliminates "folding" look. Folding table has no telltale leg braces. Both have Bonderized, chip-resistant enamel finish, washable, stain-resistant Duran upholstery. Nine color combinations!



Chair, 7.45

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Sanitationmen Give Social Security Stand

Local 831, Teamsters, consisting of New York City sanitationmen, has taken a stand on Social Security.

The union wants the same pension benefits policemen and firemen get (75-25-20). The City offered Social Security instead.

Resolution on Social Security

The union adopted a resolution stating that since the retirement benefits under Social Security do not become effective until age 65, Social Security benefits do not answer the sanitationmen's problem.

"How can Social Security reduce the amount of arthritis among sanitationmen, which now exceeds the national figure by 46 1/2 percent?" the resolution continues.

"How can Social Security reduce the amount of cardiac diseases among sanitationmen, which now exceeds the national figure by 10 per cent?"

"How can Social Security reduce or eliminate the tremendous amount of respiratory diseases we

BINGHAMTON MAYOR ON BOND COMMITTEE

ALBANY, Dec. 31—Governor Harriman has appointed Mayor Donald W. Kramer, of Binghamton, a member of the Governor's Committee on Marketing of School Bonds.

Mayor Kramer is the senior member of the firm of Kramer, Wales and Robinson. He was first elected Mayor of Binghamton in 1949 and was reelected in 1953.

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Transit Signal Men Ask Recognition

The Signal Electricians Benevolent Association, composed of hourly-rated employees of the Signal Department, New York City Transit Authority, has asked to be recognized by the Authority as the bargaining agent for that group, Nicholas Buccarella, executive secretary of the association, announced.

Edward J. Kenney, association president, sent letters to City Labor Commissioner Nelson Seitel, Theodore W. Kheel, impartial arbitrator for the Authority, and 11 other Transit officials, pointing out the need for salaries and benefits commensurate with the complexity and responsibility of the signal jobs.

EDUCATION SUPERVISOR AT WASHINGTON MEET

ALBANY, Dec. 31—Clyde Cole, State Education Department associate supervisor of physical education and recreation, recently attended a three-day conference in Washington.

Subject of the conference was athletics and physical education, and the theme was "Total Fitness for Our Nation's Youth."

THREE EMPLOYEES WIN AWARDS IN FIRST ARMY

Joseph A. Rath, Doris E. Thomas, and William A. London, civilian employees of the First Army, won Department of Army Suggestion Award certificates and cash awards totalling \$55.

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

Harriman Tells Executive Dept. Staff Changes

ALBANY, Dec. 31—Governor Harriman has announced the creation of a new position and a series of staff changes in the State Executive Department.

Appointed to a newly-created post of assistant secretary for reports was Daniel P. Moynihan, a member of the Governor's staff since Jan. 1, 1955. Mr. Moynihan, who served as assistant to the secretary to the Governor, will receive \$10,500 a year in his new post.

Appointed to fill Mr. Moynihan's old position was Robert D. Kasmire, former director of the Bureau of Business Publicity in the State Department of Commerce. Mr. Kasmire will receive \$9,500 per year in his new position.

Also announced was the resignation of James L. Sundquist, assistant secretary to the Governor.

Mr. Sundquist has accepted an appointment as legislative assistant to Senator-elect Joseph S. Clark, of Pennsylvania.

McManus Gets Post

The Governor said that Robert L. McManus, of Binghamton, deputy director of the Division of Publicity, State Department of Commerce, has been assigned temporarily to the position held by Mr. Sundquist. Mr. McManus was appointed to the Commerce Department last May.

In announcing Mr. Moynihan's appointment as reports secretary, the Governor said: "Mr. Moynihan will be responsible for the systematic gathering and correlation of facts about the activities of state departments. This will assist both in our efforts to step up the efficient conduct of state government and in our determination to keep the public more fully informed about governmental affairs."

MRS. WEBB JOINS PARK COMMISSION

ALBANY, Dec. 31—Governor Harriman has announced the appointment of Mrs. Vanderbilt Webb of Garrison, N. Y., as a member of the Taconic State Park Commission.

She succeeds her husband, who died June 17, 1956.

H. L. WHITE ELECTED SHORTHAND GROUP'S HEAD

Harry L. White was elected president of the State Shorthand Reporters Association, Joseph G. Gold, vice president; Murray Ahtel, chairman of the executive committee, and May Sweetis continued as secretary-treasurer.

Max A. Slate of Watertown, retiring president, was appointed chairman of the past presidents' advisory committee.

JOBS FOR SOCIAL WORKERS

Specialists in social work in child welfare, juvenile delinquency, research, and medical social work, are needed at \$6,390 to \$8,990 a year. Positions are in Washington, D. C., and throughout the United States with the Children's Bureau, Public Health Service, and the Bureau of Public Assistance. Apply to the Board of U. S. Civil Service Examiners, Children's Bureau, Department of Health, Education, and Welfare, Washington 25, D. C.

MARINE & AVIATION EMPLOYEES AID CHARITY

Employees of the New York City Department of Marine and Aviation presented \$4,900 in Christmas checks to 19 health and welfare organizations.

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

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Chief Dietitian Arguments For Pay Raise

Chief dietitians in the hospitals, in complete charge of the preparation and serving of 31,000,000 meals a year, have urged the New York City Administration to establish different grades of salary for employees, depending on the size of the hospitals. This principle has already been recognized, they say, for medical superintendent and nursing superintendent.

Elliott Godoff, business agent, argued for the upgrading of dietitians and the rest of the dietetic service, as told in The Leader two weeks ago.

Attorney Eugene R. Canudo submitted to the Salary Appeals Board a brief stating that the meals involve an annual expenditure of almost \$20,000,000 and that chief dietitians must recruit, train and supervise large staffs of professional and non-professional employees, coordinate the professional and non-professional employees, coordinate the dietary program, and take charge of diet therapy.

Each municipal hospital has a chief dietitian. The Career and Salary Plan established a minimum of \$5,450 and maximum of \$6,890 a year. This represents a departure from the practice followed in this title prior to the adoption of the Plan, said Mr. Canudo.

For chief dietitian he asked Scale 15 (\$6,050-\$7,490), for hospitals with fewer than 500 beds and no school of nursing; for senior chief dietitian, Scale 17 (\$6,750-\$8,550), for hospitals with schools of nursing; for hospitals with more than 500 beds and no school of nursing, hospital centers excluded from all the foregoing; and for persons second in command in the dietary division in the hospital centers also 17; for supervising chief dietitian, Scale 18 (\$7,100-\$8,900), for the dietitian in charge in a hospital center.

