

Civil Service LEADER

America's Largest Weekly for Public Employees

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Southern Conference Chapters Committees On Membership

See Page 14

Both Parties Pressing For Health Insurance; CSEA Is Weighing Plans

ALBANY, Dec. 12 — Republican legislative leaders have called for legislative action to provide State and municipal employees with a voluntary, cost-sharing medical benefits plan.

Such legislation will be part of the official Republican Party program for the 1956 session.

The announcement was made in a letter from Senate Majority Leader Walter J. Mahoney to Senator George R. Metcalf, chairman of the Joint Legislative Committee on Health Insurance Plans.

Mr. Mahoney wrote: "Our State and municipal employees today constitute one of the important segments of our job force in New York State. These loyal, conscientious servants of the people are deserving of protection against sudden unexpected drains on the family pocketbook because of accident or illness.

Heck Agrees

"I have discussed this matter with Speaker (Oswald D.) Heck and we are agreed that legislative action should be taken to assist them in the event they are the victims of such misfortunes.

"To that end, it would be most helpful if your (Metcalf's) committee would undertake an immediate study of the most practical

method of providing a statewide hospital and/or medical benefits plan for all State and municipal employees and their dependents—on a voluntary basis—with the cost to be shared with by the employees and Government. The study would be concerned with the cost of such plans, extent of coverage, division of cost and all other pertinent information which would aid in the drafting of legislation."

Officials Study Subject

As reported in The LEADER last week, the Harriman Administration is studying a comprehensive, 42-page report on proposed fringe benefits for State workers, which includes an analysis of the cost and operation of a prepaid health and insurance plan.

The Civil Service Employees Association has long urged both parties to support such legislation. A medical plan is an important part of the CSEA legislative program for this year.

Mr. Mahoney added it was his hope that the committee would be able "to make a prompt start on the study of health insurance for State and municipal employees so that it may be possible to introduce and enact legislation at the 1956 session."

State Aides Won \$7,000 Thus Far for '55 Ideas

ALBANY, Dec. 12—More than \$7,000 has been awarded thus far this year to State employees for time-and-money-saving suggestions, Dr. Frank L. Tolman, chairman of the Merit Award Board, announced.

Recent \$25 award winners are: Stowell W. Armstrong, senior employment interviewer, Division of Employment, NYC, for his suggested forms which have been used in implementing the Refugee Relief Program.

Florence B. Berger, Brooklyn, U.I. claims examiner, whose suggested revisions of the employer's reports aid employees processing this information.

Mrs. Leontine G. Brochard, U.I. claims clerk, the Bronx, for her suggested revision of the claimant's insurance book.

Sam D. Friedman, senior personnel technician, Civil Service,

Albany, for his suggested training and experience supplement form which has brought fuller responses from candidates for civil service positions.

Frank Greene, senior U.I. claims examiner, Brooklyn, for the suggested revision of the back-to-work claim sheet which has been endorsed by his supervisors as an aid to maritime employers.

Wayne E. Porter, attendant at Willard State Hospital, for his suggested method of covering radiators for the protection of hospital patients.

Mrs. Edna Sanchioni, an occupational therapist in Gowanda State Hospital, for her suggested design for inmates' trousers which will help reduce expenses on this item of attire.

Individual certificates of merit signed by the Governor accompany each cash award.

Assn. Asks Early Release Of Social Security Plan; Special Committee Named

ALBANY, Dec. 12—In response to the intense interest of State employees in coordination of Social Security with the State Retirement System, the Civil Service Employees Association has taken a two-pronged action, to expedite a public report by the State, and have an Association committee ready, to analyze it.

John F. Powers, Association president, has asked that all information on the subject be released by the State at the earliest possible moment "in order that the accomplishment of anything worthwhile may be not delayed another year by the necessity on the part of interested groups to take further time to study a report and make recommendations."

Mr. Powers' request was made in letters to the State Commission on Pensions, Comptroller Arthur Levitt, and William J. Embler, research consultant to the Speakers of the Assembly.

Resolution Cited

The Association president followed up his request by appointing a CSEA special committee.

With studies by both the State and the Association before State workers, Mr. Powers said he felt action on the Social Security-State Retirement problem would be forthcoming with a minimum of unnecessary delay.

The Association has stated its general views on the subject in a resolution passed by its members at the CSEA annual meeting here last October.

At the 45th annual meeting of the Civil Service Employees Association in Albany this year, delegates approved the following resolution dealing with Social Security and the present retirement systems:

Social Security for All Employees Without Reduction of Retirement System Benefits

Resolved, that Social Security

coverage be extended to all employees not so covered without interference or deduction from benefits now secured by membership in the Employees Retirement System."

Delegates, in another resolution, directed the Association to request "that a study be made to investigate the possibility and advisability of providing survivors payment from the retirement system to beneficiaries in similar pattern to the Social Security plan for members after their ac-

cumulated contributions reach a minimum amount."

The special committee appointed by Mr. Powers will be headed by Charles C. Dubuar, of the State Insurance Department in Albany.

Others serving on the committee are William Dugan and Jesse B. McFarland, Albany; John P. Quinn, Buffalo; J. Allyn Stearns, White Plains, and Henry Shemin, NYC. Mr. McFarland is a former Association president.

Consultants to the committee are E. Kenneth Stahl and Edward Sorenson, Albany.

SIF Contest to Find Out What Civil Service Means To Careerists' Children

"Civil Service—What It Means to Me" is the subject of an essay contest being sponsored by the State Insurance Fund chapter, Civil Service Employees Association.

Entrants must be children of Fund employees in the sixth, seventh or eighth grades of grammar school, or who are attending high school (ninth, tenth, eleventh or twelfth year).

The contest closes on January 12.

First prize is a \$25 savings bond, second prize \$10.

The essay is not to exceed 250 words, must be written in ink or

typewriter on 8½x11 white unruled paper. Neatness and legibility will be considered.

An application, which must accompany each essay, may be obtained from the CSEA delegate in each department, or from any chapter officer. The application must be completely filled out and signed by employee-parent. Only one essay may be submitted by each entrant.

Essays should not be signed, the chapter said. Each contestant will be assigned a number.

The children of all Fundites, except chapter officers, are eligible, the CSEA unit added.

Higher Pay in DE, Law Titles Retroactive to '54

ALBANY, Dec. 12—Upward re-allocations, retroactive to April 1, 1954, have been made in four State titles:

Employment consultant, from grade 19, \$5,360 to \$6,640, to grade 21, \$5,940 to \$7,680.

Law records supervisor, from

grade 20, \$5,640 to \$6,970, to grade 22, \$6,250 to \$7,680.

Senior employment consultant, from grade 21, \$5,940 to \$7,320, to grade 23, \$6,590 to \$8,070.

Principal employment consultant, from grade 24, \$6,940 to \$8,470, to grade 25, \$1,300 to \$8,890.

Extra Pay for 'Graveyard' Duty

Hourly employees of Midland, Mich., get a special bonus in their city pay checks when they work at least two hours in a row during the "graveyard" shift, midnight to 7 A.M.

Hourly employees—as differentiated from those who work for an annual wage—on the regular night shift, 5 P.M. to midnight, also get more pay. They receive eight cents an hour more than those who have ordinary day-time working hours.

But that bonus is doubled to 16 cents more for those on the "graveyard" shift.

Govt. Lines Fade For Charity Work

BINGHAMTON, Dec. 12 — There are no political subdivisions in this area when it comes to charity.

Mrs. Lula M. Williams, president of Broome County chapter, Civil Service Employees Association, reports that the Quota Club of this city, of which she is a member, recently set out to gather eyeglasses for the needy.

Club members include public workers in Federal, State, village and county divisions.

Mrs. Williams said the group obtained 70 pairs of glasses which it sent to the New Eyes for the Needy, a national organization in Short Hills, N.J.

Krumman Sends Harriman Reminder on Full Pay

In its request for a 40-hour work week for institutional employees, the Mental Hygiene Employees Association reminded Governor Averell Harriman that it wants no loss in present pay.

R. J. Krumman, MHEA presi-

dent, in a letter to the Governor on November 29, stated his association's position on the 40-hour work week. In a subsequent letter, Mr. Krumman re-emphasized that employees working 48-hours a week now should get the 40-hour week with no loss in pay.



MORTIMER M. KASSELL

Special counsel in CSEA tax suit will announce plans next week on getting refunds on maintenance tax. See LEADER, December 30.

INTEGRATION PATTERN IS OUTLINED BY KAPLAN AS EMPLOYEES DEMAND HIGHER PENSIONS IN EITHER OF 2 WAYS

ALBANY, Dec. 12—The proposed plan for integration of Social Security with the U.S. Civil Service Retirement System was outlined to a conference of Federal personnel associations of New York and New Jersey by H. Elliot Kaplan, chairman of the former Committee on Retirement Policy for Federal Personnel.

The plan is to go before Congress when it reconvenes next month. The U. S. Civil Service Commission is backing it, and the bill will be an Administration measure, with President Eisenhower's full support. It has considerable backing among both Democrats and Republicans. Also, there is active opposition from various quarters, including some employee groups.

