

Civil Service LEADER

America's Largest Weekly for Public Employees

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See Page 16

100 Per Cent Participation In Payroll Dues Deduction Goal of Membership Group

A full meeting of the Civil Service Employees Association Membership Committee, both county and state-wide members, has been called for September 13, Alex Greenberg and Lula Williams, co-chairmen, announced.

Members will meet at 6 p. m. in Association Headquarters, 8 Elk St., Albany, and dinner will be served.

Meeting Agenda

Mr. Greenberg announced that the following agenda will be presented.

1. Formulation of plans for 100 per cent participation in payroll deduction of CSEA dues authorizations.

2. Stressing of the importance of state chapters in remitting authorization cards to Association headquarters as soon as is possible.

3. Discussion of plans for extending payroll deduction of dues to counties.

Success Before October

The co-chairmen of the Membership Committee and Joseph Lochner, CSEA executive director, have urged all chapters to devote their fullest energies to getting in

deduction authorizations before the end of September.

While many chapters have responded promptly, Mr. Lochner said there was still a good deal of work remaining to complete the membership drive.

"Headquarters stands ready to assist chapters in any way deemed necessary to obtain maximum membership through payroll deduction authorizations," Mr. Lochner said.

Committee Members

Serving with Mr. Greenberg on the state-wide division of the committee are Emmett J. Durr, Ray Brook State Hospital; Vito J. Ferrero, Gowanda State Hospital; Harry Joyce, Attica State Prison; Katherine Lawlor, Public Works; Helen Lonergan, Workmen's Compensation; Helen McGraw, Health Department; Michael Murphy, Central Islip State Hospital; Patricia Premo, Willowbrook State School; Robert Selleck, Syracuse State School; Charles Stricos, Tax; Ella Weikert and Samuel Emmett, Tax.

On Mrs. Williams' committee division are Irving Flaumenbaum, Richard Flinn, Conrad Miles, Ray Goodridge and Marion Murray.

Health Plan Board's Fourth Meeting Set For Sept. 20; Two New Members Appointed

The Temporary Health Insurance Board will hold its fourth meeting on September 20 with two new members in attendance.

Alexander Falk, president of the State Civil Service Commission and president of the temporary board, said he is "hopeful" that the health insurance plan will be in effect by Jan. 1.

Two members of the 8-member board resigned recently because of "conflicting interests." They were Reinhard A. Hohaus, vice president and chief actuary of the Metropolitan Life Insurance Co., and Dr. George Baehr, president and medical director of the Health Insurance Plan of Greater New York.

Appointed in their place were Robert L. Eckelberger, administrator of the Wilson Memorial Hospital in Johnson City and director of medical services for the Endicott Johnson Corp., and Dr. Raymond E. Trussell, executive officer of the School of Public Health and Administrative Medicine of Columbia University.

The Civil Service Employees Association, whose efforts obtained the health insurance plan for state workers during the last session of the Legislature, recently sought

assurances from Mr. Falk that the plan would start on schedule.

John F. Powers, CSEA president, wrote Mr. Falk declaring that "State employees anticipate the start of this program on January 1 and will be extremely disappointed if the start is delayed."

Mr. Powers said it was the clear intention of the Governor and the Legislature that the program start on that date, citing the fact that the appropriation of \$1,500,000 for the present fiscal year is one-fourth of the anticipated annual state contribution for a full year and provides the funds to start the program on January 1.

The Association has made a 9-point proposal on benefits it wants covered in any plan approved by the Temporary Health Insurance Board. The 8-member board must approve all plans.

YONKERS, Sept. 10—A warm welcome was extended to 150 newly appointed teachers last week in the form of an unusual Teacher Orientation Day. The Chamber of Commerce took the teachers on an automobile tour of the city and to a luncheon in their honor at Patricia Murphy's Candlelight Restaurant.

Basis For Legal Aid In Discipline Cases Given CSEA Approval

A basis for providing Civil Service Employees Association members with legal representation in disciplinary proceedings has been approved by the Association Executive Board at its August 30 meeting.

A 6-point procedure was submitted by the Special Legal Com-

mittee and was reported on by member Marie Debes for Chairman Marsh W. Breslin. The service is a part of the improved program for CSEA members.

General Recommendation

The general recommendation of the committee is held in the following points:

1. Attorneys may be employed in approved cases with a maximum fee of \$100 for a one-day hearing and \$150 for a two-day hearing.

2. Local chapters or units to designate a screening committee in each such chapter or unit to recommend legal aid. (Careful selection and integrity of committee very important.)

3. A committee of the Executive Board of the Association to review cases with absolute right of rejection if warranted.

4. Accused employee to have right to select own attorney, limited only by amounts to be paid.

5. A committee of the Executive Board reserve the right to investigate the matter before final approval.

6. Procedure effective only as to future hearings, with annual cost estimated at \$10,000.

Implementing Action

Specific methods of implementing action on the committee reports are now being studied. Procedures will be reported in The LEADER when they have been fully established.

Other members serving on the Special Legal Committee are L. W. Kerkin, Joseph McKenzie and Vernon A. Tapper.

Assemblyman To Address Monroe County Sept. 10

Monroe Chapter inaugurates its 1956-57 membership campaign at its first fall meeting in the City Hall annex on September 10, and by holding its annual clambake for members and friends on September 18.

For the September 10 meeting, Program Director William Hudson has arranged to have J. Eugene Goddard, Assemblyman, 1st District, Monroe, address the meeting on Legislative problems affecting municipal and county employees. Mr. Goddard will, as far as time will permit, answer pre-arranged questions on subjects of interest to all local employees. Members are requested to send Mr. Hudson in writing, pertinent questions they wish discussed, prior to the meeting.

The annual Clambake will be held at the "Wishing Well", 1190 Chili Ave. and will start promptly

at 6:30 P.M. The cost will be \$3.25 per person for members and \$4.25 for non-members. These prices include tips.

Reservations must be in the hands of the social chairman, Mrs. Alma Muhs, by September 14. Consult posted bulletins for names of ticket sellers. Monroe Chapter is noted for its clambakes and this one should prove no exception.

News and Notes

President Ruth McFee has announced the appointment of the following members as Committee Chairmen; Auditing—Mary Crilly, Legislative—Ann Dalzell, Social—Alma Muhs, Publicity and Promotion—Ray L. Goodridge, Program—William Hudson, Membership—Jean Lipsett, City Division, John Parks—County Division, Sunshine—Marie Leischander.

Membership Drive

Monroe Chapter is planning an intensive drive to secure as members for 1956-57, at least 50% of the eligible employees of the City, County and the Towns. The first meeting of the Membership Committee will be called shortly

after the meeting on September 10 to discuss the program.

Monroe Chapter offers congratulations and best wishes to Mr. and Mrs. C. Joseph DeMille on their recent marriage. Mrs. DeMille was formerly our Catherine P. Redfearn of Social Service. We also offer our congratulations to our Dora H. Lohry of The Welfare Division on her assuming the post of "Senior Regent" of the "Women of the Moose." Dora attended the International Convention in Chicago, August 19 through 23.

State, Federal Officers Speak At Gowanda

John H. Ruhl, acting district manager for the Social Security Administration, will be guest speaker at a meeting of the Western Conference of the Civil Service Employees Association September 22 at Gowanda State Hospital.

Mr. Ruhl will speak on Social Security and will conduct a question and answer period.

Celeste Rosencranz, newly-elected Conference president, will preside at the meeting, hosted by Gowanda State Hospital chapter of the CSEA. The session will begin at 3 P.M.

County employees in the Conference will hold a workshop, also starting at 3 P.M. Viola Demorest will preside.

Speaker for the county session will be Henry McFarland, director of the Municipal Division of the State Civil Service Department.

An open discussion on membership will be held later.

A dinner-dance will follow both meetings and will be held at 6 P.M. in the VFW Hall.

The dinner speaker will be announced later.

A large attendance is expected for this first fall meeting.

STATE EMPLOYEES WELCOME IN NYC TRAINING COURSES

The New York City Personnel Department and The Board of Education opened their adult education program to state employees in the metropolitan area. Registration will be held September 11 through 13, inclusive, at Charles Evans Hughes, Sarah J. Hale and Central Commercial evening trade schools. Classes will start the week of September 17, in such subjects as stenography, office practice, business English, arithmetic and IBM writing.

Departments will make their nominations on September 14 for the state's supervisory training program.

CSEA Digest

1. Legal aid for CSEA members facing disciplinary hearings approved by Association Executive Board. See Page 1.
2. Erie County aides due for salary increases. See Page 3.
3. Schedule for elimination of jobs at Thomas Indian School announced. See Page 16.
4. Public employees faced with increased living costs says President John F. Powers. See Page 4.
5. Conference meetings. See Pages 1 and 16.
6. CSEA Membership Committee sets 100 per cent participation in payroll deduction as its goal. See Page 1.