Mrs. E. Graham Tenopyr, Kings County Hospital Center, is chairman of the committee of chief dietitians of the group Mr. Canudo represents; Ruth Gordon, Lincoln Hospital, vice chairman, and Betty Hetherington, Goldwater, secretary.

Two Head New Welfare Dept. Sections

ALBANY, Dec. 31 — The State Department of Social Welfare has reorganized one of its bureaus and named two new workers to head up two new sections within the reorganized bureau.

Commissioner Raymond W. Houston said the bureau, the Commission for the Blind, has added a Technical Services Section and a Business Services Section.

Heading the Technical Services Section is Miss Virginia E. McDonough, of New York City. Miss McDonough, who has had 25 years' experience in social casework, was named assistant director of the Commission at an entrance salary of \$6,890.

Heading the Business Services Section is Benjamin Nyman of Albany. Mr. Nyman, a former business consultant with the State Department of Commerce, was named business manager at an entrance salary of \$6,240.

Both appointments are provisional.

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Looking Inside

By H. J. BERNARD

DEBATE STILL RAGES OVER 25-CENTURY-OLD PARADOXES

ZENO, a Greek mathematician, propounded four paradoxes more than 25 centuries ago, and they are still being debated.

He left no written record of the paradoxes, but in the same century Aristotle, another great Greek mathematician, included them in rhetorical form in his "Physica."

Zeno made positive statements, but he did not swear to them before a notary, and there is reason to believe he had his profound tongue in his cheek.

THE FIRST ARGUMENT

From Aristotle (Zeno speaking):

"The First Argument, Dichotomy (as the Greeks called the act of patring):

"The first is the one on the non-existence of motion, on the ground that what moves must always attain the middle point sooner than the end point."

This means that the moving object when it arrives at the midpoint has half the distance yet to go, when it reaches half the remaining distance, has one-quarter the way to go, and so on, to infinity, so never "gets there." Really, the problem challenges mathematicians to solve the elusive reality of infinity and continuity.

Zeno does not deny the reality of motion, but complains of the means used for considering motion mathematically.

So far his challenge has not been fully met, and perhaps he did not think it probably would be, but the more important implications have spurred rich advancement.

The first argument, like the others, may sound plausible to the ear but not to the mind.

THE SECOND ARGUMENT

Aristotle left out some necessary elements of the second problem, possibly on the assumption that mathematicians would consider them understood. However, I had added them in full face type.

"The Second Argument: Achilles and the Tortoise.

"The second is the so-called Achilles. It consists in this, that in a race between two competitors in which the slower is given a head start, and in which each advances at his own uniform pace, the slower will never be overtaken in its course by the quicker, for the pursuer must always come first to the point from which the pursued has just departed, so the slower must necessarily be always more or less in advance."

The second is substantially the same paradox as the first, cleverly and perhaps even mischievously restated.

Zeno well knew that the pursuer would catch up with the pursued. He'd no doubt seen many handicap chariot races and he knew that the penalized competitor often does catch up with the recipient of the advantage. If what Zeno contended were correct, then he had found the secret of perpetual mortal life. To live forever, two persons would have to do no more than compete in a handicap race, for it never ends.

This paradox is a repeated call for new and better mathematical methods, and more accurate terminology.

Aristotle Caught Zeno at It

Zeno emphasized space, but he deliberately slighted time, to throw the unwary, and even the wary, off the track. But Aristotle spotted that quickly, and in the first sentence of his own comment said: "Time and space are divided into the same and equal divisions." He also exposed Zeno's abuse of terms. The word "infinite" has two different applications, one to number, the other to time or space. The two are not interchangeable. Infinity of number cannot even be grasped by the mind, but infinity of division can be, because it approaches a limit.

While Aristotle took the Zeno paradoxes literally, others see in them a symbolism that rises above the fallacies to which the Eleate genius appeared to subscribe.

Zeno's argument was that the sum of an infinite series must itself be infinite. Aristotle held the argument was fallacious, as we know it was.

Aristotle might have added that, since the distance between the two competitors finally becomes infinitely small, so does the time it takes Achilles to cover that distance, hence the two are equal, and the contestants come abreast.

Numerical Version

The Achilles takes its name from the fact the problem was also presented as a race between Achilles and a tortoise, and may be expressed thus:

"Achilles runs a race with a tortoise who is given a 297-foot handicap. Achilles runs 30 feet in one second, the tortoise 0.3 in one second. Achilles will never catch up with the tortoise."

But in each second Achilles gains 29.7 feet on the tortoise. To overcome the 297-foot handicap will take him 297/29.7 seconds, equals 10 seconds. How far would he have to run to catch up? At 30 feet a second, in 10 seconds he would run 30x10 feet equals 300 feet.

By the time Achilles gets to the point where the tortoise started, the tortoise has gone 1/100 of the handicap, or 2.97 feet; when Achilles is at the second position the tortoise left, the tortoise has gone 1/100 of 2.97, or 0.0297 feet. Thus, we have 297.0, 2.97, 0.0297, 0.000297 . . . the sum of which is 300.

Today we reduce such a case to an evanescent sequence in which every term has a successor. Dividing distance in half, then in half again, etc., we get 1/2, 1/4, 1/8 . . . which we call a geometric progression that approaches 1 as a limit. Though the sum can never exceed 1, it can and does equal 1 at finality. This is further proof that the sum of an infinite series can be finite.

THE THIRD ARGUMENT

Again quoting Zeno via Aristotle:

"The Third Argument: The Arrow:

"If everything, when it is behaving in a uniform manner, is

Nassau

Nassau chapter, CSEA, held its annual Christmas party at the Elks Club, Hempstead, on Saturday, December 8. More than 700 guests attended. Among them were First Deputy County Executive George A. Frier, Assemblyman John J. Burns, Civil Service Commission Chairman Wilson and Frank Jennings, secretary, of the State CSC.

Mr. Frier was presented with a gold watch by Nassau chapter in appreciation for his outstanding work as representative of County Executive A. Holly Patterson.

State Fund

The State Insurance Fund chapter of the 70,000-member Civil Service Employees Association (with 850 members of its own), urges all employees to join their co-workers in the largest civil service organization in the country. Employees may ask any departmental representative for a payroll deduction authority card, or contact Al Greenberg, chapter president, extension 567, State Insurance Fund.