Controversial Subject

The Federal pattern is important also to New York State employees. The State Pension Commission, of which Mr. Kaplan is counsel, will recommend some form of integration to the State

Legislature, probably the middle of next month. Governor Averell E. Harriman has spoken favorably about integration, and so has Mayor Robert F. Wagner of NYC. State law would have to be amended so that integration could take place under existing provisions of Federal law, but the pattern of such integration, or whether supplementation, is preferable, is a highly controversial subject right now.

Mr. Kaplan stressed the point that his committee recommended to the President and Congress guarantees that there would be no reduction or dilution of present U. S. Civil Service Retirement System benefits, and no present increase in cost to the employee. The only ultimate increase would occur as the Social Security tax increases, as provided under present Federal law, attaining maximum in 1975.

Two Kept Reasonably Separate

Mr. Kaplan pointed out that formerly employees in private industry eyed jealously the superior retirement allowances of public employees, but that the situation has changed, so that, if anything, private industry is ahead of public employment, on that score, either through integration of Social Security with private pensions, or the supplementation of the two. He added that the two methods, Social Security and private pension, are kept reasonably separate, and that the same is being

recommended for public employees.

The Federal government has unlimited taxing and borrowing powers, unlike other levels of government. His committee recommends periodic valuation of Federal retirement systems, too, so that they will always remain actuarially sound. The New York State and NYC systems are on that basis, but for them, too, the need for periodic valuation exists, Mr. Kaplan believes. The motto for the retirement system, he said, is "Always keep ahead of the Sheriff." As the State and local systems in the State now stand, they can't go broke.

Sees Smoke Screen

"If any attempt were made to deprive the 13,000,000 employees in private industry of any of their present pension benefits or rights, there would be an industrial revolution," said Mr. Kaplan. "There is no thought of any reduction or dilution of benefits for public employees than for employees of private industry and commerce. No Legislature would even dream of voting any such reduction. Any argument that such reduction is contemplated or intended is merely a smoke screen."

Under the State Constitution, neither the State or any local government pension system can reduce benefits or rights, although the guarantee does not extend to benefits that arise from other

than a State or local public employer retirement or pension system.

The plan recommended by the Kaplan Committee, to affect only (Continued on Page 15)

WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U.S. Civil Service tests in and around New York. During 1956 there will be many appointments to U.S. Civil Service jobs in many parts of the country.

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

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

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AMERICA'S LARGEST CLOTHIER



THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President
Civil Service Employees Association

Harriman's Pay Goal for Others

Should Apply to State Workers, Too

At the AFL-CIO convention, held in NYC last week, Governor Averell Harriman again announced his faith in our expanding economy and the necessity of attacking poverty through raising the base of the minimum wage.

"The minimum wage," he said, "ought to be raised to the figure I urged last year and that was \$1.25."

Earlier in his speech, the Governor urged the labor organizations to join him in his attack upon poverty. "But it can't be done only at the State level," he said. "It has got to be done at the national level."

Put Theories in Practice Here

It is hoped that the Governor did not mean that the State of New York would take no action in raising the wage level until after the national government has acted.

Governor Harriman has an excellent opportunity to put his wage theories into action in New York State. A large segment of the working population is employed in the State whose economic destinies the Governor more or less controls. If the Governor would set the basic wage level of the State employees at \$1.25 per hour he would go a long way toward overcoming some of the very difficult problems which have been dogging the public employee for some time.

Higher Base Wage a Great Boost

A salary plan built upon this floor would give the State civil service salary scales a lift which would tend to bridge the gap which has long separated them from the industrial workers. Also, the Governor, in his pronounced beliefs in the program of labor, might again look closely at his State, where the basic 40-hour week is distinctly honored in the breach. Over one-quarter of the State's employees, or some 25,000, who work in institutions and hospitals, are compelled to work as much as 48 hours each week.

Pay Equalization Needed

And again, in another area, Mr. Harriman might attest his faith in the principles of labor by equalizing the pay levels of the custodians in the State correctional institutions. In the institutions for female offenders where the custodians are women, these custodians are paid over \$500 a year less than their counterparts in male prisons. By bringing both pay rates to the same level the Governor would be tangibly exhibiting his belief in one of labor's fundamental principles—no discrimination in wages because of sex.

Don't Overlook Public Employees

We believe with Governor Harriman in our expanding economy. We believe that we have, at the present, "a glorious opportunity to improve living conditions for all of our people." But we must remember that in the expansion of our national economy both in production and consumption we cannot overlook the vast number of public employees now working. They represent over one-tenth of the labor force of the country. You cannot by-pass a labor group of this size without endangering the stability of your prosperity.

Rochester Aides Tell Needs To City Council

ROCHESTER, Dec. 12—A large delegation from Monroe chapter, Civil Service Employees Association, attended the budget hearing for Rochester City employees.

F. Henry Galpin, CSEA research and analyst, represented the chapter in its arguments for higher wages, increases in the lower brackets and a survey of the salary and personnel structure of Rochester.

Monroe chapter seeks these improved benefits for the coming year. Its arguments for the survey were well-received by the Rochester City Council, which ordered such a survey made.

On the County level, the Barrington report has been approved by the Board of Supervisors and was recently published. Chapter officials are studying the report before rendering an opinion on its findings.

Donald L. Greenleaf, representing Barrington Associates, explained what methods were used in making the survey at a chapter meeting last month.

NAMED TO SLA POST

John E. Morressy of Brooklyn has been named Deputy Commissioner of the State Liquor Authority, assigned to the NYC office.

Lamb Is Honored By Sing Sing Chapter

Charles E. Lamb, Civil Service Employees Association 5th vice president of the Southern Conference, was honored at a dinner party in Harmon last week by the Sing Sing chapter.

A story and picture of the event will appear in next week's issue of The LEADER.



To make sure that an aged retired public employee, who has been eking out an existence on a meagre pension, would enjoy his holiday, members of Oneonta chapter, Civil Service Employees Association, helped stock the cupboard. Marion Wakin (left), chapter president, and Mrs. Agnes Williams, and past president, are pictured with some of the contributions.

Christmas Party For Health Aides' Offspring Dec. 17

ALBANY Dec. 12—The annual Christmas party for children of State Health Department employees will be held at 10 A.M. on Saturday, December 17 at Chancellors Hall, State Education Building, Hawk Street entrance.

More than 430 children attended last year's event, and a larger number is expected this year.

Santa Claus will present gifts to all the children, and there will be entertainment.

Paul F. Robinson is general chairman of the committee; Dr. Meredith H. Thompson, chairman-elect; Marion Henry, vice chairman; Virginia Clark, secretary, and Clifford M. Hodge, treasurer.

Investigator List Issued by State

The State Civil Service Department has released a 32-name open-competitive list for industrial investigator (upstate district), Department of Labor. Seventy-six persons had applied for the test, held September 19. The jobs pay \$3,540 to \$4,490.

Sidney L. Koblenz of Albany is No. 1, with a rating of 98, including five points as a non-disabled veteran. Howard T. Curtiss of Utica is second, Lyle W. Poorman of Hornell third, Allan B. Clyde of Buffalo fourth, and Joseph R. Donovan of Albany fifth.

THREE NEW STATE TITLES

ALBANY, Dec. 12—There are three new titles in State service: associate U. I. hearing representative, \$5,360 to \$6,640 a year; director of youth rehabilitation, \$8,090 to \$9,800, and youth parole director, \$6,590 to \$8,070.

NEW TITLE, SAME PAY

A change of title is to be noted in the State Education Department. Chief, Bureau of Vocational and Educational Guidance, is now known as chief, Bureau of Education Guidance. Pay remains at \$8,090 to \$9,800 a year.

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

CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

The State Bearing Gifts?

BY JACK SOLOD

WHENEVER we look for a raise in pay, it becomes necessary to work and argue with budget directors, classification boards, legislatures, etc., and maybe we get a portion of it. When we look for liberalization in the pension system, the same thing occurs, with wailing and moaning from Albany about "the cost, the cost." Lo and behold! All of a sudden a new look, no fighting, no "cost," but a big happy smile and integration of Social Security is yours, boys. "Beware of the Greeks who come bearing gifts."

Prediction: Governor Averell Harriman in his message to the State Legislature on January 4 will call for elimination of the loopholes in the law requiring equal pay for women. The matrons at Albion State School and Westfield Farms will be overjoyed at this belated recognition. For many years they have performed the same job as prison guards and criminal hospital attendants but have been discriminated against in regard to salary. Women criminal hospital attendants receive equal pay with the men, but matrons have been overlooked and underpaid for years. This stand by the Governor should once and for all equalize salaries for prison guards, matrons and criminal hospital attendants.

With all the talk of Social Security, let us not overlook the main objective of this coming session: 40 hours a week with same take-home pay. Social Security is something that will take a few years; let's remember first things first.