Employee Convention Asks \$600 U. S. Raise

WASHINGTON, Sept. 10—The American Federation of Government Employees AFL-CIO, at its convention at the Hotel Willard, adopted a resolution calling for an average \$600-a-year increase for classified Federal employees.

Other gains sought by resolution are a 35-hour work week, basic and major medical plans, \$12-a-day travel allowance, overtime pay for employees in all grades, time and-a-half pay for Saturday work, double time for Sunday work, longevity increases after 10 years' service and after each three years following, and overtime pay when an employee travels on official business beyond usual business hours.

James A. Campbell was re-elected president. The vote was about as follows: Mr. Campbell, 21,500.

Stanley J. Tracy, 18,500 a difference of 3,000. Mr. Tracy retired two years ago as assistant director of the FBI.

George Meany, president of the AFL-CIO, called for a drive to

organize Federal employees. He said that the Federal government no longer is a model employer, but that U. S. salaries have fallen below those paid by private industry for comparable work.

FULL REQUIREMENTS FOR U. S. START-A-CAREER TEST TO BE HELD OCT. 13

The last day to apply in the federal service entrance examination is Thursday, September 27, in time for the next test, set for Thursday, October 13.

This is the consolidated exam to fill jobs that previously went to eligibles through seven or eight different tests.

While the Federal government seeks the "college type mind," no college degree is necessary. Jobs at the lower of the two levels, GS-5, pay \$3,670 to start. The annual increases are \$135, and grade top, attained thereby, \$4,480. A longevity increment is granted, in addition.

The other jobs, which are fewer, will be filled mostly at grade GS-7, \$4,525 to start, \$135 increments, grade top \$5,335, longevity increment additional.

Some positions will be filled at GS-6, \$4,080-\$4,890.

Written Test Dates

The Second Regional U. S. Civil Service Commission (New York and New Jersey) will hold written tests also on November 10, (none in December), January 12, February 9, April 13, May 11, (none in June), July 13 and August 10. The examination as a whole is continuously open for receipt of applications. Additional time is afforded to apply for the tests subsequent to the October 13 examination.

There are no particular age limits. Persons who are 70 or over on the day they enter on duty will be given temporary renewable appointments for not to exceed one year. Agencies may renew such appointments. Persons receiving temporary renewable appointments will not thereby acquire a competitive civil service status.

The examination will be used to fill a wide variety of positions at the entrance or trainee level, including positions formerly filled through the junior management (Continued on Page 15)

Pay Schedule by Grades Under the NYC Career and Salary Plan

Salary Increment Scale	Annual Salary Increment	Salary Scale Minimum	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Salary Scale Maximum Extra Step	Range
1		\$2250	\$2500	\$2550	\$2700	\$2850	\$3000	\$3150	
2		2500	2650	2600	2950	3100	3250	3400	\$750 + \$150
3	\$150	2750	2900	3050	3200	3350	3500	3650	\$900
4		3000	3150	3300	3450	3600	3750	3900	
5		3250	3400	3610	3790	3970	4150	4330	
6		3500	3650	3860	4040	4220	4400	4580	\$900 + \$150
7	180	3750	3930	4110	4290	4470	4650	4830	\$1050
8		4000	4180	4360	4540	4720	4900	5080	
9		4250	4430	4610	4790	4970	5150	5330	
10		4500	4790	5030	5270	5510	5750	5990	
11		4850	5090	5330	5570	5810	6050	6290	
12	240	5150	5390	5630	5870	6110	6350	6590	\$1200 + \$240
13		5450	5690	5930	6170	6410	6650	6890	\$1450
14		5750	5990	6230	6470	6710	6950	7190	
15		6050	6290	6530	6770	7010	7250	7490	
16		6400	6700	7000	7300	7600	7900	8200	
17		6750	7050	7350	7650	7950	8250	8550	
18	300	7100	7400	7700	8000	8300	8600	8900	\$1500 + \$300
19		7450	7750	8050	8350	8650	8950	9250	\$1800
20		7800	8100	8400	8700	9000	9300	9600	
21		8200	8550	8900	9250	9600	9950	10300	
22	350	8600	8950	9300	9650	10000	10350	10700	\$1750 + \$350
23		9000	9350	9700	10050	10400	10750	11100	\$2100
24		9400	9750	10100	10450	10800	11150	11500	
25		9850	10250	10650	11050	11450	11850	12250	
26		10300	10700	11100	11500	11900	12300	12700	
27	400	10750	11150	11550	11950	12350	12750	13150	\$2000 + \$400
28		11200	11600	12000	12400	12800	13200	13600	\$2400
29		11650	12050	12450	12850	13250	13650	14050	
30		12100	12500	12900	13300	13700	14100	14500	
31	450	12600	13050	13500	13950	14400	14850	15300	\$2250 + \$450
32		13100	-	-	-	-	-	15700	\$2700

Questions on Leave Rules Answered

New York City has issued a handbook of questions and answers on the new standard leave rules. Recently The LEADER published most of the questions and answers. Others follow:

SICK LEAVE

6. Do I earn sick leave credits if I am on leave of absence without pay?

No. Sick leave credits are earned for the time recorded on the payroll at full rate of pay, and also for the first six months of absence while receiving Workmen's Compensation payments.

7. If I use up all of my sick leave credits, can sick leave be advanced to me?

If you are a permanent employee, your agency head may advance the amount earnable in one year, chargeable against future earned sick leave.

OTHER LEAVES WITH PAY

1. What are the legal holidays? New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Columbus Day, Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

2. What other absences with pay am I allowed?

Your agency head, at his discretion, may excuse an absence without charge to your sick leave or annual leave balances upon submittal of satisfactory evidence for the following reasons:

- Death in Immediate Family
- If a member of your immediate family dies, you may take no more than four working days.
- Immediate family means—husband or wife; natural, foster, step parent, child, brother or sister; or any relative residing in your household.
- Jury Duty

If you endorse your check received for jury service to the City Court Attendance

If you receive a subpoena or court order for court attendance, and neither you nor anyone related to you has a personal interest in the case, and if your attendance at court is not related to any other employment of yours.

ELIGIBLE LISTS

- COUNTY PROMOTION
- SENIOR STOCK CLERK, Bureau of Purchase and Supply, Westchester County
- 1. Lamy, Frank, New Rochelle . . . 8897
- POLICE CHIEF, Police Department, Village of Pleasantville, Westchester County
- 1. Lent, Frank, Pleasantville . . . 88
- COUNTY
- OPEN-COMPETITIVE
- SANITARY INSPECTOR, Health Department, Nassau
- 1. Newbold, Malcolm Jr., Roslyn Hts 90
- 2. Summris, Royal, Inwood . . . 89
- 3. Farrell, John, Massapequa Pk . . . 85

Farren New Head of Fire Officer Assn.

The new president of the Union of Fire Officers Association of New York City is Lieutenant John W. J. Farren, Engine Company 270. He has held every office in the UFOA except president.

An election of representatives to fill vacancies in three of the ranks was held recently. Those elected to the board and those who remained on it then decided who their officers shall be.

The remainder of the officers of the association are:

Deputy Chief John Savage, 1st Division, vice president.

Captain Thomas Munroe, Fire Emergency Division, treasurer.

Lieutenant Joseph Lovett, Engine 72, secretary.

Battalion Chief Perry R. Peterson, 31st Battalion, financial secretary.

Captain William E. Clark, Engine 243, sergeant-at-arms.

The other members of the board are Battalion Chief Gilbert X. Byrne, 54th Battalion, chiefs' representative; Captain Henry Fehling, Ladder 162, captains' representative, and Charles F. Hale, Engine 14, lieutenants' representative.

Captain Fehling was president until succeeded by Lieutenant Farren. Captain Fehling's predecessor as president was Chief Byrne.

In the general election, Lieutenant Lovett won over Francis (Pepper) Martin, Captain Munroe over Captains William Heyden and

Pay Rates of U.S. Grades

The following are the pay rates of the 15 Federal General Service grades, with grade minimum, periodic increase (annual increment), and grade top. Provision is made for additional increases, beyond the normal grade top, for long years of service.

Grade	Min.	Inc.	Max.
GS-1	\$ 2,690	\$ 85	\$ 3,200
GS-2	2,960	85	3,470
GS-3	3,175	85	3,685
GS-4	3,415	85	3,925
GS-5	3,670	135	4,480
GS-6	4,080	135	4,890
GS-7	4,525	135	5,335
GS-8	4,970	135	5,780
GS-9	5,440	135	6,250
GS-10	5,915	135	6,725
GS-11	6,390	215	7,465
GS-12	7,570	215	8,645
GS-13	8,990	215	10,065
GS-14	10,320	215	11,395
GS-15	11,610	270	12,690

U. S. Accountants To Install Officers

New officers of the Federal Government Accountants' Association of New York will be installed September 25 at 6:30 P. M. at 32 Cortlandt Street, New York City. Gilbert A. Cuneo, of the Armed Services Board of Contract Appeals, will be guest speaker.