Since October 1, 104 new members have joined the State Fund chapter. Other employees are invited to follow suit.

If fellow employees unite in a progressive, intelligent, honest association they may do much to secure better working conditions. Here are some of the more important bills to be introduced by the CSEA when the State Legislature convenes on January 9:

1. A 15% increase in base pay for all State employees.
2. Time and a half for overtime.
3. Full supplementation of Social Security.
4. Additional increments after 15 and 20 years of service.
5. Optional retirement at half pay after 25 years service for all employees.
6. Abolish 30-day waiting period for retirement.
7. Increase death benefits under retirement system.
8. Vested retirement rights after 15 years of service.
9. Repeal Condit-Wadlin Act.
10. Prevent working out of title.
11. Require reason in writing for veto of Budget Director re title reclassification and salary reallocation.

Al Greenberg and Edmund Bozek met on numerous occasions with management on air conditioning in the building, liberal interpretations of new attendance rules and regulations, Christmas parties, liberal regulations for election of employee representative to the Service Rating Appeal Board (absentee ballots for field men and name of organization

continually moving or at rest, but what is moving is always in the now, then the moving arrow is motionless."

This statement emphasizes time but slight space.

We know, and it is not too much to suppose that Zeno knew, that motion is just a correspondence between time and position. In fact, he consistently gives us a hint that he has the solution of at least some of the specific problems he poses. For instance, in the Second Argument, when he concentrates on distance, and divides it infinitesimally, does he not state, in effect, that the sum of infinitesimals may be finite? He saw that in reducing distance he was approaching zero as a limit and zero is finite.

In the Third Argument he is again complaining about existing (fifth century B.C.) mathematical concepts being at variance with what the senses perceive. He was not so naive as to mean that our mind cannot imagine a stoppage when there is no stoppage in reality. He was again beseeching mathematicians to fill the gaps between what they saw and the contradictory mental images they used for representing what they saw.

THE FOURTH ARGUMENT

"The Fourth Argument: The Stadium:

"The fourth is that concerning two rows, each row being composed of an equal number of bodies of equal size, passing each other on a race-course, as they proceed with equal velocity in opposite directions; the one row originally occupying the space between the goal and the middle points of the course, and the other that between the middle point and the starting point. This, he thinks, involves the conclusion that half a given time is equal to double time."

Here Zeno emphasizes time and slight space for reductio ad absurdum. Either column takes only half the time to pass the other only because of the paired motion. Zeno is arguing for mathematical consideration of relativity.

Summary

All four paradoxes have these factors in common: (1) a moving body; (2) time-space; (3) the infinite; (4) continuity.

Zeno made the Greek mathematicians take notice of reality. By invoking time, space, motion, continuity, and infinity, Zeno may have paved the way for the formulation of the infinite by Cavalieri (1635), the aggregate by Galileo (1638), the calculus and the infinite series by Newton and Leibnitz (1677), the special theory of relativity by Einstein (1905), the general theory of relativity by Einstein (1916), and the unified field theory by Einstein (1929). But some of the mysteries he propounded have not been solved yet, after 25 centuries. That proves what a great thinker he was,

after each candidate's name), and other vital matters.

The chapter is endorsing Moe Brown, head file clerk of the Underwriting Department, as its choice for election to the Service Rating Appeal Board.

Moe has worked for the Fund for 27 years. He is treasurer of our chapter and is active in many organizations. Moe has a thorough knowledge of employee problems. By his close association with employee problems, he has gained more than the required knowledge to capably handle this job. Moe is also an active member of the Statewide Education Committee of the C.S.E.A. in Albany.

State Fund Bowling League

standing as of December 11, 1956

	W.	L.	Pt.	G.
Personnel	26	16	36	17
Accounts	25	17	32	15
Cls. Seniors	24	18	32	22
Policyholders	22 1/2	19 1/2	30 1/2	22
Payroll	21	21	28	30

	W.	L.	Pt.	G.
Cls. Examiners	19 1/2	22 1/2	26 1/2	18
Safety	19	23	25	14
Actuarial	19	23	25	7
Payroll Jrs.	18	24	23	15
Medical	16	26	22	14

Weekly High Scores

Individual High — Hession —	234
Team High — 40th Game —	Accounts — 892
Team High — 41st Game —	Actuarial — 914
Team High — 42nd Game —	Accounts — 914
	Personnel — 965

Manhattan State

Chapter President Jennie Allen Shields attended a C.S.E.A. Meeting in Albany December 20 pertaining to legislative matters for the coming year.

The program for 1957 is a positive one. Chapter Officers will continue to direct their energies toward the realization of a 40-hour week and the correction of other inequities that affect the Civil Service employee.

Membership in the C.S.E.A. and Mental Hygiene continues to grow. Those wishing to use the payroll deduction plan for the payment of C.S.E.A. dues may secure application cards from Jennie Allen Shields.

Frances White, supervising nurse, who was on sick leave, resigned. Her co-workers and friends wish her a speedy restoration to health and many years of happiness. Mrs. White believed in the Merit System and did much to promote membership in the C.S.E.A.

A rapid recovery is also wished for the following: Eugene

Deutsch, Lommie Purtell and Michael Lally.

Greetings and wishes for success are sent to Al Kleie who resigned and is now studying anesthesia at Harlem Hospital; to John Anderson on his appointment to the Department of Anesthesia, Veterans Administration.

Merry Christmas and a Happy and Prosperous New Year to all!

Oneonta

The December monthly meeting of the Oneonta chapter of the Civil Service Employees Association, was held on Monday, December 17, at the New York State Health Department Office, 250 Main Street, Oneonta, New York. Miss Marion Wakin, President, presided.

During the brief business meeting, a report was given on the rummage sale which was held on December 1, 1956 and this sale was very successful. It was also voted by the members present that in addition to the Christmas basket which is being delivered to the retired State worker, that a Christmas card be sent to her with a check included.

It was announced that the next monthly meeting would be held on January 16, 1957. E. G. Sorenson, chief State Social Security Agency, of the State Social Security Agency, Albany, New York will be the guest speaker.

Following the business meeting, a Christmas Party was held. Refreshments were served.