A Salesman Must Have Something to Sell

In the near future, a new State prison guard exam will be held. It is almost a certainty that the applications for this exam will reach a new numerical low. Despite the high-pressure methods of the State Civil Service Commission in recruiting for this job, the fact remains that fewer men file each time. I recall the press releases put out for the last examination. These newspaper stories made it appear that as soon as your three-months probation period is up, you are ready to become a warden. Nowhere was the salary of the guard mentioned, but the warden's pay was prominently displayed.

These "gimmicks" are all right in selling toothpaste or cigarettes but have little effect in getting qualified men to enter State prison service. A 48-hour work-week, working hours around the clock, and on Saturdays, Sundays, holidays, and religious days; being on call 24 hours a day, poor pension and low salary grades, are no inducement for a young man today.

When the State recognizes the fact that it must pay more, that the pension system must be improved, and a 40-hour work week instituted, only then will the State prisons get enough qualified employees.

"We are pulling our hair to find ways and means of getting more applicants." Speaking is Ernest E. Johnson, public relations director for the NYC Personnel Department. Dear Mr. Johnson, leave your hair alone; just pay the proper salary and your problem will be solved.

Hearings on Security End

WASHINGTON, Dec. 12—The Senate subcommittee's investigation of the security program, under which Federal employees, and applicants for U. S. jobs, are checked for ethical, moral and ideological suitability, has ended, with opinion divided about the results.

The Democrats, who engineered the inquiry, say that testimony proves that figures given out by the Eisenhower Administration grossly exaggerated the number of separations from jobs on security grounds. Paul E. Hadlick, subcommittee counsel, said that 90 percent of those on lists issued as if they represented separations for security cause, were dismissals for usual reasons, unrelated to national security. Democrats on the subcommittee took the same general stand, and affirmed that the charge that the Administration had worked a "numbers game"—citing much larger numbers that warranted—was proved.

The Republicans saw just the opposite, an attempt by the Democrats to distort the facts. Senator Frank Carlson (R., Kan.) said the hearings by the Senate Civil Service Committee's unit were cut off without the Government being given a full opportunity to state its side. He called the committee's policy "hit and run tactics."

Out of the political turmoil is supposed to come a subcommittee recommendation for the improvement of the security program, so that personal and personnel rights of employees will be fully protected, and the Government will be safeguarded, too.

NASSAU COURT AIDES HOLD DINNER-DANCE

Court officers, appointed to Nassau County Supreme Court from the civil service list, held a victory dinner-dance December 3 at the American Legion Post Hall, Carle Place.

Michael Brereton, past post commander, who was chairman of the dinner, was assisted by Michale Suozzi, Jack McHenry, Vincent DiGangi and Francis X. Commerford. The Rev. A. Green, post chaplain, extended his blessings.

RICHMOND COURT POST

New York City Court Justice Farrell M. Kane has succeeded the late Thomas J. Walsh as a Judge of the Richmond County Court.

Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 15.

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Residence Address _____
City _____ Zone _____ County _____ State _____
Age _____ Single Married (No. of children _____)
Location of Car _____ Occupation _____
Year _____ Make _____ Model (Dfr., etc.) _____ No. Cyl. _____ Body Style _____ Cost _____ Purchase Date New Used

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

Age	Relation	Marital Status	No. of Children	% of Use

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

3. Estimated mileage during next year? _____ My present insurance expires _____ / _____ / _____
 Please include information and rates on Comprehensive Personal Liability Insurance. 639

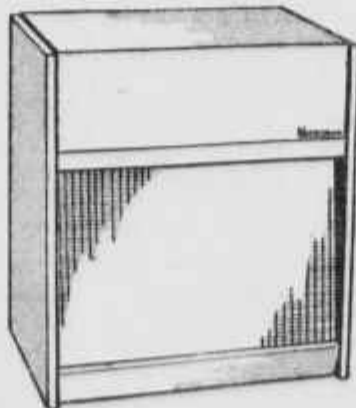


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In genuine mahogany, oak or cherry cabinet, with gold embossed leather top. In mahogany complete with legs
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- 71. Holmes, Lother L., Ovid... 83700 72. Brundage, Lewis, Pearl Rvr... 83100 73. Sopace, Joseph P., Bronx... 83730

Liberalized Leave Plan To Be Issued Next Month

The Personnel Council is to submit to the NYC Personnel Department about the middle of next month recommendations for changes in the proposed Standard Leave Rules.

ACTIVITIES OF EMPLOYEES IN STATE

DE Chapter Meets on Dec. 14

NEW YORK CITY, Dec. 12 — The next regular meeting of Division of Employment chapter, CSEA, will be held at 6:30 P.M. on Wednesday, December 14 at 1 East 19th Street, Manhattan.

employees were discussed. The chapter extends thanks to Charles R. Culyer, CSEA field representative, for an informative talk on membership and on rules and procedures.

COUNTY AND VILLAGE Promotion

- TAX SALES CLERK (Prom.), Treasurer's Office, Erie County Applied, 5. Qualified, 3. 1. Whittemore, F. G., Buffalo, 92090

Psychiatric Institute Chapter Hears Culyer

NEW YORK CITY, Dec. 12—A most successful meeting was held by Psychiatric Institute chapter, CSEA, on November 30, and matters of major interest to Institute

Visual Training OF CANDIDATES For PATROLMAN FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS DR. JOHN T. FLYNN

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Anyone who is seriously interested in either of these attractive positions should enroll without delay for our course of intensive preparation.

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TUESDAY, DECEMBER 13, 1955

Give All the Disabled The Break They Deserve

The need for government taking better care of its employees disabled in the performance of duty is so striking that the Commerce and Industry Association of NYC wants Mayor Robert F. Wagner to have a public hearing held on the subject.

The lag in NYC's provision for the disabled is reflected in other public jurisdictions. The necessity for more humane treatment of all who are incapacitated is universal.

How would you feel, if you were disabled in the performance of duty, and because of technicalities of civil service you were told that, since you are not able to perform the physically arduous or mentally demanding tasks of your job, and as there is no vacancy in any title to which you may be appointed, that you are out of work? A disability pension would be paid, but that does not amount to enough, with rare exceptions. For having been faithful, even courageous, and possibly having far exceeded the call of duty, you would find your income shrunk to perhaps one-half, or less.

The Federal Pittance

The committee, of which H. Eliot Kaplan served as chairman, that studied Federal pensions, concluded that the disability allowances granted by the Federal Government are too stingy. They are based on years of service, and salary, the same as are retirements for age. His committee recommended a considerable increase in disability benefits.

Not only do members suffer injury, but they sometimes die in service. How much, or little, the public employer does for a widow and dependents, for instance, is illustrated by the pittance paid to NYC police and fire widows, \$600 a year.

Slow to Move

Government is not the worst employer in the world. It provides many benefits important and enjoyable to employees. But it is also one of the slowest employers, in keeping in step with progressive developments.

When practically all private industry is on a five-day, 40-hour week, what a time public employees with longer work-weeks are having in obtaining standard working hours. When employees in private industry bargain for benefits, and hold elections to decide their bargaining agency, see what difficulties public employees have in having a labor relations code put into effect that even frankly admits that public employees can bargain collectively, even though they have been doing so for years. And when an employee suffers a disability in the course of his work, what a time he has retaining the job he held after the accident occurred, and at the same pay. The employer finds it is easier to grant him a small pension, and forget the whole matter.

Forgetfulness No Longer Forgiven

The day when forgetfulness is condoned has long since passed, and government must recognize that fact without delay.

The Commerce and Industry's suggestion is excellent. If it results in improvement of the treatment NYC employees receive, it will serve a memorable purpose; if it induces an example that other public jurisdictions follow, so much the better.

Public employees deserve this break. Common decency should compel government to give it to them.

Letters to the Editor

AFRAID HE'S GOING TO BE GYPPE

Editor, The LEADER:

Through extra effort, I qualified for Social Security, outside the State Employees Retirement System, because the latter is insufficient.

Do I understand that you support a scheme that would allegedly gyp me out of what I earned and paid for?

If my benefits under Social Security are greater than those under the State System, why am I paying 10 percent of my salary into the State System?

If State System members who paid nothing into Social Security in the past will benefit by Social Security the same as I would, why should anybody who has already been paying into Social Security be allegedly swindled?

THOMAS PARKS

Jackson Heights, NYC

The LEADER has not taken any position on this the controversial question of integration of Social Security. It will await the report of the State Pension Commission. The benefits under Social Security can not be said to be greater than those under the State System. Social Security is a social system, the State System is a staff system, they are so different that they do not lend themselves to any overall comparison. The benefits that would arise from Social Security, even under integration, are those provided under the Federal Social Security Law. They would not be changed by integration. The State can not amend Federal law. Your quarrel, if any, is with the Federal law. Under that law, those already aged when they are first covered by Social Security may retire at maximum pension after a relatively short period of coverage, while others, whose coverage started when they were younger, would have to be covered for a much longer period, and pay in a considerably larger amount, to attain the same benefit. Any integration plan would necessarily respect existing Social Security credits.—Editor.