Nathan Cutler has been named as the new president, Frank Turbett and William Edwards, vice presidents; Joseph DiGiorgio, treasurer; John P. Baine, assistant treasurer; Marvin Rosen, secretary, and Louis Quaytman, assistant secretary.

Jerome Feiner, and Battalion Chief Peterson over Deputy Chief George David. The contests were for vacancies as representative on the board, for the respective ranks. The board rank of chief includes deputy chiefs and battalion chiefs.

Women Soon May Apply for Laundry Jobs

The early bird gets the job in New York City's labor class examination for women laundry workers, opening Monday, October 1, for a three-day filing period. Because this is a labor class test, the application number will determine eligibles' place on the list. There are now over 60 openings at \$2,500 to \$3,400.

Candidates need no formal education or experience, but must be able to read and write English and to understand and carry out simple instructions. The age limit is 55, and appointees will have to be in good medical condition, as the jobs require extraordinary physical effort. As part of the rigid physical, candidates will be required to pick up a 25-pound dumbbell at arm's length above the head with one hand and a 20-pound dumbbell with the other.

Duties Described

Duties of the institutional laundry jobs include sorting and counting cleaned and soiled laundry, marking laundry by hand and machine, counting linen, preparing work for, and feeding, receiving and folding linen at the flat-work ironer; operating hand ironers and clothes pressers, and folding, counting, and packing clothes and laundry for delivery to wards.

Apply in person only at the Department's offices at 241 Church Street, New York City. The fee totals \$2.12. The closing date for filing is Wednesday, October 3.

19 Vacancies As Tax Collector; Apply Until Oct. 5

ALBANY, Sept. 10—Twenty-seven tax collector jobs with the State government will be filled through a November 3 civil service examination. Starting salary is \$70 a week, with five annual raises to \$88.

Tax collectors make collections of delinquent taxes after normal methods have failed. There are 19 vacancies in New York City, three each in Buffalo and Rochester, and single vacancies in Syracuse and Utica.

A bachelor's degree in accounting, law or business administration may qualify candidates for the examination. College graduates with other fields of specialization should have one year of experience in the collection of accounts or in investigation work. Other candidates need additional experience.

Apply until October 5 to the State Department of Civil Service in Albany, New York City, Buffalo and Rochester, or at any local office of the New York State Employment Service.

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NYC Exams Now Open

The following New York City examinations are now open for receipt of applications, except laundry workers, open October 1, 2 and 3, inclusive. The last day to apply appears at the end of each notice.

Applications are obtainable by mail, except for surface line operator and laundry worker. Filled-in blanks for surface line operator may be mailed in. No mail privileges attach to the laundry worker test.

OPEN-COMPETITIVE

7747. PROGRAM REVIEW ASSISTANT, grade 15, \$6,050 to \$7,490, annual and longevity increments of \$240 each. Four openings. New York City Youth Board. Fee \$5. Baccalaureate degree from a school registered by the New York State University, certificate or master's degree from an approved school of social work, and five years' group work experience in an acceptable agency, three years of which must have been in a supervisory, administrative or consultative capacity. (Wednesday, September 26).

6992. SENIOR STREET CLUB WORKER, grade 9, \$4,250 to \$5,330. Eighteen openings. New York City Youth Board. Fee \$4. Baccalaureate degree from a school registered with the University of the State of New York. Same educational requirements as for program review assistant, except that a master's degree in psychology, sociology or education is also acceptable. Also one year's experience in group or case work, or training in an acceptable school or such experience plus one year's social work. (Wednesday, September 26).

7723. MATERIALS EXPEDITER, grade 13, \$5,450 to \$6,890, annual and longevity increments of \$240 each. One opening. New York City Housing Authority. Fee \$5. Seven years' recent experience assisting New York City department contractors secure materials for construction work, and related experience, or satisfactory equivalent. (Wednesday, September 26).

7721. AIR POLLUTION INSPECTOR, grade 9, \$4,250 to \$5,330, annual and longevity increments of \$180 each. Thirteen openings. Department of Air Pollution Control. Fee \$4. High school graduation or equivalency diploma, plus five years' experience in hand-

ling, operating, testing, designing or maintaining air cleaning or fuel burning equipment; or high school graduation plus four years' experience in conducting inspections of pollution sources or related work, or an equivalent combination of training and experience. (Wednesday, September 26).

7775. ASSISTANT SIGNAL CIRCUIT ENGINEER, grade 14, \$5,750 to \$7,190, longevity and annual increments of \$240 each. Twenty-nine vacancies. New York City Transit Authority. Fee \$5. Baccalaureate degree in engineering and three years' railway signal engineering experience, or high school graduation and seven years' experience engineering, maintaining and/or operating a railroad signal system for a rapid transit, interstate railroad, signal manufacturing or signal engineering. (Continued on Page 12)

OPPORTUNITIES FOR CLERK JOBS

Men and women seeking to start careers as clerks will soon have opportunities to apply for office clerk jobs in the New York City government proper, at \$2,750 a year, \$53 a week, and as railroad clerks, Transit Authority, at \$1,707½-\$1,821¼ cents an hour, \$68.20 a week to start. The Transit pay rises on July 1, 1957 to \$1,731½-\$1,851½ cents an hour, \$69.40-\$74.20.

The lower figure is the starting pay, the higher one the pay rate that usually results one year

of satisfactory service in the railroad porter job.

The first one of the two tests to be opened for receipt of applications will be railroad porter. The application dates will be Thursday, October 4 to Thursday, October 25.

No date has yet been assigned for receipt of applications for the office clerk jobs, but soon will be. The City is anxious to get this under way, as it will have hundreds of clerk jobs to fill, and at the highest salary it has ever offered

beginning clerks. The railroad clerk pay is also the highest ever offered, even without the automatic raise effective July 1, 1957 under the contract between the Transit Authority and the Transport Workers Union, Michael J. Quill, international president.

Appointment Requirements

No formal education or experience will be required, to entitle one to apply in either test, but for the office clerk test a senior high diploma, or equivalency diploma, will be necessary before an eligible is appointed. Eligibles will be given a year in which to meet this requirement, if they lack the appointment requirement. The Board of Education periodically gives examinations for equivalency diplomas, and the tests are not considered by candidates as difficult.

For the railroad clerk job, New York City residence will not be required, as the Transit Authority is one of agencies to which the residence law applies. For the City government clerk jobs, however, eligibles must have been legal residents of New York City for the three continuous years immediately preceding appointment.

No Age Limits

There is an absence of age limits, in regard to both tests, which makes them particularly attractive to persons of middle age, or older. However, on the minimum side, nobody will be appointed to either position unless at least 21 years old on the day of appointment.

For both jobs the work-week is 40 hours, but in the transit jobs, overtime is paid at the time-and-a-half rate, and in money. Employees of the City government also are compensated for overtime, usually by compensatory time off, at regular rates, not time and a half.

The railroad porter written test will be held on Saturday, January 12. It is expected that the clerk test, for which no date has been set, also will be held on a Saturday.

Raises Are Recommended For Erie County Employees

BUFFALO, Sept. 10—Pay increases for approximately 4,000 Erie County employees at an estimated annual cost of \$1,189,000 have been recommended by County Personnel Officer Donald M. Neff to the Board of Supervisors.

The Civil Service Employees Association has long struggled for pay increases in this county.

Mr. Neff submitted a new salary schedule raising the salary ranges for all full-time positions paying less than \$10,000 a year.

He reported the schedule was based on a comprehensive three-month survey of prevailing rates for comparable positions paid by other employers in the community.

Aid to Recruitment

The proposed salary schedule should place Erie County in a better competitive position in recruiting and retaining qualified employees, Mr. Neff emphasized.

"The purpose of this survey was the development of an equitable

and practical salary schedule arrived at on an objective basis," Mr. Neff told the supervisors.

"Comparable data was collected from 34 public and private employers, the majority of whom are users of local manpower and thus represent the competition by Erie County in recruiting and retaining qualified personnel."

The new schedule, which would become effective January 1, 1957, if approved by the Board of Supervisors, would mean an average overall increase of 6% in pay for job grades I to XV.

The largest increase in any position would be \$355 for employ-

ees in certain groups now receiving the maximum of their grades. The largest boost in starting salary would be \$360.

In group III, representing the salary range for 21% of the employees, the salary increase for those in the maximum range would be \$265.

First Since 1954

Mr. Neff pointed out the balanced sample of 117 county titles employed in the survey covers 64% of the total employees. Techniques used by the U. S. Bureau of Labor in conducting similar surveys were employed.