ELIGIBLES

NYC

ASSISTANT SUPERVISOR (Child Welfare), New York City Promotion (75 Veterans Preference)

1. Zarovans, Marie, (*) 80650
2. Mortenson, Grace 80875
3. Santilli, George, (*) 80509
4. Zilback, Clara 80775
5. Walker, Leah 80875
6. Kimmel, Bertha 85750
7. Michele, Elizabeth 85750
8. Cohen, Anna 83400
9. Pinkney, Ellen 83375
10. Murray, Teresa 83200
11. Fishman, Polya 81750
12. Mesiano, Catharine 81075
13. Bennett, Blanche 84500
14. Kessler, Joseph, (*) 84500
15. Feinstein, Yetta 81250
16. Desolis, Margaret 81175
17. Halperin, Helen 84050
18. Kaiter, Beverly 84000
19. Hanson, William, (*) 84000
20. Clark, Evelyn 83875
21. Hermann, Pesha 83750
22. Manning, Frances 83500
23. Fouts, Vera 83400
24. Lehman, Beanie 83375
25. Neuberger, Gertrude 83175
26. Moscher, Judith 83000
27. Crowley, Gloria 82500
28. Ingram, Grace 82500
29. Joseph, Paul 82450
30. Beahy, Lavonia 82250
31. Singleton, Brian 82250
32. Onken, Ruth 82250
33. Peterson, Georgia 82125
34. Thomas, Vivian 81875
35. Sushin, Bernice 81750
36. Sullivan, Carmela, (*) 81500
37. Shaw, Ada 81125
38. Patterson, Viola 81000
39. Collins, Robert 81000
40. Auer, Grace 81000
41. Williams, Veronice 80750
42. Schwab, Helen 80750
43. Adelman, Lily 80625
44. Landis, Bernice 80625
45. Baum, Sam 80550
46. Combs, Francis, (*) 80500
47. Hoenig, Harold 80500
48. Rothman, Jerome, (*) 80250
49. Wachs, David 80175
50. Smith, Gertrude 80000
51. Foster, Marie 80000
52. Jasspe, Merril 80000
53. Blank, Lenore 79875
54. Schreiber, Erich, (*) 79825
55. Caves, Hazel 79500
56. Klein, Ruth 79450
57. Maria, Rebecca 79425
58. Thomas, Laurance 79375
59. Lyle, Carrie 79250
60. Wyden, Esther 79250
61. Adams, Patricia 79125
62. Getlan, Phyllis 78900
63. Jonas, Irwin 78900
64. Zosoff, Jane 78875
65. Spence, Joan 78500
66. Levy, Viola 78350
67. Turel, Sylvia 78175
68. Kelly, Mary 78000
69. Williamson, Patricia 78000
70. Smith, Walter 77000
71. Ben, Toby 76875
72. Bryant, Sylvester 76750
73. Dietz, Gussanna 76500
74. Rose, Nina 76400
75. Edwards, Olive 76375
76. Berlin, Carole 76375
77. Fann, Seymour 76000
78. Schmale, Florence 75800
79. Taylor, Joanne 75375
80. Meter, Frederick, (*) 75375
81. Combs, Mary 75125
82. Appel, Edward 75000
83. Moore, Betty 75000
84. Schulman, Clara 74800
85. Ahern, Katherine 74500
86. Rosen, Gloria 74500
87. Rodriguez, Lucinda 73975
88. Peranna, Florence 73875
89. Ayala, Frances 73500
90. Hall, George 72875
91. Ahrens, Donald 72825
92. Harris, Arthur 72550
93. Miranda, Magdalena 72000
94. Cooper, Kelly 71775

Eligible Lists

New Yorker Gets Banking Board Post

ALBANY, Dec. 31—Samuel D. Leidesdorf, of New York City, has been appointed by Governor Harriman to the State Banking Board.

He succeeds John H. Whitney, whose term has expired and who has become a member of the State Youth Commission.

Mr. Leidesdorf is founder and senior partner of S. D. Leidesdorf and Company, certified public accountants; president of the Pershing Square Building Corporation; president of the Murray Hill Operating Company; chairman of the board of S. Sternau and Company, and chairman of the executive committee of General Realty and Utilities Corporation.

WELFARE ST. GEORGE GROUP TO HONOR MRS. POTTER

The St. George Association, New York City Department of Welfare, will install officers on Thursday, January 3 at 74 Trinity Place. An honorary membership will be awarded to Mr. Crystal M. Potter, Deputy Commissioner of the Department of Welfare.

The Uptown Men's Chorale will provide the music for the occasion. They recently had a most successful recital in Town Hall.

SURFACE LINE OPERATOR KEY ANSWERS STAND

There were no changes in key answers for the surface line operator test, New York City Transit Authority. The test was taken by 4,575 candidates; only eight protested 18 items.

STATE Promotion

PRINCIPAL CLERK, DIVISION OF STANDARDS AND PURCHASE, EXECUTIVE DEPARTMENT

- 1. Drexel, Viola, Albany 9575
- 2. Mahony, Mabel, Waterford 9260
- 3. Fowler, Margaret, Henssler 9040
- 4. Estes, Richard, Albany 8020
- 5. Campbell, Lois, Delmar 8440
- 6. Eaton, Ernest, Chatham 8390

SENIOR PUBLIC HEALTH NUTRITIONIST, DIVISION OF MEDICAL SERVICES, BUREAU OF NUTRITION, DEPARTMENT OF HEALTH

- 1. Hudson, June, Lachsay 8710
- 2. McInerney, Mary, Albany 8248
- 3. Shea, Ann, Albany 7895
- 4. Aarnow, Elizabeth, White Plains 7001

SENIOR CASHIER, COUNTY CLERK'S OFFICE, WESTCHESTER COUNTY

- 1. Fesett, Margaret, White Plains 8244
- 2. Cifetto, Ann, Scarsdale 7900
- 3. Hyde, Edith, Chester 7820