HOPKINS ASKS SOME PERTINENT QUESTIONS

Editor, The LEADER:

I was pleased to see the full-page treatment you are giving to the important subject of integration of Social Security and New York State Retirement System benefits.

Please answer the following questions:

1. If the State agrees to pay both employer and employee Social Security payments on State wages, isn't this the same as giving us a salary increase? For example, 2 percent on \$4,200—\$84, on which we would have to pay a Federal income tax (22 percent of \$84 or \$18.48), plus a State income tax. However, this increased salary is neither usable by us prior to age 65 nor of value to us individually at 65, since it will at that time produce only a pension adjustment, not an increase in the amount of pension for benefits received. I admit that survivor benefits or supplemental payment to wife may be regarded as a profit or a value received for the so-called salary increase of \$84 or the tax of \$18.48 or more.

2. If State action produces retroactive coverage to 1951 for the \$4,200 maximum wages taxed under Social Security and State pays both employer and employee contributions, can those affected who have paid Social Security tax on self-employment since 1951 or employee contributions on wages in covered employment receive a

refund of the contributions they paid (since these payments would be on earnings or wages in excess of \$4,200)? Does it make a difference on possible refund status if the employee is required to pay the employee contributions retroactively, may he request credit for the prior contributions described above toward the amount due as his retroactive employee contributions.

3. Would it be possible to publish examples of the effect of the combination of Social Security with State Retirement benefits for different ages or family combinations so that the readers of The LEADER by identifying themselves with a sample would be better prepared to understand the effect of integration on their personal status, similar to the charts prepared showing the effect of proposed changes in income taxes as they affect different brackets or family units?

ROBERT R. HOPKINS

Buffalo, N.Y.

1. Your analysis is correct. You seem to overlook the fact that meanwhile the employee would have the benefit of coverage. One can not discount to zero the benefit of such insurance, any more than one can say that his fire insurance premiums were wasted money because during all the period of coverage he never

had a fire and never collected a cent. The survivorship and supplemental benefits you mention would be an offset by themselves.

2. What the State finally will do is speculative. The Pension Commission has not even completed its actuarial studies, and no specific recommendations could be made by the Commission until then. Whether there will be any retroactive provision is unsettled, although the likelihood of one being recommended exists. If there were any retroactive period, any payments made on salaries in excess of \$4,200 would naturally have to be refunded. It would make no difference to the employee whether the employer or Social Security made the refund. One or the other would.

3. It would be idle to speculate on examples of benefits in illustrative cases, in advance of the Commission's recommendations. The LEADER has assurances that the Commission's report will be replete with illustrative cases, so that employees can better judge how they would benefit personally.

Only two of the 12 applicants qualified for \$8,000 to \$9,500 State jobs as director of parole research. The open-competitive list consists of Arthur S. Kraus and Joseph Levy.

Law Cases

Sidney M. Stern, counsel, has submitted the following summary of law cases to the NYC Civil Service Commission:

JUDICIAL DECISIONS

Special Term

O'Donnell v. Mauriello. The petitioner was marked Not Qualified by the Civil Service Commission for failure to pass the special medical interview. Justice Benvenga held that the defects appearing in petitioner's past employment and health record were found to be reflected in the psychiatric examination and to disqualify petitioner under section 14 of the Civil Service Law.

Special Term

Unthank v. Schechter. This proceeding first appeared on the calendar more than a year ago. It has been adjourned 16 times. Upon denial of a request for another unexplained adjournment, the court dismissed the petition.

PROCEEDINGS INSTITUTED

Heslin v. Schechter. The peti-

tioner was passed over by former Police Commissioner Adams. He now demands that his name be certified to present Commissioner Kennedy and that he be appointed a patrolman (P.D.).

Andre Murphy v. Schechter. The petitioner was marked Not Qualified Medically on list for patrolman (P.D.). He brought a proceeding to set aside the determination and the Appellate Division ordered the Commission to reconsider its finding. A new interview was had with three psychiatrists present. They recommended his disqualification and on October 17, 1955 the Commission again marked the petitioner Not Qualified Medically. The present proceeding seeks to set aside this latest determination.

Jackson v. Schechter. Petitioners, eligibles on list for surface line dispatcher, seek to restrain the Transit Authority from permitting employees to work allegedly out of title.

Opinions by Javits

Answering a query from the State Comptroller's office, Attorney General Jacob K. Javits, in a letter said that Section 91 of the State Civil Service Law, which provides that retirement allowances are not subject to levy, does not apply to liens of the Federal Government for Federal taxes. State laws are ineffective against statutory Federal liens, he declared, and cited adjudicated cases, including agreement by the State Court of Appeals with conclusions reached by Federal courts.

"In the case under consideration," Mr. Javits wrote Deputy Comptroller William M. Girden, administrator of the State Employees Retirement System, "the member elected to retire on the basis of no option (shared no part of the actuarial value of his re-

irement allowance with any co-beneficiary).

"In view of this circumstance it is my opinion that the notice of levy requires that you pay over to the Director of Internal Revenue the amount of each monthly retirement allowance payment which becomes due to the member in questions as and when it becomes due. This means that, because of the member's retirement on the basis of no option, you are not required now to pay over to the Director of Internal Revenue a lump sum payment of the full amount of the levy. In my opinion your obligation in this case is to withhold monthly payments from the retired member as and when they become due, and pay the amounts over to the Director of Internal Revenue, until the full amount due under the notice of levy has been paid over."

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NYC Jobs

Last day to apply in the following NYC open-competitive exams is Wednesday, December 21, except where another date is given. Apply in person or by representative to the NYC Personnel Department, 96 Duane Street, Manhattan. Application may be made by mail where the word "mail" is given. Summaries of minimum requirements appeared in last week's LEADER.

- OPEN-COMPETITIVE**
- 7648. ALPHABETIC KEY PUNCH OPERATOR (REMINGTON RAND), \$2,750 to \$3,650. Mail.
 - 7548. ANNOUNCER, \$4,000 to \$5,080. Mail.
 - 7660. ASSISTANT ELECTRI-

200 IN HOSPITAL DEPT. GET 25-YEAR SERVICE PINS
The Employees Community Fund of the NYC Department of Hospitals presented service pins to more than 200 employees who have completed at least 25 years of service in the department.

Dr. Morris A. Jacobs, Deputy Commissioner, made the presentation. Officers of the Community Fund are Rudolph Mitaritonna, president; Patrick Costello, vice president; John J. O'Connor, treasurer, and Elizabeth Elliott, secretary.

- CAL ENGINEER, \$5,450 to \$6,890. Mail. (February 24, 1956).
- 7444. CIVIL ENGINEER (BUILDING CONSTRUCTION), \$7,100 to \$8,900. Mail.

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New Book Defends U.S. Merit System

"The merit system is a foundation-stone of good government, and attacks on the Federal career service are contrary to the national interest," is the gist of "Crisis in the Civil Service," by Herbert Hollander.

The book, published by Current Issues Publishers, probes the effects on employees, and the entire merit system, of the removal of higher level positions from the competitive service, and seeks to demolish persistent "myths" about Federal workers.

- 7248. CONSTRUCTION MANAGER, \$9,000 to \$11,100. Mail.
- 7689. CONSULTANT WRITER, \$4,000 to \$5,800. Mail.
- 7422. CRANE ENGINEMAN (ELECTRIC), \$7,300 for 250 eight-hour days a year. Mail.
- 7654. CUSTODIAN-ENGINEER, \$7,560 to \$17,160 depending on size of building to which assignment is made. Mail. (February 24 1956).
- 7538. PHARMACIST, \$4,000 to \$5,080. Mail.
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U. S. jobs as stenographer, \$2-960 to \$3,415 a year to start, and as typist, \$2,690 to \$3,175, are being filled from an exam now open for receipt of applications. The positions are with Federal agencies in NYC and throughout the metropolitan area.

Apply until further notice to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. The exam is No. 2-52 (55).

There are no education or experience requirements.
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- EER, \$4,250 to \$5,330. Mail. (February 24, 1956).
- 7657. JUNIOR MECHANICAL ENGINEER, \$4,250 to \$5,3300. Mail. (February 24, 1956).

PROMOTION
Candidates must be present, qualified employees of the department mentioned. Summaries of last week's LEADER. Last day to apply is Wednesday, December 21.

- 7439. ARCHITECT (Prom.), Hospitals, \$7,100 to \$8,900.
- 7557. ASSISTANT ARCHITECT (Prom.), \$5,450 to \$6,890. Education, Health, Hospitals, Public Works Water Supply, Gas and Electricity, Housing Authority, Transit Authority.
- 7385. ASSISTANT MAINTENANCE ENGINEER (CARS AND SHOPS) (Prom.), Transit, \$5,100 to \$6,100.

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Apply at the address given above.

20,000 Overseas Become Competitive On April 1

WASHINGTON, Dec. 12 - The 20,000 overseas Federal civilian positions, held by United States citizens, will be brought into the competitive civil service on April 1, the U. S. Civil Service Commission announced. This is the second major extension of the competitive service within a year. The first move covered 10,000-expected jobs in Alaska last August.