Mr. Neff's proposed salary schedule is the first major change in salary scales since the salary classification plan, based on a survey by Harrington Associates, was adopted in 1954.

Last year Mr. Neff reported that the differential between the salaries paid by the county and other private and public employers was not great enough to justify any revisions.

Mr. Neff recommended that individual employees be paid at the salary level of the new scale corresponding to the salary level at which they are being paid in the present scale, without affecting their increment date.



John B. O'Connor, regional director, U. S. Department of Health, Education and Welfare, with jurisdiction over New York, New Jersey, Pennsylvania and Delaware, arranges high-powered courses for supervisors on how to treat the public well, and has the supervisors teach what they learned to those under them.

Postal Promotion Test Will Close on Sept. 21

The new promotion examination for post office clerks and carriers for filling jobs in grades 6, 7 and 8, will be held in offices having 100 or more employees, including the Postal Transportation Service stationary units, but excluding the railway transportation service.

To compete, an employee must have had at least five years' experience as clerk or carrier in the post office, at grade 4 or higher. Rural carriers also are eligible as are clerks, carriers, messengers, and Postal Transportation Service clerks, if any of these were converted prior to December 3 last to jobs below grade 4.

The date for the written test is Saturday, September 29.

There is no need for those who passed last year's test to compete again, as the two lists will be merged.

The last date to apply is Friday, September 21.

The Official Announcement States:

"The Post Office Department is holding the examination to establish an eligibility list for possible promotion to first-line supervisory positions at levels PFS-6 through PFS-8. It will be to the advantage of every employee who meets the requirements for participating in the examination to compete, as eligibility on a promotion register established as a result of the examination will greatly increase an

individual's opportunity for promotion.

"All applicants must meet the following requirements to participate in the examination:

"1. Be employed in a postal installation as already assented.

"2. Be a regular employee.

"3. Have by September 29, 1956, at least five years experience in the postal service on duties normally performed by post office clerks, postal transportation clerks, or special delivery messengers and city or rural letter carriers. Service in any one or in any combination of these positions will count in making up the required 5 years.

"Selection from the register is to be based on examination eligibility together with consideration of personal and special qualifications of the candidates such as training and education, work record and experience, technical ability, attendance record, attitude toward the service, general fitness, reputation and any special qualifications that the performance of a special job may require.

"Former postal supervisors relegated for service reasons or for any other reason through no fault of their own need not participate in the examination as their present eligibility for promotion is based upon former supervisory service."

Demand Continues For Stenos and Typists

The demand by Federal, State and New York City for stenographers and typists continues.

No experience is required.

Pay Scales Compared

STENOGRAPHER			
	Start	Maximum	
Annual Week	Annual Week	Annual Week	
U.S.	\$2,960	\$56.90	\$3,685 \$70.90
State	2,898	55.50	3,490 67.00
NYC	2,750	52.90	3,650 70.00
TYPIST			
	Start	Maximum	
Annual Week	Annual Week	Annual Week	
U.S.	\$2,890	\$51.70	\$3,200 \$61.50
State	2,620	50.00	3,340 64.20
NYC	2,750	52.90	3,650 70.00

Jobs Increase by 402 As 40-Hour Work-Week Becomes Universal

The general application of the 40-hour week maximum to New York City employees will result in 402 additional jobs. Of these, 204 are in the Department of Hospitals as hospital, housekeeping and dietary aides, as well as drivers and laundry worker jobs.

In the Parks Department the additional force will be 75, principally attendants and cleaners. The staff of the Department of Public Works will be increased by 54, and that of the Department of Water Supply, Gas and Electricity by 17.

The universal application of the 40-hour week took place on September 1, when those who could not be accommodated on July 1, as the majority were, got the benefit. In some exceptional instances, the actual work-week could not be reduced at once, because of insufficient number of eligibles, but employees working more than 40 hours during the interim period

will be paid at regular rates for the excess time.

Employees Enjoy Benefit

The policemen, firemen and transit policemen do not get the 40-hour week as a matter of hourly grant, but are being paid at straight time for the additional two hours a week. Thus they get the benefit in money, instead of in time. They accepted the offer.

Among the other employees being paid for extra hours, although only on a temporary basis until hiring can be completed, are some in bridge operation and maintenance titles.

The 40-hour week was hailed by City employees as a forward step. It was one of the planks in Robert F. Wagner's platform when he ran for Mayor. The improvement is especially important in the Department of Hospitals, because of the large number of employees there who worked more than 40 hours a week. The department has 32,000 employees.

State College Series Of Exams Reopened

A variety of technical and professional trainee jobs, mostly at \$4,000 to start, are offered in the newly reopened test, November 17 is the examination date. One basic written exam will be given to college juniors, seniors, graduates, but not to those with no college training.

Candidates need no special studies for jobs on the general and administration lists, such as junior personnel assistant and budget aid, but their college majors may help them qualify in such fields as law, journalism, economics, psychology, statistics, library science, physics, chemistry, natural science, biology, agriculture and dairy science, landscape architecture, forestry and public health and sanitation.

In New York City, apply at the Commission's office, Room 2301, 270 Broadway, New York 7. The closing date is Friday, October 26. Candidates applying after this date will have to wait for the February, 1957 test.

The official announcement of the professional and technical assistant examination set forth:

"On November 17, 1956, the New York State Civil Service Department will hold the next written test in its program of recruiting and examining for professional en-

trance positions in the State service. The previous test was held May 12, 1956. The eligible lists are used to fill a variety of entrance level professional technical positions in offices and institutions throughout the State.

"The present starting salary of the positions is approximately \$4,000 a year with three annual salary increases up to a maximum of approximately \$4,600. Opportunities for promotion to higher-level positions often occur before new employees reach this maximum.

"Because State service depends primarily upon promotion to fill its higher positions, there is a special need for persons potentially capable of advancing to the tops of their fields. This examination provides an opportunity through which young people with a college education may begin a career in the State Government. About 2,000 college graduates have been appointed since the first examination of this series was held. Most of them have already been promoted to more responsible positions. Successful candidates have the opportunity to progress to positions paying salaries as high as \$16,000.

Degree Essential

"You may take the written test if you have been graduated from a recognized college course leading to a bachelor's degree, or if you are a college senior or a college junior expecting graduation by February 15, 1958; and if you are a citizen of the United States. (New York State residence is not required.)

"One basic written test will be given to all candidates and requires no special subject-matter knowledge. The written test is an aptitude test designed to measure general abilities, such as verbal abilities (vocabulary and reading comprehension), quantitative abilities (arithmetic reasoning and table and chart interpretation), abstract reasoning, and, for some of the specialties, spatial perception.

"Eligible lists will be established for each of the specialties". The general list will be limited to the candidates who score highest in the written test.

In order to be eligible for appointment to top positions in the field of administration, candidates

Coffee Break Approved by Science Experts

ROCHESTER, Sept. 10—Researchers have found a physiological justification for the mid-morning office coffee break, according to reports made last week at a conference of the American Physiological Society at the University of Rochester.

One discussion group pointed out that an ordinary breakfast causes hunger pangs within an hour. Doctor Alan W. M. Smith and Charles F. Code of Rochester, Minn., recommended breakfasts including butter and cream, explaining that a fatty breakfast "stays with you longer."

SALOTTOLO AND TIERNEY APPOINTED TO BENCH

Mayor Robert F. Wagner swore in Alexander Salottolo as a Justice of the Municipal Court, Third Manhattan District, and Raymond A. Tierney, Brooklyn, as a City Magistrate.

successful in the written test will be required also to pass a qualifying oral test. This oral test will be given to as many of the eligibles as are needed to fill immediate vacancies. When additional qualified eligibles are needed, the oral test will be given to those within range of appointment.

Jobs are open in the following fields: Agriculture and Dairy Science, Biology, Chemistry, Forestry, Landscape Architecture, Physics, Public Health and Sanitation, Natural Science, any Natural Biological or Physical Science or combination.

Better Luck Next Time

"Improvement of your score is possible by taking the tests again later. If you took the May test and wish to improve your score, you may send in a preliminary application card to take the November written test or subsequent tests in this series. Likewise if you wish to improve the score you earn in November, send in a card to take the February test. It is expected that tests will be held in February, May and November. No additional formal application or fee will be required, but a preliminary application card must be filed for each date on which you wish to be tested.

"As candidates will have an opportunity to retake the written test, no formal appeal of test scores will be allowed.

"Appointments may be made soon after February 1, 1957.

"You may also be qualified for examination No. 4140, public administration internship, which will be held on November 17, and will include the same basic written test. Applications for No. 166 junior architect and junior engineer, are being accepted continuously for written tests that are held frequently to fill positions in various specialties of architecture and engineering. These examinations are described in additional folders.