PRINCIPAL CLERK, (PURCHASE), DEPARTMENT OF TAXATION AND FINANCE II-B

- 1. Compagnetta, Frank, Albany 8025
- 2. Bruchman, Bluma, Albany 8295

PRINCIPAL CLERK (SECURITIES APPRAISAL), NEW YORK DISTRICT OFFICE, DEPARTMENT OF TAXATION AND FINANCE

- 1. Passin, Jack, NYC 8050
- 2. Bell, William, Mt. Vernon 8135

SUPERVISING ATTENDANT, STATE HOSPITALS AND SCHOOLS, DEPARTMENT OF MENTAL HYGIENE

- 1. Suife, Russell, Utica 9345
- 2. Hignite, James, Hartford 9020
- 3. Maduro, Nancy, Stony Pt. 9470
- 4. Roche, David, Tuliola 9420
- 5. Leonard, Lela, Haverstraw 9425
- 6. Hogan, Jeanne, Tuliola 9075
- 7. Morin, Leonard, Stony Pt. 8735
- 8. Kessler, Wilmer, Stony Pt. 8655
- 9. Anthony, Helen, Suffern 8635
- 10. Wagner, Bernard, Stony Pt. 8525
- 11. Ofori, Rensio, W. Haverstraw 8375
- 12. Walley, Howard, Stony Pt. 8235
- 13. Farnsworth, S., Newark 8850
- 14. Donahue, Marie, Newark 8095
- 15. Vanhorn, Thelma, Newark 8095
- 16. Fitzpatrick, P., Lyons 8055
- 17. Bowman, James, Newark 8050
- 18. Bowman, Marion, Newark 8080
- 19. Denton, Helen, Sodas 8030
- 20. Carrigan, Barry, Vernon 9880
- 21. Letta, Pauline, Sylvan Arb. 9020
- 22. Farnsworth, Paul, Rome 8735
- 23. Jones, Garnet, Rome 8495
- 24. Martin, Gertrude, Rome 8375
- 25. Dankow, Jane, Syracuse 8985
- 26. Selbeck, Robert, Camillus 8795
- 27. Shreeve, Neal, Syracuse 8590
- 28. Kaye, Allen, Wassaic 9620
- 29. Kral, William, Wassaic 9225
- 30. Stockton, Charles, Wassaic 9455
- 31. Keefer, Anna 8920
- 32. Hai, Catherine 8920
- 33. Buckley, Clement, Amenia 8925
- 34. Chin, Ellen, Wassaic 8470
- 35. Ganzoff, Paul 8345
- 36. Phillips, Lawrence, Amenia 8300
- 37. Edgeworth, M. 8125
- 38. Ziel, Dorothy, Staten Isl. 9030
- 39. Mulligan, Edna, Staten Isl. 8795
- 40. Peterson, Helen, Staten Isl. 8660
- 41. Nelson, Evelyn, Staten Isl. 8490
- 42. Perrine, Victoria, Staten Isl. 8265
- 43. Lee, Victoria, Staten Isl. 8265
- 44. Bari, Gertrude, Staten Isl. 8265
- 45. Costello, Doris, Staten Isl. 8145

SENIOR LAND AND CLAIMS ADJUSTER, DEPARTMENT OF PUBLIC WORKS

- 1. Casimo, Anthony, Delmar 9814
- 2. Lushoch, Richard, Phepsic 9715
- 3. Beers, Karl, Macedon 9048
- 4. Burger, Harold, Ulster 9522
- 5. Benjamin, Clifton, Albany 9455
- 6. Hall, Paul, Phepsic 9427
- 7. Hall, Milton, Canastota 9417
- 8. Shanly, George, Rochester 9410
- 9. Anton, Donald, Rochester 9355
- 10. Yale, Russell 9285
- 11. Roswell, Donald 9278
- 12. Kuhnmonch, Lee, Rochester 9273
- 13. Hagner, Richard, Hamburg 9265
- 14. Troy, Thomas, Albany 9043
- 15. Stephens, Richard, Canistota 9130
- 16. Umsted, Charles, Jamesville 9130
- 17. Humes, Neale, Watertown 8942
- 18. Boyce, Edward, Hornell 8930
- 19. Warwick, Barry, Phepsic 8819
- 20. Wagon, Donald, Watertown 8807
- 21. Deaver, Norman, Konnor 8800
- 22. White, Albert, Tomawanda 8630
- 23. Steyer, Clifford, Altamont 8600
- 24. Hennessy, John, Massena 8448

PRINCIPAL CLERK, COUNTY CLERK'S OFFICE, ERIE COUNTY

- 1. Carver, Margaret, Kenmore 9107
- 2. Bullinger, Arthur, Buffalo 9080
- 3. Hyland, Kerio, Buffalo 8971
- 4. Weale, Clara, Kenmore 8918
- 5. Olday, Albert, Buffalo 8875
- 6. Montomery, C., Buffalo 8835
- 7. Pflorczyca, Edward, Angola 8822
- 8. Benison, Hilda, Kenmore 8814
- 9. Chrusniak, Loretta, Buffalo 8749
- 10. O'Connell, Edmund, Buffalo 8532
- 11. Rogers, Thomas, Buffalo 8160

PRINCIPAL CLERK (PAYROLL), NEW YORK STATE THRUWAY AUTHORITY

- 1. Devaney, George, Londondry 8795
- 2. Mitchell, Ellen, Troy 8545

JUNIOR LAND AND CLAIMS ADJUSTER, DEPARTMENT OF PUBLIC WORKS

- 1. Thompson, Daniel, Nichols 10025
- 2. Dudley, William, Seneca 9840
- 3. Young, John, Chatham 9845
- 4. Sachell, Anthony, Syracuse 9840
- 5. Bish, William, Hornell 9719
- 6. Grady, Robert, Troy 9685
- 7. Sayers, Edmund, Phepsic 9685
- 8. Bartie, William, Ulster 9635
- 9. Potter, John, Mohawk 9620
- 10. Gawlikowski, L., Ulster 9440
- 11. Bellgard, Clayton, Grand Isl. 9380
- 12. Desrocher, Joseph, Cobles 9360
- 13. Charlesworth, W., Rochester 9345
- 14. Franklin, John, Poland 9335
- 15. Bowen, Jack, Ulster 9320
- 16. Roshkoff, John, Watford 9295

- 17. Biley, John, Syracuse 9235
- 18. Loni, Howard, Rochester 9215
- 19. Waterman, Richard, Jamesville 9165
- 20. Myers, Merlin, Cohasset 9170
- 21. Gajdek, Matthew, Mayfield 9160
- 22. Kemner, Paul, Rochester 9195
- 23. Mironchuk, Andrew, Green Isl. 9050
- 24. Wilson, William, Buffalo 8950
- 25. Smith, Douglas, Albany 8930
- 26. Sehl, Martin, Buffalo 8915
- 27. Chasnov, Seymour, Babylon 8885
- 28. Oday, Bernard, N. Hartford 8875
- 29. Knight, Robert, Commack 8870
- 30. Daniels, Henry, Hamburg 8820
- 31. Haserer, Lawrence, Alden 8750
- 32. Miegel, Barry, Ossining 8740
- 33. Deosa, Anthony, Corona 8735
- 34. Klester, Raymond, Binghamton 8640
- 35. McCann, John, Troy 8590
- 36. Generalli, David, Hornell 8585
- 37. Zywiak, Max, Ulster 8245
- 38. Cieri, Michael, Ulster 8200
- 39. Kapuscinski, J., Buffalo 8055