"When this overseas conversion action is completed, there will exist for the first time a worldwide career system under which employees may be reassigned freely to and from overseas positions while remaining in the career service," the Commission said.

Incumbents of these overseas positions will be eligible for conversion to career or career-conditional status if they can meet the requirements.

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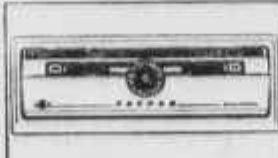
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OPEN-COMPETITIVE

2174. SENIOR POLICE EXAMINER, \$5,090 to \$6,320. (December 30).

2175. ASSISTANT DIRECTOR OF SANITARY ENGINEER, \$9-

950 to \$11,920. (December 30).
EMPLOYMENT INTERVIEWER, \$3,730 to \$4,720. (No closing date).

STATE PROM
 Candidates must be present, qualified employees of the State department mentioned. Last day to apply is Friday, December 30. Resumes of requirements appeared in last week's LEADER.

1158. JUNIOR ADMINISTRATIVE ASSISTANT (Prom.), Civil Service, \$4,130 to \$5,200.

1159. PRINCIPAL STORES CLERK (Prom.), L. I. State Park Commission, \$3,730 to \$4,720.

1160. SENIOR STORES CLERK (Prom.), L. I. State Park Commission, \$3,020 to \$3,880.

1161. WARDEN (Prom.), Institutions, Correction, \$7,450 to start, plus full maintenance.

1162. PRINCIPAL KEEPER (Prom.), Institutions, Correction, \$7,300 to \$8,890.

1163. PRINCIPAL STORES CLERK (Prom.), Auburn Prison, \$3,730 to \$4,270.

1164. DIRECTOR OF PAROLE FIELD OPERATIONS (Prom.),

Division of Parole, \$8,090 to \$10,810.

1165. DIRECTOR OF INSTITUTIONAL PAROLE SERVICES (Prom.), Division of Parole, \$8,090 to \$9,800.

1166. PAROLE AREA DIRECTOR (Prom.), Division of Parole, \$8,090 to \$9,800.

1167. ASSISTANT DIRECTOR OF PAROLE FIELD OPERATIONS (Prom.), Division of Parole, \$7,300 to \$8,890.

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1169. ASSISTANT PAROLE AREA DIRECTOR (Prom.), Division of Parole, \$6,590 to \$8,070.

1170. ASSOCIATE SANITARY ENGINEER (Prom.), Health, \$8,090 to \$9,800.

1171. SENIOR SANITARY ENGINEER (Prom.), Health, \$6,590 to \$8,070.

1172. ASSISTANT SANITARY ENGINEER (Prom.), Health, \$5,360 to \$6,640.

1173. INSURANCE POLICY EXAMINER (Prom.), Insurance Dept., \$5,090 to \$6,320.

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1175. SUPERVISOR OF SOCIAL WORK (PSYCHIATRIC) (Prom.), Mental Hygiene, \$5,090 to \$6,320.

1176. SENIOR SOCIAL WORKER (PSYCHIATRIC) (Prom.), Mental Hygiene \$4,350 to \$5,460.

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 Automatic Bed Warming Sheet. Keeps an electric blanket 10 extra and costs half as much. \$79.95. FLEMING'S, P.O. Box 200, Washington, N. J.

HOUSE HUNTING? SEE PAGE 11

Grade 3 Groups Plan Campaign for Raise

Plans for a concerted campaign to have their present grade 6 slotting raised to grade 9 were made by the chairmen of 26 departmental committees of the Third Grade Clerical Employees. The meeting was held at 549 Pearl Street.

The NYC employees were third-grade clerks under the classification that preceded the Career and Salary Plan.

Present were Jack B. Treblich, Mrs. Rose Ruvo McDermott, Louise P. Piscella, Mrs. Nettie Gov-

ernale, Ann Feuer, Robert B. West, James J. Simmons, Mrs. Caroline Hoffman, Mrs. Ann M. Smith, Angelo Favaloro, Mrs. Mildred Kelemen, Doris Smith, Joseph D. Menkes, Thomas M. Giusto, Margaret Kent, Jack Penny, Sadie Clements, Arthur C. Van Houten, Margaret M. Hoffman, Carl A. Krumm, Sol Laufer, Louis Cohen, Frank Miceli, Eugene C. Stevenson, John F. Reidy Jr., Mrs. Vita M. Well, Pauline D. Cohen and Madeline Nolan. Another meeting is planned.

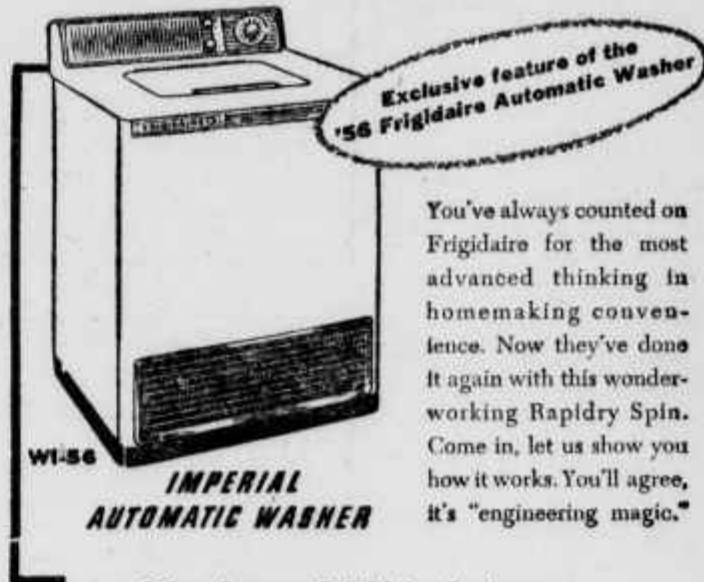
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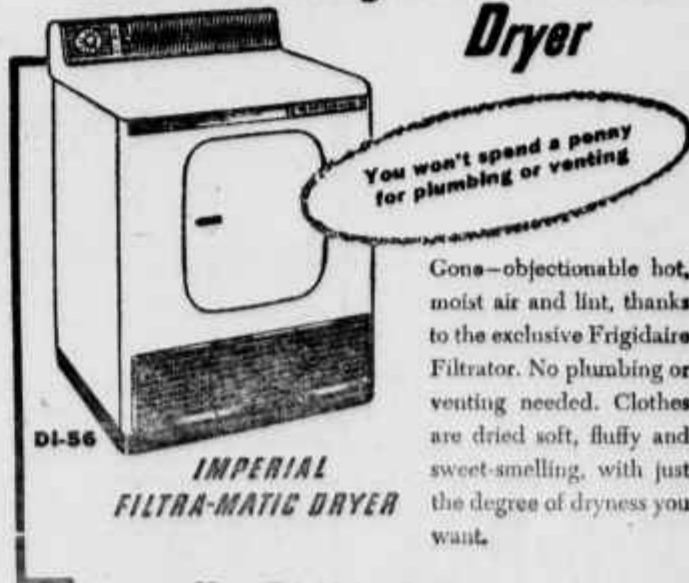


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Battalion Chief Eligible List

Following is the 138-name promotion list for battalion chief, NYC Fire Department.