List Lasts Awhile

"Continuing eligible lists were established as a result of the test held in May, 1956. Those successful in the November test or in subsequent tests and who are otherwise qualified will have their names added to the respective continuing eligible lists in the order of final score. The period of eligibility for appointment of a candidate who is successful in the November, 1956 test will expire on October 1, 1956. If you have not been appointed before that time, you may renew your eligibility. (Continued on Page 13)

Education Board Needs Engineers And Technicians

The New York City Board of Education has several vacancies for assistant civil and mechanical engineer, at \$5,750, and for visual aid technician, at \$3,250, with sick leave and vacation benefits.

Applicants for assistant engineer jobs need either an engineering degree and three years' appropriate experience, or a combination of education and experience totalling seven years. Visual aid technician candidates need experience in operation and repair of 16 millimeter sound movie projectors, tape recorders, and 35 millimeter film strip projectors.

Apply in person to the Board's Personnel Division, Room 102 at 110 Livingston Street, Brooklyn, N. Y. There is no closing date.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Danger Signs For Public Aides

THE CONSUMER is again losing purchasing power. Prices are going up and the dollar is buying less. A supermarket recently priced top round steak at \$1.13 a pound, and the lowly stew meat at \$.69. Around the first of August both these cuts sold for \$.79 and \$.50 respectively. Coffee has risen \$.06 a pound, and outside of the food market plus signs are being put on household appliances and other commodities.

The financial writers speak of another inflationary spiral in the making or already here. Government officials publicly state they are concerned, and the Federal Reserve Bank has raised its interest rate on loans in an effort to push back the inflationary trend.

The \$300 Raise

All of these things could mean real trouble for the public worker. If the cost of living index continues its trend — upward — in the same manner which it has each month since June of this year, the New York State employee probably will find that the \$300 increase he received in April has not only vanished, but that his salary check cannot be stretched far enough to cover his living expenses. If the state worker felt his salary was inadequate in April — despite the increase — what will he feel in November or December unless the rise in the cost of living is halted?

In the municipalities the worker is also at a disadvantage. In many cases his inequity is greater because his salary level is far lower than that of the State's.

The Twin Evils

Shrinking dollar values and inflation are twin evils for the civil servant. The financial machinery for the public servant takes so long to move that he is constantly lagging in purchasing power, and in time of a puffed up economy, the lag is serious and distressing.

This is the time to prepare to meet the legislatures of the state — the Senate, the Assembly, the Board of Supervisors, and the City Council — with a sound program on public salaries. Unless the civil servants plead their own case through their organization, it is doubtful if any one else will.

Patrolman Test Opens on Nov. 5

The New York City Personnel Department will receive applications for the patrolman (P. D.) examination beginning on Monday, November 5.

The job starts at \$4,000, increasing after three years to \$5,440. Appointees may retire at half pay after 20 years, and would be included in the standard vacation and sick leave plan.

Minimum height required will be 5 feet 7½ inches, 20/20 vision in each eye separately will be required, no glasses allowed. Age limits are 19 to 29, with an age concession to veterans.

Candidates must be 21 for appointment. Apply on or after November 5 to the Department's Application Section, 96 Duane Street, New York 7, N. Y., until Monday, November 26.

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Street
City Zone State

Newark School Engineer Retires



After 35 years of State service, Edward Sammis, center, head stationary engineer at Newark State School, has retired. He is seen being presented with a purse of money by Dr. Isaac N. Wolfson, school director, left. The money was a gift of fellow employees. Francis Rockwood, business officer, looks on during the informal ceremony, held at the Service Building. Mr. Sammis also had worked at Kings Park, Brooklyn and Utica State Hospitals. Mrs. Sammis attended

Larger Staff For Traffic Safety Called State Need

Thomas N. Boate, manager of the Accident Prevention Department of the Association of Casualty and Surety Companies, urged the New York State Conference of Mayors to back State safety assistance to local governments. This work requires increasing the staff.

Mr. Boate said that the insurance industry has provided 43 New York communities with free technical traffic safety aid, as an experiment. The traffic record of the participating communities, he reported, was four times better than that of non-participating communities. Although the companies would continue a limited form of aid to the communities after the end of this year, Mr. Boate declared that the logical source of this assistance is not private industry but state government.

Talk by Wagner

Mayor Robert F. Wagner of New York City recommended the regional approach to solving problems of communities in metropolitan areas. He said that cities of all sizes, regardless of political affiliations, could work together in solving their problems, and as proof, pointed to the metropolitan regional conference set up last June 18.

Mayor Donald E. Stocum, Johnson City, was named president of the conference.

Bannigan on Home Rule

Assembly Minority Leader Eugene F. Bannigan asked that the mayors act on home rule changes. He declared that New York cities are "held under the domination of rural communities," and added that 25 per cent of all laws enacted at the last Legislative session concerned only local affairs. City home rule, he said, is a "fiction" and a "sham," since 39 per cent of the state's voters elect an Assembly majority, and 41 per cent, a State Senate majority.

MODERN PUBLIC ADMINISTRATION

One-Man Police Patrol Cars Approved

CITIES MAY FIND in the one-man police car at least partial solution to the problem of better protection for citizens, when funds are limited.

The St. Louis Governmental Research Institute so concluded after a study of one-man patrols in 15 U.S. cities of more than 400,000 population.

The study led to use on a small scale of one-man police cars in St. Louis about a year ago. Other cities using the one-man patrol regularly include New York, Los Angeles, Baltimore, Cleveland, San Francisco, Milwaukee, Houston, Minneapolis, Cincinnati, Seattle, Kansas City, (Mo.), San Diego, Dallas, Denver, and San Antonio.

Check-Writing Produces Complete Record

Chicago has started using a punched card unit that makes it possible to write a check once and from this single writing get the basis for every analysis, listing, record, and summary required by all city departments involved.

A tabulating card or series of cards are punched at the same time that a clerk is typing a check. Every following operation is mechanized.

The City has prepared a manual describing this new method, "A Procedure of Municipal Disbursements."

Examinations at Night

The Civil Service Department of San Jose, Cal., has been giving examinations at night. The tests usually last two hours or less, and are never for positions of a highly technical nature, because applicants have proved to be tense after a day of work, in contrast to others who take an examination in the morning.

Examiners in San Jose have also conducted tests by appointment during the day, and on weekday evenings. This is reported as being especially successful for positions usually difficult to fill, such as civil engineer, stenographer, and public health nurse.

The department finds that more than 30 per cent of the candidates who apply pass. This ratio is sufficiently high to permit the assumption that many candidates who fail to appear for the written test do so because of a lack of interest, says the Civil Service Assembly.

Names for Housing Projects

One of New York City's many problems is to select names for housing projects. This is the responsibility of Warren Moscow, executive director of the Housing Authority.

A project now is named for a person only if he is dead. Geographical names predominate, if the project is in an area easily identifiable geographically.

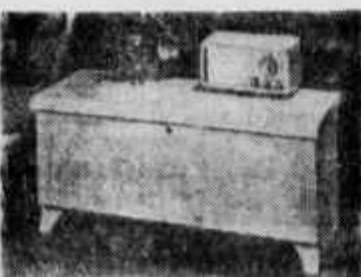
SIX WIN CASH FOR IDEAS

Six incentive awards totalling \$400 went to employees of the U. S. Department of Commerce Maritime Administration, Atlantic Coast District, for ideas. The winners are Maurice J. Glastal, \$215; George Schanfein, \$125; Raymond V. Boyan and Max Herman, \$35, and Kathleen O'Brien and Charlotte M. Murphy, \$25.

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

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

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TUESDAY, SEPTEMBER 11, 1956

Goals That Deserve Harriman's Support

GOVERNOR Averell Harriman said in a public statement recently that he plans on being in Albany for "years to come."

During his first year in office, Mr. Harriman took some positive steps toward bettering the lot of the civil service employee and, although much remains to be done, we feel his record was a pretty fair one.

The Governor, himself, has publicly pointed with pride to his accomplishments on this score.

Let us hope, then, Mr. Harriman intends to continue with forward action, particularly on the following items.

40-Hour Week Imperative

First of all, a 40-hour week for all state employees (without an accompanying reduction in salary) must be established. The four-hour reduction in the work week allotted this year is no excuse for waiting years to get rid of the other four hours. This is one area in public service that has long imposed an unjust schedule on civil servants.

Second, a real salary increase. Governor Harriman has already declared his intention of getting a higher budget than ever for New York State. If the chief executive already knows that it is going to cost more to run the state next year, he should also know that it is going to cost the civil servant more to run his household.

Third, Social Security for all public workers, in political subdivisions as well as the state.

End of an Era

The public employee is in line for numerous other benefits long considered part and parcel of the private worker's lot.