SENIOR TYPING MACHINE OPERATOR—IBM INTERDEPARTMENTAL

- 1. Walsh, Bessie, NYC 975
- 2. Clarke, Robert, Cobles 959
- 3. Madyski, John, Albany 950
- 4. Gotha, George, Troy 920
- 5. Vonsiebenhoven, V., Jackson Hgt. 908
- 6. Holscher, Mary, Albany 905
- 7. Casella, Anthony, Albany 904
- 8. O'Connell, Edmund, Schuyl. 887
- 9. Koslowski, Allen, Albany 872
- 10. Bolzani, William 864
- 11. Fahd, Charles, Albany 862
- 12. Mozak, Edith, Newburgh 861
- 13. Barber, Thomas, Albany 859
- 14. Johnson, Robert, Henssler 856
- 15. Garsney, George, Henssler 855
- 16. Schildkrant, H., Blyden 852
- 17. Trampeter, Dora, Blyden 849
- 18. Gage, Louis, Albany 845
- 19. Seega, William, Troy 843
- 20. Marcolino, Stanley, Albany 830
- 21. Dobinski, Joseph, Troy 829
- 22. Skinger, George, Cobles 828
- 23. Fisher, Alvin, Albany 826
- 24. Knisky, Frank, Henssler 823
- 25. Domingo, Anthony, Waterford 822
- 26. Pollinghouse, E., Bayside 810
- 27. Gotha, Mary, Troy 800
- 28. Butler, John, Troy 798
- 29. Albecker, F., Troy 790
- 30. Thompson, William, Henssler 783
- 31. Angerino, Amos, Albany 781
- 32. Burns, Minnie, Albany 774
- 33. Smith, Mary, Albany 772

SENIOR INSPECTOR OF MOTOR VEHICLE LICENSING OPERATIONS, DEPARTMENT OF TAXATION AND FINANCE

- 1. Leohan, Harry, Albany 9707
- 2. Shea, Joseph, Bronx 9704
- 3. Barry, Charles, N. Hyde Pk. 9744
- 4. Frailes, Alfred, Albany 9712
- 5. Hanehan, Robert, Rochester 9690
- 6. Vogt, Harold, Mechanicville 9641
- 7. King, John, Flushing 9492
- 8. Ginsberg, Cecil, Blyden 9402
- 9. Moulkey, Lyman, Blyden 9322
- 10. Wahrmann, Robert, Londondry 9295
- 11. Heady, James, Syracuse 9241
- 12. Moore, Carl, NYC 9078
- 13. Markus, Edmund, Dewey 9054
- 14. Hannaport, R., Elmont 9052
- 15. Kinsler, Roy, Troy 9001
- 16. Bell, Albert, Albany 8929
- 17. Carroll, Roger, New City 8915
- 18. Thayer, Edwin, Chatham 8909
- 19. Koek, Edward, Hackensack 8880
- 20. Santini, Morris, Bklyn. Ctr. 8870
- 21. Donohue, Thomas, Albany 8757
- 22. Sullivan, Francis, Bellevue 8706
- 23. Meagher, Thomas, Waterford 8623
- 24. Berze, David, Flushing 8452
- 25. Langling, Robert, Kingston 8428
- 26. Ranick, Julius, Merrick 8387
- 27. Castiglano, Alfred, Albany 8093

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- 5. Manheimer, Solomon, Bronx 8300
- 6. Perkins, Gladys, Jamaica 8275
- 7. Beslansky, Minnie, NYC 8260
- 8. McCarthy, Viola, Jamaica 8165
- 9. Surral, Peter, NYC 8115
- 10. Simmons, Carl, NYC 8045
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- 7. Harrison, John, Peekskill 82300

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- 1. Coughlin, James, Bklyn. 95780

ASSISTANT ACCOUNTING CLERK, Grade 4 Surrogate's Court, Kings County, Prom.

- 1. Kierman, Harold, Bklyn. 82380

SUPERVISING COMMODITIES TAX EXAMINER Department of Taxation and Finance

- 1. Prisman, Jack, White Plains 8555
- 2. Weiss, Milton, NYC 8170
- 3. Rifkin, Solomon, Queens Vlg. 8020

HEAD HYDRO-ELECTRIC OPERATOR Department of Public Works

- 1. Reber, William, Cobles 9158

INSURANCE QUALIFICATIONS EXAMINER Department of Insurance

- 1. Hearty, David, Albany 8470
- 2. Doran, William, Albany 7905

ASSISTANT GAS ENGINEER Promotion, State Department of Public Service

- 1. Brown, Frederick, NYC 97450
- 2. Johnson, Charles, Bklyn. 97410
- 3. Peters, Louis, Bklyn. 96630
- 4. Clunen, Francis, Bklyn. 89820
- 5. Miller, George, Bronx 87080
- 6. Demasi, Fiero, Schuyl. 85740

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Westchester County

"Swing your partner, come and join us," was the invitation at the holiday party for Westchester County workers, sponsored by the Westchester County Competitive Civil Service Association on December 6. A delicious buffet of turkey, ham, and all the trimmings, prepared by master chef Ray Kunkler, added to the evening's enjoyment.

Rest of all was the square-dance calling of Slim Sterling, well known throughout the metropolitan-Connecticut area for his talents. More than 125 members took part in the festivities. Music was furnished by the Dynatoners. Special guests included Mr. and Mrs. Charles R. Culyer, representing the State CSEA, Mr. and Mrs. Doug Brown, Health, were co-chairmen of the party. Their committee consisted of And, Dowdell, Al Ligay, Evelyn Brashears, Gabe Carabee, Mike Del Vecchio, and Tom McNulty.

men's Compensation Board achieved 100 per cent membership, the first department in the chapter to reach this goal. Mike Kriska and Mary Gardner, it was reported, attended a chief supervisors' meeting at Brooklyn State Hospital. The chapter voted to have guest speakers, refreshments and entertainment following each future business meeting.

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Binghamton

Binghamton chapter's Christmas party took place on December 8, in conjunction with the "Toys for Tots" campaign sponsored by the Binghamton Marine Corps Reserve. Guests enjoyed dancing and other entertainment, and contributed a number of toys for needy children.