BATTALION CHIEF (Prom.), Fire Department

1. Joseph P. Mackey	81,775
2. Joseph F. Connor	80,150
3. John J. Cunningham	88,950
4. Joseph A. Lawler	88,625
5. John F. Dvorick Jr.	80,500
6. James Love	80,300
7. Walter Mick	85,800
8. John A. Mackay	85,750
9. George J. Dulles	85,225
10. Joseph E. Guorastano	84,900
11. Philip Orlan	84,650
12. William G. Dunstewald	84,000
13. Edward J. Koon	83,550
14. Daniel J. Carey	83,025
15. John A. Panarello	83,000
16. Michael F. Kelly	83,000
17. Julian D. Shear	82,900
18. James G. O'Rourke	82,850
19. John Polietra	82,650
20. Thomas Forsythe	82,450
21. Peter N. Agnanno	82,350
22. Stephen A. Downes	82,225
23. Bernard Dufberger	82,200
24. Oscar Wincour	82,100
25. Carmine DeAngelis	82,100
26. Joseph E. Spratt	81,800
27. William F. McVann	81,650
28. Harold Toback	81,650
29. Leon P. Smith	81,600
30. Thomas Phebin	81,500
31. Frank J. Goss	81,450
32. Isaac Feldman	81,500
33. Walter R. Bertini	81,300
34. Samuel Caban	81,275
35. Charles E. Speck	81,050
36. Gerald A. Collins	81,000
37. Arthur J. Golden	80,950
38. Neil G. Kinnick	80,950
39. Francis X. Haurally	80,900
40. Francis J. Reynolds	80,850
41. Joseph Weininger Jr.	80,800
42. Charles J. Cluff	80,075
43. Edwin W. Kirschner	80,000
44. Edward J. Ryan	80,575
45. John J. O'Hara	80,500
46. Patrick J. Leonard	80,500
47. Alexander Bierk	80,500
48. John Wolf	80,400
49. Patrick E. Conlisk	80,350
50. Harold C. Mattiessen	80,500
51. Perry H. Peterson	80,550
52. Gregory R. Parsiani	80,350
53. John F. McGlynn	80,250
54. John J. Griffin	80,225
55. Woodrow W. Franz	80,100
56. Julius L. Fried	80,100
57. Emil G. Giordano	80,075
58. Bernhard J. Muller	80,050
59. George C. Wegner	80,000
60. Charles P. Biraw	80,000
61. Alexander Sicker	80,000
62. William Yara Jr.	79,875
63. William A. Michalek	79,850
64. Albert S. Gross	79,650
65. William E. Clark	79,475
66. Charles Egan	79,400
67. William V. Norris Jr.	79,375
68. William J. Truckenbrodt	79,350
69. Karl M. Scott	79,350
70. Joseph J. Fitzpatrick	79,250
71. John R. French	79,250
72. Edward M. Davis	79,150
73. Charles J. Kuhnle	79,150
74. William M. Whalen	79,150
75. Henry J. Poling	79,050
76. Stephen J. Minsky	79,050
77. Arthur J. Lamber	79,000
78. Charles Gibb	78,900
79. Joseph J. Bushfield	78,750
80. George B. White	78,850
81. Arthur Southoff	78,500
82. Raymond L. Wright	78,750
83. John M. Gueverin	78,750
84. Jerome J. Felner	78,750
85. Robert L. Storch	78,700
86. Francis P. McMorwick	78,575
87. Leon Rosenbami	78,550
88. Vincent P. Muerer	78,500
89. Lambert C. Carvatin	78,500
90. Walter A. Kelly	78,500
91. Joseph N. DeLo	78,450
92. Joseph T. Nelson	78,450
93. Norman S. Kessler	78,300
94. Thomas Ryan	78,300
95. Edward J. Lally	78,300
96. Richard P. DeLo	78,250
97. William Bradley	78,250
98. Francis W. Vossen	78,250
99. Roger C. Carvatin	78,175
100. Steward R. Bushfield	78,000
101. Vincent H. MacFarland	78,000
102. James M. Higgins	78,000
103. Louis Blumenthal	78,000
104. Gustave E. Donadio	77,925
105. Frank J. Higgins	77,900
106. John J. Tomlin	77,900
107. Frederick Schwab	77,750
108. John P. Blinnman	77,000
109. William J. Deane	77,550
110. George R. Bell	77,550
111. Thomas G. Jankowski	77,550
112. Christopher Mathias	77,500
113. John T. O'Connor	77,000
114. Louis P. Dunne	77,000
115. Christian Larson	77,000
116. Joseph E. Kivorka	77,000
117. Michael W. Corrane	77,000
118. Robert J. Elder	77,000
119. Joseph Crawford	77,000
120. Benjamin Nicholson	76,925
121. Richard L. Smith	76,850
122. Robert F. Perrins	76,800
123. James H. Shaw	76,800
124. John B. Davis	76,500
125. Francis A. Haruch	76,500
126. Bernard Wagner	76,400
127. August F. Solimanian	76,400
128. Eugene J. Matthews	76,300
129. Thomas J. Wade	76,300
130. Harold H. Schatz	76,250
131. Russell T. Conghlin	76,250
132. Raymond E. Bedal	76,200
133. James J. Wehick	76,200
134. Julius Gerstein	76,200
135. William A. Shaw Jr.	76,125
136. Harold A. Amberson	76,000

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HOLLIS: 7 room Cape Cod; 3 1/2 years old; knotty pine patio; oil heat; 1 car garage; plot 50x100. G.I. \$800 down. Price **\$10,999**

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20 Year Mortgage
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Fully detached, 6 large rooms, Modern kitchen, Oil steam heating, 2,000 square foot plot, Oversized garage. No. B-531.

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This lovely bungalow featuring 6 large rooms, 2 master-sized bedrooms, tremendous plot, garage and many extras. Take advantage of this bargain for only \$9,200. Small cash.

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HOLLIS: Legal 2 family. Walk to subway. 10 nice size rooms; 2 private kitchens and baths; oil steam heat; 2-car garage. Price **\$17,900**

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7 room brick bungalow on 50/100 foot landscaped ground, 5 rooms on first floor, two rooms on second floor. Full basement, oil-heat and extras including screens and venetian blinds. Price \$13,000.00. Down payment \$500.00 G.I.s. \$1,500.00 Civilians.

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3 1/2 rooms, Flatbush, Business couple, BU 7-1391 Evenings.

FURNISHED APTS.

White-COLORED, 1 and 2 room apts., beautifully furnished, kitchenettes, bathrooms, elevators. Kismet Arms Apartments, 57 Herkimer St., between Bedford and Nosstrand, near 8th Ave. and Brighton lines.

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

R. A. DODD NAMED BY YOUTH COMMISSION

ALBANY, Dec. 12—Robert A. Dodd of Amityville has been named field representative for the State Youth Commission. He will represent the Commission in Dutchess, Putnam, Westchester, Nassau and Suffolk Counties. Mr. Dodd succeeds Peter S. Hussey in the \$5,090 to \$6,320 job.

Beame Empowered to Fill Vacancies With Lesser Titles

The Board of Estimate has given Budget Director Abraham D. Beame authority to fill vacancies in lesser titles more closely related to duties, and at lower pay.

Action came at the December 1 meeting of the Board.

Mayor Robert F. Wagner told Ted Bleecker that the filling of vacancies by persons in lesser titles would be made public when

employee representatives requested it. The international representative of the American Federation of State, County and Municipal Employees, AFL, had feared secrecy in the matter.

C. F. GAMBLE GETS AWARD

Charles F. Gamble, departing deputy First Army engineer for administration and supply, received a certificate of achievement. He has been appointed comptroller of Raritan Arsenal in Metuchen, N. J.

Housing Aides To Appeal for Higher Grade

An appeal from the classification of housing assistants will be taken as soon as the appeals board is appointed.

The assistants, employed by the NYC Housing Authority, are now in grade 8, \$4,000 to \$5,080, and want to be raised to grade 10, \$4,550 to \$5,990.

The City Employees Union has arranged to confer with Warren Moscow, executive director of the Authority, and Joseph Rechetnik, personnel director, prior to taking any action on the appeal.

Feinstein Explains

Henry Feinstein, president of the local, which is No. 237 of the Teamsters, AFL, said that duties are performed by housing assistants similar to those of real estate managers in the Board of Estimate's Bureau of Real Estate. He explained that the requirements for the real estate manager jobs are three years' experience, while those for housing assistant are four years' experience, and a high school diploma.

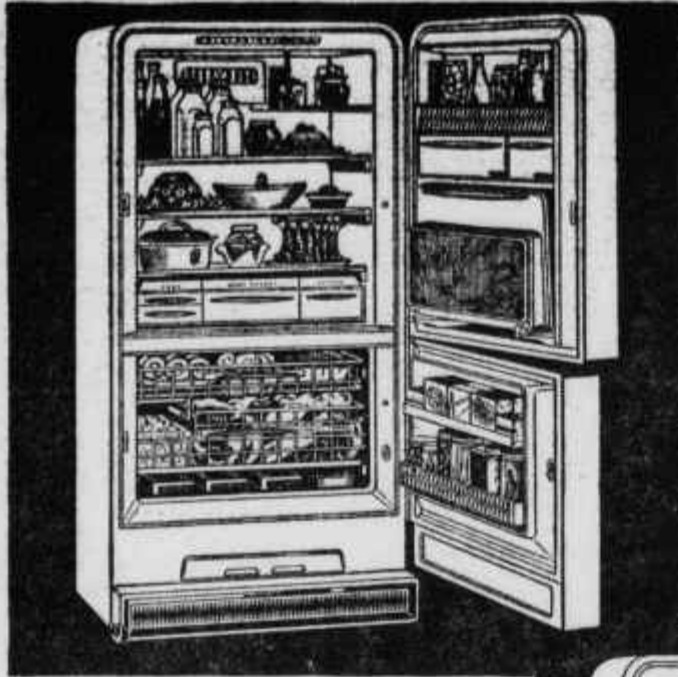
The Budget Director's office pointed out that not all housing assistants perform duties similar to those of real estate managers, and that a study would have to be made of the actual duties of each individual housing assistant, before a determination could be reached.

The union wants the housing assistant title made appropriate for filling the real estate agent jobs, and the pay scales made uniform, at the higher level.

Come to the FRIGIDAIRE COLOR FAIR at

J. Eis & Sons

Exciting New Refrigerators for '56 in a choice of 4 Beautiful Colors and White



14.3 cu. ft. Cold-Pantry with Bottom Freezer for 168 lbs. food!

Almost 5 cu. ft. frozen storage space in a completely separate freezer—with storage baskets that roll all the way out, in sight, in easy reach! And the new Ice-Ejector delivers a whole trayful of cubes—into a storage bin—with one easy push! Refrigerator section on top is self-defrosting, has Roll-to-You Shelves, Meat Tender, Egg and Utility Drawers and tall-bottle space. Shelves on door.