A concerted effort to place the public worker on a par with his fellow in private industry will be service to the state citizenry as well.

Governor Harriman knows well the cost of efficient government.

Let us hope that he shows a willingness to pay the necessary price for it, by bringing the era of the second-class working citizen to an end.

Group Effort Pays Off For Public Employees

PUBLIC employees don't always realize that they need their organizations as much as their organizations need them.

For instance, New York State employees entitled to a refund of Federal income taxes paid on maintenance, could not have achieved, by themselves, the splendid results that accrued from the law suits and energetic follow-up instituted by The Civil Service Employees Association. Not only do instances of this nature abound, but gains are won on pay, attendance rules, working conditions, and the like, through organizational efforts.

The public employee who is not a member of an employee organization truly stands alone, and to his serious disadvantage.

LETTERS TO THE EDITOR

ARMORY EMPLOYEES DEPLORES RAISE DENIAL

Editor, The LEADER:

In your September 4 issue you published a story about Governor Averell Harriman's reference to the \$300 raise granted to State employees. The Governor was recounting gains won by state employees.

The Governor did not tell the whole story.

Employees of the Division of Military and Naval Affairs employed as superintendents, engineers, or armorers in New York City, did not receive any raise, other than the increments provided by law.

Some employees of the Division did receive the raise, but not those mentioned above. Such discrimination should be publicized. Equitable remedial action must be taken by the State in all fairness.

WILLIAM DENNEY

Law Cases

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

JUDICIAL DECISIONS

Special Term

Douglas v. MacLean. This proceeding was brought to require the City to continue to serve free meals to the petitioners as was done prior to July 1, 1956. The court (Stevens, J.) held that the Commissioner of Hospitals did not exceed his powers in discontinuing free meals to certain employees and that petitioners' rights have not been unfairly economically discriminated against. Petition was dismissed.

Abarno v. City of New York. Petitioners are firemen (F.D.) who were first appointed on December 17, 1945 for one tour of duty on that day and then given a leave of absence without pay until the necessary budget modification could be made. They were all recalled to duty during 1946. They now seek back pay for the time they were on such leave. The court (M. M. Levy, J.) held that a motion for summary judgment dismissing the complaint should be granted.

PROCEEDINGS INSTITUTED

Bye v. Civil Service Commission. Petitioner was marked "not qualified" and his certification revoked after his appointment as fireman (F.D.). He seeks reinstatement.

Rice and Lantier v. Schechter. Petitioners, eligibles on the open-competitive list for custodian-engineer, claim they were wrongfully induced by Board of Education to decline appointment, and that four other eligibles were subsequently transferred from the open-competitive to the promotion list for the same title. These four were appointed from the promotion list. Petitioners seek to set aside action of the Commission in transferring these four to the promotion list.

Looking Inside

BY H. J. BERNARD

PROMOTED AND NON-PROMOTED ARE BOTH DISGRUNTLED

PROMOTIONS, as could have been expected, are proving to be one of the worst snags of the Career and Salary Plan.

At the outset, promotion opportunities were strictly limited under the Plan. No more promotions were to be made unless there were promotion vacancies. Previous policy included using the promotion method to raise the salary of an employee who had a long and creditable service record. His duties might not change. Thus in some instances one could go from grade 1 eventually to grade 5, filling the same job, in fact, all the time. That may not smack of sound personnel administration, but some substitute for reduction in promotion opportunities must be found. One of them, the longevity increment, was included in the Plan. Also later some of the restrictions against promotions were modified for classes of incumbents, and Budget Director Abraham D. Beame was largely responsible for it.

New York City has a long way to go yet, to provide adequate promotion opportunities. They are the heart of a career service.

Human Nature Asserts Itself

In contrast to such limitations of promotions is the practice of promotion without competitive examination. This is practiced for those whose titles are represented by equivalent but higher ones in tables constructed by the Personnel Department, and by advancing in title those in unlimited salary grades whose jobs, as the result of on-the-job study or desk audits, show the need of a fitting title, one also in keeping with present salary. Both of these considerations present real problems, not only to the Civil Service Commission, but to the employees. No employee who has to pass a promotion examination to be promoted likes to see any other employee promoted by any other means. It's only human nature to feel that way.

But there were a few thousand employees performing work that far from corresponded with their titles, and at a salary well beyond that represented by their civil service titles, though at pay not exceeding the value of their services. Reclassification to "pat" titles naturally became an objective of the Personnel Department. The law prohibits out-of-title work. Considering only titles, a promotion would be involved. Considering pay, the word "promotion" might be an exaggeration, since there might be no increase in pay.

City Faced With a Fact

The State Constitution provides that positions shall be filled by competitive examination, so far as practicable, and these would necessarily include the promotion ones.

In many instances employees had been filling their present posts for long years. Although originally appointed to a minor title, they were office and bureau managers or performed other administrative, and sometime executive, duties.

A court suit has been started by employees, to test the legality of promotions through job-audit, or tables of equivalencies.

The last session of the State Legislature refused to pass a law, requested by the Wagner Administration, to give the City Civil Service Commission carte blanche to reclassify these difficult cases. The department decided to study each job separately, and on that basis find the exception that took promotion out of the organic law requiring competitive examinations. Not until the courts have decided shall we know on how solid a foundation the Commission acted. Meanwhile, some 2,500 have benefitted by promotion by reclassification and through job audit. Others were "promoted" through upward reallocation of unchanged titles. But multiples of 2,500 are disgruntled.

Ranks of the Disgruntled Expand

The trail of the disgruntled does not end there. Even beneficiaries of reclassification and upgrading, who do not get retroactive benefits, although others did, complain they are victims of discrimination. They sought legal advice from Attorney Eugene R. Canudo at 25 Broad Street, who has advised them that they have a cause of action.

The Career and Salary Plan became effective July 1, 1954. All changes it then embodied took effect then, except for later incidental percentage benefits that ran back to July 1, 1954. But upgrades (same title, higher grade, higher pay) or reclassifications (new higher title, higher pay), resulting from appeals procedures, would become effective only in the future, the next July 1 or January 1, whichever came sooner.

The question is raised pertinent to unchanged titles and unchanged duties, at least, especially if the only reason for failure to provide retroactive benefit is the inability of the City Administration to get around to do either sooner. Moreover, some of the improvements resulting from appeals and on-the-job studies represent the correction of manifest errors in the Plan as originally adopted.

Mr. Canudo told his clients that if the City finds a job has a certain salary value, in the absence of any proof that there was an interim change in its value, the July 1, 1954 date should apply. If it does, it could mean fat lump sum checks for thousands of City employees.

The City cannot penalize employees for its own delays. Mr. Canudo said, adding that the State constitutional requirement of equal work for equal pay is broad enough to cover the situation.

Social Security Questions Answered

WHAT IS a quarter of coverage?
C. J.

A calendar quarter in which you are paid \$50 or more in wages under Social Security. If you are self-employed under Social Security, you receive four quarters of coverage for a year after 1950 in

which you have \$400 or more in net earnings. The number of quarters of coverage is used to determine whether benefits may be paid.

IS THERE any alternative to the rule for determining insured status? L. C.

Yes. If you do not qualify under the regular rule, you may be fully insured if you have quarters of coverage in all but four of the quarters that have passed after 1954 up to the quarter of attainment of retirement age. The minimum required is six.

Question, Please

PLEASE enlighten me on type of appointments and age limits in Federal examinations?

P. V. O'R.

Competitive appointments are career-conditional unless otherwise limited. The first year of a career-conditional appointment will be a probationary period. Upon satisfactory completion of the probationary period, employees acquire a competitive civil service status. Career-conditional appointments become career appointments when employees have completed three years of substantially continuous service. Present or former Federal employees who have already completed the three year service requirement will be given career appointments subject to completion of a new probationary period. Career-conditioned appointments of veterans with a compensable service-connected disability of 10 per cent or more may become career appointments on completion of a one-year probationary period, if recommended by the agency. As for age, maximum age limits for all positions in the competitive civil service have been removed. All currently open-examination announcements which provide for a maximum age limit were amended to remove the maximum age.

Administration Internship Open To College Grads

The State Department of Civil Service announced examination No. 4149 for public administration internships, now open for application. The nationwide written test will be held Saturday, November 17, for the \$4,500 jobs, which include such duties as report preparation, budgetary study, analysis and research.

By June 30, 1957, candidates must have completed 12 semester hours in one of the following: public or business administration (exclusive of accounting, advertising, banking, insurance, real estate or retailing), personnel or public fiscal administration, administrative analysis, and municipal, state or federal government. Also needed are either one year's graduate work leading to a master's degree, or one year of paid experience in a junior administrative capacity in an appropriate field, plus a related bachelor's degree.