The chapter's executive council met November 19 in the Labor Department Building, Binghamton. President Morris Sokolinsky chaired the meeting. A membership report revealed a total of 1,230 paid members, as of that date. Of that number, 750 were from Binghamton State Hospital and 480 from other State departments, breaking all previous records. Other topics of discussion were increased assistance for members with special grievances and problems and reclassification of laundresses at Binghamton State. The chapter agreed to assist the laundresses in their appeal, and the council voted to pay the expenses of a representative laundress who would attend a reclassification hearing.

It was reported that the Work-

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Some Classification Appeals Are Sent Back

A batch of appeals is being returned to New York City employees, and unions that represent them, because their titles are subject to on-the-job-survey, or audit, and that operation has not been completed. Action by the City Civil Service Commission on the survey report constitute such classification. That constitutes the classification or reclassification from which one may appeal.

Most jobs are not subject to such a survey, but titles involving thousands of employees are, particularly persons in the ungraded service.

What Must Be Submitted

The first classification appeals hearings will be held this month on a date about to be announced.

Through appeals to the Board, employees covered by the New York City Career and Salary Plan will be able to present arguments for being raised to a higher title, as distinguished from pay increases obtainable through the Salary Appeals Board, where the title remains the same but a higher grade reallocation is sought.

Eight copies of the official form and of any supporting documentary data must be submitted to the Classification Appeals Board in addition to any materials al-

ready received either by the Classification Appeals Board or by the Salary Appeals Board or by any other City Department or agency.

The Classification Appeals Board will make its recommendations regarding disposition of appeals, not to the Board of Estimate, as the Salary Board does, but to Personnel Director Joseph Schechter and the City Civil Service Commission of which Mr. Schechter is chairman.

Board's Jurisdiction

The scope of Classification Board remedies follows:

Appropriateness of title of (a) a class of positions, (b) an occupational group of positions, or (c) an individual position after an on-the-job survey of the individual position.

Appeals on classification of individual positions will be determined upon the basis of duties and responsibilities existing at the time of classification or reclassification decision made by the City Civil Service Commission. If the duties have changed since that date, a request for a new position must be submitted to the Budget Director and the Personnel Director.

Who May File an Appeal

An appeal may be filed by an employee alone, or by a labor organization or professional society in his behalf, or a department or agency.

Appeals in individual cases will be accepted within three months after official notification to the employee by the Civil Service Commission of the decision on

which the appeal is taken.

Additional written material for appeals which are to be considered at a public hearing must be sub-

mitted one week before the hearing.

The members of the Classification Appeals Board are Chairman

Nelson Seitel, Personnel Director; Joseph Schechter, Budget Director; Abraham D. Beame, Jeremiah P. Sullivan and Anthony C. Russo.

Where to Apply For Public Jobs

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

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

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

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

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

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

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

Data on Applications by Mail

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

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

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

Jobs

(Continued from Page 2)

7688. PUBLIC HEALTH NURSE, first filing period, \$4,000 to \$5,080; 97 vacancies. Department of Health. Fee \$3. Graduation from an approved nursing school with 30 hours in courses including public health, social aspects, psychology and education, and communication skills areas; plus a New York State R.N.'s license for appointment. (No closing date.)

7850. DENTAL HYGIENIST, first filing period, \$3,250 to \$4,330. Vacancies from time to time. Fee \$3. Current registration certificate of a New York State dental hygienist's license. (No closing date.)

7850. DENTAL HYGIENIST, first filing period, \$3,250 to \$4,330. Vacancies from time to time. Fee \$3. Current registration certificate of a New York State dental hygienist's license. (No closing date.)

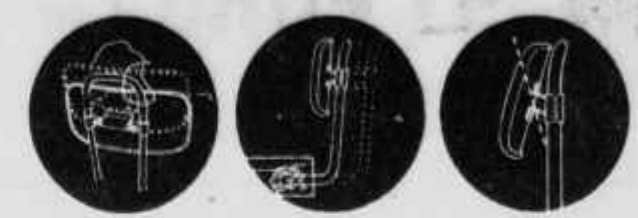
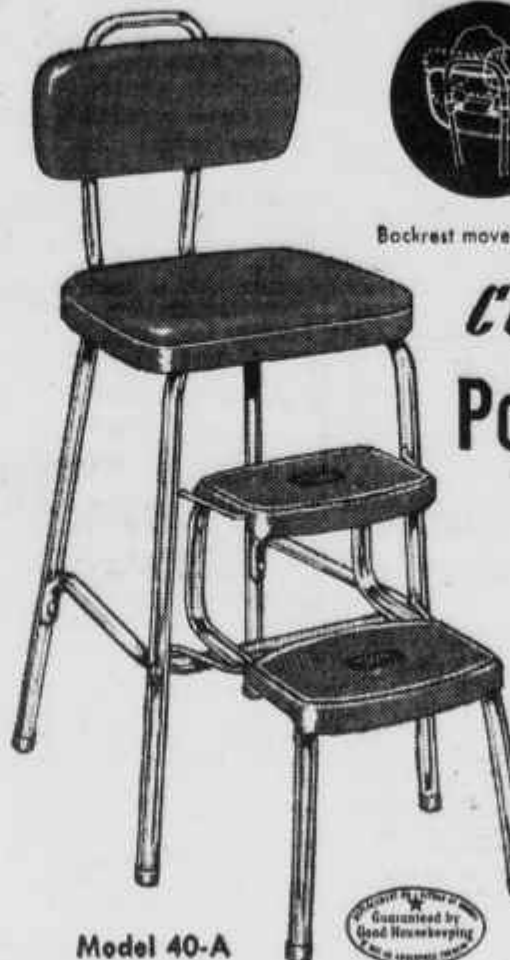
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Congress Will Debate 35-Hour Work-Week

WASHINGTON, Dec. 31 — The arguments for and against a 35-hour week for Federal employees will be debated in Congress.

Senator William A. Purtell (R., Conn.) will introduce a bill calling for a 35-hour, five-day week, but

adds that the principal reason is to bring out all the facts. He favors a shorter work-week. He notes that it is gaining favor in private industry and feels that it is inevitable finally, both in private and public employ.

He named 20 states, including

his own, in which public employees have work-weeks of less than 40 hours.

Problems in connection with a shorter work-week include leaves and overtime rates.

Employee groups are backing a 35-hour week.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Kings Park

Mrs. C. Ostrander, President of the Kings Park Womens' Bowling League, has given us the following scores for the end of the first round of the 1956-57 season for the Kings Park Womens' Bowling League.