Model CP-143-56 Shows

**BUY NOW
PAY NEXT YEAR**

12 cu. ft. Cold-Pantry —Just push in for a shower of frosty dry ice cubes

Amazing new "Dry Hands" Ice Service works with one push on the Ice-Ejector Trays. Even more—all the shelves roll out all the way! Top refrigerator section is self-defrosting. Has Meat Tender and Egg Drawer. Pantry-Door has "Picture Window" Hydrator, Butter Conditioner, tall-bottle space and Utility Compartment. Bottom Freezer is completely separate, has new Roll-to-You Basket.

**TRADE IN
NOW**

This is the year to pamper your love of color, and these are the thrilling new Food Freezer-Refrigerators to do it. Wait till you see them—color inside and out—breath-taking colors that will make your kitchen sing. They're such practical beauties, too, with feature after feature that will banish your food-keeping problems in a flash.

Change color schemes in a flash with new DECORATOR PANELS!



Now your kitchen can be the brightest, gayest room in the house. Thanks to these attachable Decorator Panels you can accent your present colors or introduce a new one at will. Made for Ranges, and the Imperial Upright Food Freezer too.

Big, 10.1 cu. ft. Super Model... Budget-Priced!

Here's BIG storage space in small kitchen space (only 27" wide) and priced for economy! Look what you get—Full-width Freezer, Full-width Chill Drawer, Storage Door with tilt-down Egg Server, Leftover dishes, Better Compartment, tall-bottle space, removable Shelves. Full-width, porcelain-finished Hydrator, sliding Meat Tender—and choice of beautiful exterior colors.

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\$100,000

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Dreaming of living in the country? Raise chinchillas Anywhere—City or Country! Your home's basement, spare room or outbuilding is all you need; no need for acreage; it's an easy, pleasant occupation.

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We like to talk to people with foresight. We invite you to visit us here at our ranch that we may show you what chinchilla raising really is. We promise an illuminating and instructive visit and your trip to us may well be the turning point in your life.

Plan to visit us soon—Open 7 days a week—and learn how to secure your future with a small investment now.

The present **BEAT ALL STARTER SPECIAL** gives every beginner an exceptional favorable start. (Take advantage of it.)

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Special Events Planned At Rockland Meetings

ORANGETOWN, Dec. 13 — According to Lewis C. Van Huben, acting president of Rockland State Hospital chapter, CSEA, in order to quicken attendance interest further, arrangements are in progress for special entertainment to follow the chapter's monthly meetings in addition to the customary light refreshments. Color movies of Japan were shown at the November meeting, and December will see carol-singing about the hospital grounds and a Christmas party for the members, prepared under the chairmanship of Bill Kunze. Amateur theatricals are scheduled for January, with Emil M. R. Bollman in charge of the arrangements, and in February a Valentine party, probably a costume affair with dancing, will be given, with Maureen McSorley as party chairman.

A new executive committee was installed by Mr. Van Huben at the November meeting, and a roster of 19 dues-collectors was drawn up as follows: George Bull, Al Haigh, James Campbell, Marjorie Oltis, Eugene Menchetti, George Cornish, Marie Herbold, Eileen Campbell, Nicholas Fuxziferri, William Herman, Dr. W. P. Strutton, Marlene Kaplan, Frederick Jaekels, Lillian Perry Lynnwood Bauer Theresa Helder, Louis Franklin, Ann Brown and Maureen McSorley.

Members were asked to notify Margaret Merritt, chairman of the sick and welfare committee, of any sickness, death or other such matters that came to their knowledge, and were advised that information on prospective retirements, transfers, grievances and the like should be given to Mr. Bollman.

O.T. Conference

A conference to work out problems of administration and ways of promoting the development of occupational therapy in Mental Hygiene hospitals was held at

Rockland State on November 14, 15, and 16. Forty-two persons attended the sessions, at which Virginia Scullin, director of occupational therapy services, presided.

The conferees were greeted by Alfred M. Stanley, Rockland director. Miss Scullin described the pilot occupational therapy studies started in Rockland and Buffalo State Hospitals in 1947 and which have provided criteria for the allocation of occupational therapy personnel in other hospitals.

Other sessions were devoted to group discussions and reports of subcommittee chairmen. Group leaders were Manuel Brown, Viola McGrath, Beatrice Butler, Victor Cohen and Honer Agnew.

Martin W. Neary of Rockland State, chairman of the central planning committee, opened the second day's meetings, at which reports were presented by Irene Cunningham, St. Lawrence; Ethel Myers, Harlem Valley; Walter Burkhardt, Hudson River; Bonnie Butler, Utica State; Paula Venderstempel, Brooklyn State; and Viola McGrath, Kings Park. Honer Agnew of Central Islip and Beirdam Burke and Theresa Pratt of Buffalo State also submitted reports.

Happy Hunting For Cayuga Aides

AUBURN, Dec. 13—Chester M. Nodine, president of Cayuga County chapter, CSEA, and Kenneth D. Burdof, secretary, each had the good fortune to get a six-point buck on a recent hunting trip.

Richard Carr, case worker in

the County Department, has resigned to accept a post with the General Electric Company of Auburn.

Ann DiNatale and Carolyn Hill, county public health nurses, have registered at Syracuse University for evening classes in Nursing Trends.

Personnel News At Pilgrim State

WEST BRENTWOOD, Dec. 12—Mrs. Erdman, senior dietitian at Edgewood Division, and Mr. Seamon, food manager at Pilgrim State Hospital, attended the Food Service Conference at Hudson River State Hospital.

Congratulations to Gladys-Roadhouse who won a steam iron. Proceeds of the event go to the senior class of the School of Nursing.

Welcome to Dr. Michael Es-

perne, and welcome back to Mrs. Altamease Frank who had been confined to the infirmary. Best wishes to Mrs. Mae Wahl and Francis Sheridan who are ill.

A bridal shower was held for Mrs. Catherine Uhland by a goodly number of employees at the Hauppauge Hall. She received many gifts.

Condolences to Mrs. Barbara Koncelk on the loss of her grandfather.

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LEGAL NOTICE

CITATION. The People of the State of New York, by the Grace of God, Free and Independent, To: **ATTORNEY GENERAL OF THE STATE OF NEW YORK; KAROL PIPALA; ASSISTANT POSTBOY; WIKTORIA SIKMOSKI; STELLA B. SULZAN; ANNA BARNON; JOSEPH J. CLANCEY; ANNE L. CLANCEY;** and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Catherine Pipala, deceased, if living, or if dead, to the executor, administrators and next of kin of said "John Doe", deceased, whose names and Post Office addresses are unknown and cannot be ascertained after diligent inquiry by the petitioner herein.

and the next of kin of Catherine Pipala, deceased, whose names and Post Office addresses are unknown and cannot be ascertained after diligent inquiry by the petitioner herein.

being the persons interested as creditors, next of kin or otherwise in the estate of Catherine Pipala, deceased, who at the time of her death was a resident of 423 East 5th Street, New York, N. Y.

Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 599, in the County of New York, on the 17th day of January 1953 at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, the 8th day of December in the year of our Lord one thousand nine hundred and fifty-five.

(SEAL) Philip A. Donahue
Clerk of the Surrogate's Court.

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GIASEMIS, JOHN. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK by the Grace of God Free and Independent to: **KOSTAS COUSOURADIS; THODORE GIASEMIS; ANNA PAPADPOULA; JACOB M. RUNDY;** being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of JOHN GIASEMIS, deceased, who at the time of his death was a resident of City, County and State of New York, Send Greeting:

Upon the petition of CHRYS. C. DEMETRIADIS executor residing at 25-45 80th St., Jackson Heights, L.I., N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 10th day of January, 1953, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of CHRYS. C. DEMETRIADIS as executor should not be judicially settled, and why the fees of the attorney which have been requested by him in the sum of \$1,600.00 should not be fixed and determined by the Court.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, a Surrogate of our said County, at the County of New York, the 17th day of November in the year of our Lord one thousand nine hundred and fifty-five.

PHILIP A. DONAHUE
(L.S.) Clerk of the Surrogate's Court.

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Employees Stress Need for Higher Pensions

(Continued from Page 2)

Federal employees, would leave the present benefits intact, including minimum retirement ages, and size of the monthly retirement allowance checks.

"At retirement, not only would an employee not get anything less than at present from the U. S. Retirement System," Mr. Kaplan added, "but at age 65 he would get, as I figure it, from 6 to 8

percent more. He would be paid from two sources, after reaching 65, instead of from one source.

"The survivorship benefits would be improved. When a member reaches age 65, under the in-

tegration plan, he would retire under Social Security, through the integration plan, even if already retired under the public employee system.

"If an employee dies while a

Federal employee, survivor benefits would go to the widow, dependent parents, and children under age 18.

"The U. S. Civil Service Employees Retirement System provides for surviving widow's benefits now.