Apply in person or by mail at one of these Department locations: Alfred E. Smith State Office Building 39 Columbia Street, Albany, N. Y.; Room 2301, 270 Broadway, New York City; Room 212, State Office Building, Buffalo, N. Y., or at any local office of the New York State Employment Service. The closing date for applying is Friday, October 26.

Hospital Assn. Urges Blue Cross for State

A story in the Sept. 6 issue of the New York Times reported that the Hospital Association of New York State has urged the State Temporary Health Insurance Board to provide hospital coverage for state workers through the Blue Cross Plan.

The Times story said the recommendation was forwarded to the Health Insurance Board by Dr. Ambrose P. Merrill, president of the Hospital Association, which represents 305 voluntary and non-profit hospitals throughout the state.

In a letter to Alexander A. Falk, president of the board and president of the State Civil Service Commission, Dr. Merrill said the recommendation had been made by trustees of the hospital association, according to the Times report.

U. S. Pension Questions Answered

WHAT ANNUITY is payable, under the U. S. pension law, to my children if I die? C. P. E.

If a husband or wife survives, each child who received more than half his support from the deceased employee will receive an annuity of 40 percent of the employee's "high-five" average salary divided by the number of children. Annuity to any one child is limited to \$600 a year and the total to all children cannot exceed \$1,800 a year. If no parent survives, each child will receive an annuity of 50 percent of the employee's "high-five" average salary divided by the number of children. Annuity to any one child is limited to \$720 a year and the total to all children cannot exceed \$2,160 a year.

C. J. E.

I AM an employed married woman. If I should die, will my husband receive an annuity under the U. S. employee pension law? J. E.

A widower of an employee will receive an annuity only if he is dependent, that is, incapable of self-support because of mental or physical disability, and was receiving more than one-half of his support from his wife.

WHAT reduction is there if, at time of retirement, I elect a survivor benefit naming my wife or

husband to receive an annuity at my death, under U. S. pensions? J. J.

The annuity will be reduced by 2½ percent of the first \$2,400 of annuity, plus 10 percent of annuity over \$2,400. The survivor annuity will be 50 percent of the employee's unreduced annuity.

IS THERE any reduction in my annuity if I retire from U. S. service before I am 60 years old? E. I.

Except in disability retirement cases, an employee who retires between age 55 and 60 will have his annuity reduced 1/12 percent for each month (1 percent a year) he is under age 60. If he is involuntarily separated and is younger than 55, there will be reduction of 5 percent plus 1/6 percent for each month (2 percent a year) he is under age 55. There is no age reduction for an employee who retires under the disability provision.

QUESTIONS ON LEAVE RULES

IF I AM reinstated to NYC service will my sick and annual leave balances be restored to me? L. E. V.

If you are reinstated to a permanent position your sick and annual leave balances, at the time

SANITATION LEGION POST RECEIVES TOP AWARDS

Department of Sanitation Post 1110, American Legion, received the Americanism trophy and a citation for increased membership at the 38th annual Legion convention at the Hotel Sheraton-Astor. The Sanitation post, largest in the New York County Legion, increased its membership by 372 last year, from 859 to 1,231.

The awards were presented by County Commander William Vincent to Frank J. Lucia, outgoing cent to Frank J. Lucia.

of resignation or lay-off, will be restored to you.

IF I AM transferred to another department may I keep my sick and annual leave balances? M. O. T.

If you are a permanent employee under the Career and Sal-

ary Plan and are transferred to another City department under the Career and Salary Plan, or, if you receive an appointment from an eligible list with continuous service in another City agency, under the Career and Salary Plan, your sick leave and annual leave balances will be transferred with you.

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Ext. 560

Food Supervisor Job Open at \$4,200

The New Jersey State Department of Civil Service announced an open-competitive examination for assistant food service supervisor III (S 51), at \$4,200 to \$5,100. The job is open to both men and women. Twelve months residents of New Jersey are preferred, but residence is not a requirement. Requirements are college graduation with a major in dietetics and food service management, or its equivalent; and three years' experience operating a large-scale food service unit, or as a dietitian with a small organization. Apply to the Department, State House, Trenton, N. J., or at one of its branches at 1100 Raymond Blvd., Room 107, Newark, N. J., or City Hall, Camden, N. J. The closing date is Friday, September 28.

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State Jobs

The State is now accepting applications for the following jobs. The examinations are scheduled for Saturday, November 3. Unless otherwise indicated, candidates must be U. S. citizens and residents of New York State for one year immediately preceding the examination date.

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

OPEN-COMPETITIVE

4146. SENIOR SCIENTIST (GEOLOGY), \$7,122 to \$7,980. One opening, Albany. Fee \$5. Bachelor's degree in geology and three years' experience as research worker or consultant in igneous or metamorphic-rock petrology and/or metalliferous economic geology, or as a teacher, plus publication of a major work or three articles in this field. In addition, candidates need one of the following: three additional years' experience as above, three years' related graduate work, or an equivalent combination. Open to any qualified U. S. citizen. (Friday, October 5).

4133. FOOD CHEMIST, \$4,644 to \$5,500. Two openings, Albany. Fee \$4. Bachelor's degree in chemistry and one of the following: two years' chemical food analysis including dairy products, one year of dairy chemistry plus one year's experience as above, master's de-

gree in chemistry plus one year of such experience, master's degree in dairy chemistry, or an equivalent combination. Open to any qualified U. S. citizen. (Friday, October 5).

4138. RESEARCH ASSISTANT (BANKING), \$4,430 to \$5,500. One opening, New York City. Fee \$4. Bachelor's degree and one course in each of the following: money and banking, statistics, and either corporation finance or accounting; plus either one year's financial or business research, 30 graduate semester hours in business administration or economics, or an equivalent combination. (Friday, October 5).

4137. RESEARCH ANALYST (RENT), \$5,390 to \$6,620. One opening, New York City. Fee \$5. Bachelor's degree and four years' economic research experience in statistical analysis, including one year's conduct of research studies in housing or related fields. (Friday, October 5.)

4136. SENIOR REAL ESTATE APPRAISER, \$6,890 to \$8,370. One opening, New York City. Fee \$5. Four years' real estate or business experience, including three years of field inspection and appraisal in the real estate department of a bank, trust company, insurance company, real estate organization or government agency, plus one of the following: four additional years' experience in real estate or business, with one year's specialized experience as above, a bachelor's degree, or an equivalent combination. (Friday, October 5).

4135. TAX COLLECTOR, \$3,660 to \$4,580. Twenty-seven openings throughout the state. Fee \$3. Either a bachelor's degree in accounting, law, or business administration; a bachelor's degree plus one year's experience in investigation or collection, high school graduation and two years' experience in investigation, collection, book-

keeping or legal-clerical work; four years' such experience, or an equivalent combination. (Friday, October 5).

4139. ASSISTANT ARCHITECTURAL SPECIFICATIONS WRITER, \$5,660 to \$6,940. Two openings, Albany. Fee \$5. High school graduation or equivalency diploma and one year's experience preparing architectural specifications for buildings, plus one of the following: associate degree in construction, highway technology or pre-engineering plus three years' experience assisting in architectural or engineering work, two years towards a bachelor's degree in engineering or architecture plus three years' experience as above, five years' such experience, or an equivalent combination. (Friday, October 5).

4143. SENIOR ELECTRICAL DRAFTSMAN, \$3,840 to \$4,790. Several openings expected in Albany. Fee \$3. High school or equivalency diploma, and one year's electrical engineering drafting experience, plus one of the following: associate degree in engineering technology, two years toward a bachelor's degree in engineering or architecture, two years' drafting experience, or an equivalent combination. (Friday, October 5)

4144. SENIOR MECHANICAL DRAFTSMAN, \$3,840 to \$4,790. Several openings, Albany. Fee \$3. Requirements are the same as for 4143, except for one year's mechanical engineering drafting experience. (Friday, October 5).

4142. DISTRICT RANGER, \$4,430 to \$5,500. Fee \$4. Candidates must be 18 to 45, and need two years' general forestry experience, plus one of the following: bachelor's degree in forestry, a one-year course at a forest ranger

school plus four years' general forestry work, or an equivalent combination. (Friday, October 5).

4145. FISH HATCHERY FOREMAN, \$3,840 to \$4,790. One opening, Randolph. Additional openings expected. Fee \$3. Two years' experience in a modern fish hatchery, and one of the following: bachelor's degree with courses in biology, ichthyology and fish culture; high school graduation or equivalency diploma plus two additional years' experience as above, four additional years of such experience, or an equivalent combination. (Friday, October 5.)

STATE PROMOTION

3156. SENIOR TYPIST, Department of State, \$3,170 to \$4,000. One vacancy, Rochester office of the Division of Licenses. Permanent employment in a grade 3 or higher job in the department for one year immediately preceding November 3. (Friday, October 5).