There has been some outstanding kegling to date. At the end of the first round, Okst's Team leads the league with 20 games won and 8 lost — Eire House is in 2nd place and Baker's holds 3rd place.

As far as individual effort is concerned we have a high single of 200 played by L. E. Sobina and E. Smith running 2nd with a 196 effort.

High individual triple goes to E. Rosser with 349. Team high single game gives the laurels to Eire House with 760.

League officers for the 1956-57 season are:

D. Dewart, vice president, J. Liebla, Secretary; C. Kelley, treasurer; and P. Smith, Sergeant at arms.

Elizabeth Biegen, the chapter's public relations chairman, extends many thanks to all Kings Park employees who did such a wonderful job of preparing the dining rooms, recreation rooms and O.T. areas for the recent Christmas parties held for about 9,000 pa-

tients. Without such all-out effort, Miss Biegen said, the highly successful party would not have been possible. She commended the various departments for their cooperation.

New Hampton

Frank Bianchi was elected president of the New Hampton chapter, CSEA.

Other officers elected were John Seekamp, vice president; Helen Strong, secretary, and Joseph Cambria, treasurer.

Harry Townsend, Vincent Graziano and Carl Eklund were named to the executive council.

On December 21 the boys of the Annex were guests of the chapter at its Christmas party.

Metro Public Service

Metropolitan Public Service chapter held its Christmas party on December 20 at 198 Church Street, New York City.

Among the guests were Harold L. Herzstein, CSEA regional attorney, and Paul Kyer, editor of The Leader.

Music and dancing followed a buffet supper. There were accordion and violin selections, and a number of amusing imitations by Frank Torregrossa.

The chapter wishes to thank Nathan Elgot, chairman of the party committee; Richard L. Powers, treasurer; the executive council, and the many others who helped make the party such a success.

Suffolk Chapter

Suffolk chapter, CSEA, is sponsoring a meeting of all non-teaching personnel in the area, to be held on Saturday, January 12, at 2:30 P.M. at South Huntington High School, an Walt Whitman Road north of Jericho Turnpike.

There will be a discussion of the problems of non-teaching employees in such titles as head custodian, maintenance man, custodian, office and kitchen helper and bus driver. All these workers are urged to attend.

VA Is Seeking Dietetic Interns

Dietetic interns, at \$2,000 a year are sought for duty with the Veterans Administration hospitals in the Bronx, New York City; Los Angeles, Cal.; Hines, Ill. and Houston, Tex. Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

RESEARCH REPORT

BY F. HENRY GALPIN

State Hiring Rate Still Lags

For each of the last 6 years the State Department of Civil Service has conducted a Hiring Rate Study of beginning level positions which includes such jobs as Clerk, Stenographer, Carpenter, Truck Driver, etc.

We regularly analyze these studies from two points of view. First, and of greatest importance is the relationship of the hiring rates themselves between private industry and the State because it is these rates that determine the ability of an employer to hire. Second, we look at the relative rates of change. This will tend to measure whether it is easier or harder for an employer to hire.

The study shows that in only one category is the State equal to the labor market. In all other occupations the State is below the hiring rate by from 4 to 21%. On the average the state is about 13% behind, according to this study. The following is a table that shows this:

NYS Title	State Rate	Industry Rate	% Relationship of NYS to Private Industry
Elevator Operator	\$ 1.38	\$ 1.61	85.7
Cleaner	1.20	1.50	80.0
Truck Driver	1.45	1.83	79.2
Electrician	1.85	2.30	80.4
Carpenter	1.85	2.20	84.1
Stenographer (Metro Area)	55.73	58.06	96.0
Stenographer	52.88	58.06	91.1
Typist	50.38	52.02	96.8
Clerk	50.38	49.73	101.3

A Significant Deficiency

A deficiency of nearly 15% is significant. It is big enough so that the difference can't be accounted for by errors, measuring techniques, etc.

The hiring rate study is only one of several measurement techniques in determination of the adequacy of the State's level, but it provides students of the subject with an objective measurement.

As we have pointed out previously there has been a sharp increase in the application of the variable minimum. In light of what the hiring rate study shows we understand better why.

The hiring rate study has been conducted for 6 years. Each year shows the State behind private employment. This consistent deficiency calls for the State to place itself in better adjustment to the labor market by a general pay raise.

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10-Point Program Adopted By Membership Committee

The Statewide Membership Committee met on December 19 at the Ten Eyck Hotel, Albany, with Co-chairman Alex Greenberg and Mrs. Lula Williams presiding.

The following were in attendance; in addition to the Co-chairmen; Vito J. Ferro, Katherine Lawlor, Helen McGraw, Robert Selleck, Mary Montella, Marion Murray, David Rogers, Charles E. Lamb; also Jesse B. McFarland and President John F. Powers.

The Committee adopted the following ten-point program for presentation to the Board of Directors:

1. Publicize a vigorous campaign for a 15% across-the-board increase in salaries.

2. Appoint active membership committees with representation in every department, unit and agency of chapter, replacing dormant members of committees periodically with active members.

3. Canvass and re-canvass members who resign from chapter, determining the cause for leaving the chapter.

4. A training program for all officers and prospective officers of chapters, sponsored by the Association, with the cooperation of the field representatives in their respective areas.

5. Send a letter of greeting and invitation to join chapter to all new employees.

6. Have cultural activities and sporting activities in chapter, such as glee club, art shows, beauty contests, bowling teams, baseball teams.

7. Have an effective grievance committee to work in conjunction with regular representative of the Association in areas involved.

8. At least two dinner meetings annually to be held in each conference area, consisting of chapter representatives of state and county division. The purpose of these meetings is to determine ways and means of recruiting membership.

9. Have membership contests in chapter on a purely voluntary basis, with prizes given to members who recruit at least three new members, with more elaborate prizes given to members in proportion to numbers recruited.

10. A minimum of 70,000 paid members.

Mr. Greenberg stated that some of the above viewpoints are old and some are new; that many of them have been tried and many have not; but that it is felt that this program will be the most effective one to increase membership in the Association. He pointed out that New York State has the largest Civil Service Employees Association in the United States.

It was announced that right after the first year, there will be a direct billing from headquarters of all members who have not paid their dues either in cash or by payroll deduction.

Mr. Powers Speaks

Mr. Powers commended the Statewide Membership Committee on the fine job they have done and are doing, stating that he is aware of the disadvantages that they have to put up with in distance of travel, etc. He stated that as long as there are people like that working for the organization with the spirit that is being shown, there is no need to fear any outside organizations.