Under the proposed plan, benefits to the widow would be continued, but eligibility would be liberalized. Now a widow gets half the retirement allowance the husband would have received, had he retired instead of died, provided he was a Federal member of the system when he died.

Also there is benefit for minor children under the present retirement system. (Neither survivorship benefit exists under the State Employees Retirement System nor the NYC Employees Retirement System—Editor). Now the widow, under the Federal system, must be at least age 50, and any children must not be older than 18, to benefit. Under the proposed plan, the survivorship benefit for children would be placed under Social Security, hence taken out of the U. S. Civil Service Retirement System. That change would result in increased amounts for monthly amounts for survivors. A widow would receive the survivorship benefit plus the one for any children entitled to it.

"Our proposal would eliminate the age restriction against widows, so that a widow of any age could benefit. Also, the present law that stops the payments to her if she remarries would be liberalized. There would be no stoppage if she marries after age 55.

"Also, the proposal would liberalize the disability benefits. The present basis of granting such benefits is on length of service and salary, the same as for ordinary retirement. Our plan proposes a substantial increase in disability benefits.

Waiting Period

"We also recommend a three-year waiting period before an employee would be required to become a member of the U. S. Civil Service Retirement System. Meanwhile he would be covered by Social Security. If, on completion of the three years, an employee joins the Retirement System, he would get retroactive pensions benefits from the Government, and could continue retroactively to his annuity account, for the three-year period, or not do so, as he sees fit. The pension benefit would be retroactive just the same. Retroactive contribution to one's annuity account raises his retirement allowance.

"The cost to the employee would be 5½ percent of the first \$4,200 of salary, the present Social Security salary coverage limit, and 6 percent of the excess, instead of 6 percent of all salary. The Social Security tax would be paid out of the 5½ percent.

"The plan would involve ultimately additional cost to the employer. As the Social Security tax rises, both employer and employee would have to pay more. But even at the highest rate, which would be reached in 1975, the total cost to the employee would not exceed 6¼ percent. The benefits would increase disproportionately.

"The reduction in cost of the plan to those employees who would pay only 5½ percent (salaries of \$4,200 or less) would be 37½ percent. Also, the accumulated liabilities of the retirement system would be reduced, because of the transfer of considerable survivorship benefit liabilities to Social Security."

(Readers' arguments for higher pensions, see Letters to the Editor, Page 6.)

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RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

Personnel Service Units Should Be Established

ONE OF THE MAJOR FUNCTIONS of the annual delegates meeting of the Civil Service Employees Association each fall is the adoption of resolutions. These resolutions form the backbone of the Association's program for the coming year and provide its basic policy. Old resolutions are reaffirmed and new ones adopted. One of the new ones this year refers to the establishment of personnel service units in agencies, institutions, and political subdivisions employing 200 or more.

Some local governments have taken major strides forward in attaining technical proficiency in the field of personnel administration; others have done nothing or next to nothing. We believe that few of them have given this problem the attention it deserves. What county highway department would attempt to operate without professional, technically competent engineers? What welfare or probation department would try to or be able to operate effectively without people with sociological training and education? Could any employer handle its budgetary and fiscal problems without good accountants? The answer is obvious. They not only could not, but do not.

Yet there are some public agencies that handle and try to resolve their personnel problems through the legislative body or the budget officer. The prime function of the legislative body is political responsibility—the budget officer, fiscal responsibility. They both have responsibility to personal problems, but it is incidental to their primary tasks.

Local civil service commissions are part and parcel of the picture. But the size of their staffs, their appropriations, prohibit them from acting effectively in this field. Under present conditions they have all they can do to maintain the roster cards, certify payrolls, and conduct examinations. This is highlighted when one examines appropriations for this activity in county proceedings of the boards of supervisors.

County vs. State vs. Industry

Cayuga County has three Commissioners paid \$600 each per year while the Commission secretary receives \$2,450. Chenango County has an appropriation in the Personnel Department of \$1,750. Suffolk County pays its three Commissioners \$500 each and the secretary gets \$5,500, while Broome gets its Commissioners at \$1,200 each with the executive receiving \$4,540 and his assistant \$3,024. Total budgets for these counties range from 2 to 14 million, Chenango being the smallest and Suffolk the largest of the counties mentioned. The ratio of total appropriation to service personnel to total budget is pitifully small and woefully inadequate.

In industry this problem has long been recognized and acted upon. This has been done by the establishment of industrial relations or personnel departments. We conceive that management and the people in these personnel departments look on their function as a buffer between management and the employee—to act as the employee's representative from the employer's point of view—to look on the employee organization as a necessary and useful tool—to look on the employee organization as the employee's representative from the employee point of view. The same viewpoint is needed in the public service.

At the State level, we feel, that this problem has been recognized and is in a relatively high state of development especially compared to the subdivisions. Its state of development compared to industry is spotty, but generally good. Witness the clearly defined salary appeal procedure, definitive work rules, departmental personnel administrators and civil service personnel technicians. Conversely, note the general lack of personnel in this field in the institutions, some of which have more than 1,100 on the payroll, the weakness of cross department communications, etc. This last, it seems to us, places chief reliance on outside organizations such as the American Society of Public Administration through its local chapters.

Erie County's Example

Just as the State is spotty in its application of modern personnel management tools in this field so are the subdivisions. In some, the function is performed by legislators, i.e., Boards of Supervisors, whom we feel should devote fuller attention to the establishment of policy rather than the administration of it.

On the other hand an area like Erie County has done something about it. In that county, when the management engineering outfit left after installing a new salary plan it left technically trained county paid people to help administer and maintain the salary plan. Similarly, in the City of Buffalo there are at least three trained technicians on the staff of the local civil service commission.

Either local civil service commissions should be strengthened by appropriations so that sufficient staff, adequately trained with full recognition of the importance of the function, or personnel departments with full departmental status should be established to do the job that needs to be done. In either event, action is required to get the best possible local government.

The personnel service items of local budgets are fiscally significant. In terms of percent of the total budget, it naturally varies, but it is probably the largest single item of the budget. It should get the attention and treatment it deserves. Local government owes it to itself, to the taxpayer, and to the employee.

Tax Dept. in Festive Mood

THE TAX DEPARTMENT'S Income Tax Bureau is going to town on holiday parties. In addition to those in the Business, Computing, and Administration Sections, listed in last week's LEADER, the following events are slated:

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

NYC Chapter Hears Integration Pros, Cons

NEW YORK CITY, Dec. 12—A regularly monthly meeting of New York City chapter, CSEA, was held December 1. After reports by the treasurer and financial secretary, the pros and cons of integration of Social Security with the State Retirement System were discussed by Sol Bendet, chapter president, and the delegate body. It is planned to invite representatives of the SERS and Social Security system to the next meeting.

Income Tax news

Irving Cohen, former fight manager of Rocky Graziano and Billy Graham, is now working in the Income Tax Bureau.

Welcome to the following new members: Evelyn Strelbel, Pauline Swett and Yetta R. Tenner.

Happy Birthday greetings to Virgil Seymore, BMV Safety Responsibility Unit, who celebrated

December 9; to Ben Lurie, Safety Responsibility, December 20, and to Ben Kramer, BMV Audit Section, December 22.

Audit and Control

David Sherman's son Alan celebrated his Bar Mitzvah on November 26. Congratulations and best wishes from NYC chapter.

Forest Rangers Honor Goldsmith

COMMACK, Dec. 12—Frank E. Goldsmith, forest ranger of District 15 was tended a buffet dinner and presented with an engraved wrist watch on the occasion of his retirement from the Department of Conservation on November 1, after 24 years of service.

Mr. Goldsmith was an early member of the Civil Service Employees Association. Forest Ranger chapter joined the Rangers of District 15 in wishing Mr. Goldsmith many years of happiness.

Harlem Valley Holds Annual 25-Year Party

WINGDALE, Dec. 12—The annual 25-year party of Harlem Valley State Hospital was held at the Alferd E. Smith Hall on November 17. Refreshments and dancing were enjoyed by a large crowd of well wishers. Awards were given to numerous veterans of 25 years of State service.

Retiring Chief Engineer Louis Illig, who has been very active in Harlem Valley Chapter, CSEA, and is widely known throughout the State, was honored at a party December 8 at Smith Hall.

The hospital's basketball team dropped a close and exciting game to the Catherine Street Center Club of Poughkeepsie on December 1. The score, 62 to 60. Many home games have been scheduled this season. Let's support a fighting team.

DID YOU KNOW?

That the salary program of The Civil Service Employees Association calls for a 20% increase in base salary, and a mandatory maximum 40 hour 5 day work week with no loss in take home pay for all State employees, and mandatory salary plans for employees of all local units of government? You can support this program by joining The Civil Service Employees Association today, or renewing your membership today.

Fill out the application for membership below, give it with your dues payment to any representative of your CSEA chapter or send it to the CSEA, 8 Elk Street, Albany, N. Y. If you are a member for 1956—give this application to a fellow employee. Any employee of the State, or local unit of government, is eligible to join.

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