3158. ASSISTANT ARCHITECTURAL SPECIFICATIONS WRITER, Department of Public Works, \$5,660 to \$6,940. Two vacancies, Albany. Permanent employment in the above department in any grade 15 or higher architectural or engineering position for one year immediately preceding November 3. (Friday, October 5).

3161 SENIOR ELECTRICAL DRAFTSMAN, Department of Public Works, \$3,840 to \$4,790. Several vacancies anticipated in Albany. For appointment, permanent employment as junior draftsman in the above department for one year (six months to

complete) immediately preceding November 3, the test date. (Friday, October 5).

3160. CHIEF, BUREAU OF FISH, Albany Office, Division of Fish and Game, Conservation Department, \$7,240 to \$8,770. One vacancy expected. Permanent employment in the Conservation Department excluding the Division of Parks and the Division of Saratoga Springs Reservation) for one year immediately preceding November 3 in one of the following titles: senior analytical chemist, chief aquatic biologist, senior aquatic biologist (marine), district fisheries manager, district supervisor of fish culture, senior fish pathologist, superintendent of fish culture, superintendent of marine fisheries or supervising district fisheries manager. (Friday, October 5).

3162. SENIOR DRAFTSMAN (MECHANICAL), Department of Public Works, \$3,840 to \$4,790. Several openings expected in Albany. For appointment, permanent employment as junior draftsman in the above department for one year (six months, to compete) (Continued on Page 10)

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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. BArcley 7-1616; lobby of State Office Building, hours 8:45 to 5:15; and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y., hours 8:30 to 5. Both offices closed on 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.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway New York 7, N. Y.

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

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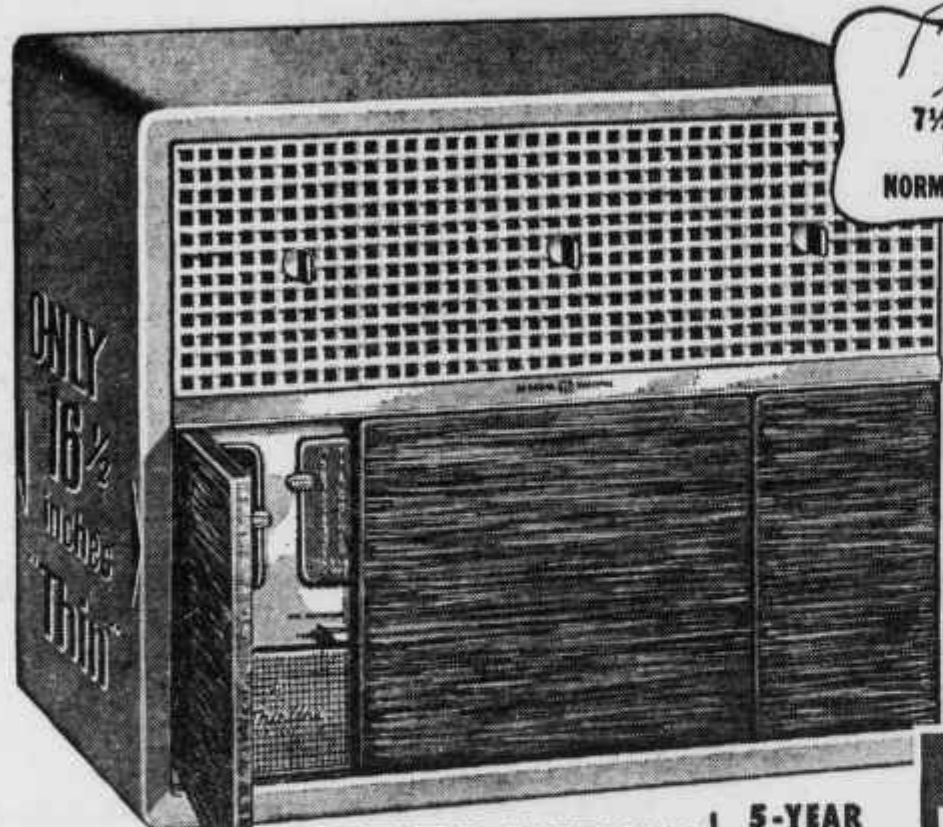
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List of NYC Exams Open Continuously

The following New York City exams are open continuously for filing. Unless otherwise indicated, all tests are written, and are now open for application. Test dates, if set, are given for each.

OPEN-COMPETITIVE

Dental hygienist, 14th filing period
Occupational therapist, first filing period

Public health nurse, first filing period
Stenographer
Typist
X-ray technician, first filing period (opening in November)
LICENSE
To install oil burning equipment, October 20
To install underground storage tanks, November 7

Master electrician, October 6
Master plumber, January 19, 1957
Master rigger, November 7
Motion picture operator, October 6
Portable engineer (any motive power except steam), October 20
Portable engineer (steam) October 20
Refrigerating machine operator, October 6
Special electrician, October 6
Special rigger (practical),

Stationary engineer, October 20
Where to Apply
Apply at the Personnel Department's application division, 96 Duane Street, New York 7, N. Y., just across from The LEADER offices,

except stenographer and typist, for which apply to the State Employment Service, 1 East 19th Street, New York City, even for City jobs in these titles. There is no closing date for filing.

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State Jobs

(Continued from Page 8)
Immediately preceding the test date, November 3. (Friday, October 5).
3163. SECTION MAINTENANCE SUPERVISOR, Thruway Authority, \$4,650 to \$5,760. Fifteen vacancies, various locations along the Thruway. For appointment, permanent employment in the Authority as section maintenance foreman for one year (six months, to compete) immediately preceding the examination date, November 3. (Friday, October 5).

COUNTY Open-Competitive Nassau
4800. ASSISTANT LIBRARY DIRECTOR I, Hempstead public libraries of East Meadow, \$4,680; Levittown, \$5,200, and Freeport Memorial, \$5,000, to start. (Friday October 5).
4803. LIBRARY DIRECTOR III, public libraries of East Meadow, Hempstead, \$6,300, and Massapequa, Oyster Bay, \$5,000 to start. Friday, October 5).

Suffolk
4801. LIBRARY DIRECTOR II, Bay Shore Public Library, Islip, \$5,000 to start (Friday, October 5).
Clinton-Essex
4567. CLERK, Clinton-Essex County Library Service System, \$1,976 usual salary. (Friday, October 5).

Erie
4568. COURT CRER, \$3,390 to \$4,350. (Friday, October 5).
4571. RECREATION SUPERVISOR, \$3,690 to \$4,730. (Friday, October 5).

Rockland
4570. CLERK, Orangetown, \$2,000. (Friday, October 5).
4569. STENOGRAPHER, County Clerk's office, \$2,800 to \$3,200. (Friday, October 5).

TWO ANSWERS CHANGED IN NYC OILER TEST
The New York City Personnel Department changed the tentative key answers in the oiler test, so that either A or C is correct for Questions 14 and 64. The answers are now final.

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New Rules for Toll Collector Exam Issued

The State Department of Civil Service announced the following changes in examination No. 4120, toll collector:

The test date has been postponed from October 20 to November 17, the last filing deadline extended from September 21 to October 19.

In addition, residents of the First Judicial District (Manhattan and Bronx) are now eligible to apply.

There are no formal educational or experience requirements for the jobs. Salary is \$3,336 to \$4,000. The positions are with the Long Island State Park Commission.

Candidates may apply in person or by mail to the Department's offices, Room 2301, 270 Broadway, New York 7, or State Office Building, Albany, until Friday, October 19.

Key Answers

MECHANICAL MAINTAINER GROUP C
Special military promotion, Transit Authority
1. C; 2. B; 3. A; 4. D; 5. D; 6. D; 7. A; 8. B; 9. D; 10. A; 11. C; 12. B; 13. D; 14. C; 15. B; 16. B; 17. D; 18. D; 19. C; 20. B; 21. B; 22. C; 23. A; 24. B; 25. A; 26. D; 27. A; 28. A; 29. A; 30. D; 31. A; 32. B; 33. B; 34. D; 35. A; 36. C; 37. D; 38. A; 39. C; 40. D; 41. C; 42. C; 43. B; 44. C; 45. C; 46. C; 47. D; 48. B; 49. B; 50. D; 51. E; 52. C; 53. K; 54. H; 55. M; 56. J; 57. L; 58. A; 59. D; 60. B; 61. C; 62. A; 63. C; 64. B; 65. D; 66. C; 67. A; 68. B; 69. C; 70. D; 71. C; 72. B; 73. C; 74. B; 75. A; 76. D; 77. A; 78. C; 79. B; 80. D.
Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Thursday, September 20.

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Balsley Park Detached Cape Cod Style
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RE 9-0645
HO 8-0707

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ST. ALBANS — Brick bungalow, \$16,500, 5 1/2 rooms down, 2 up, colored tile baths, modern kitchens, oak floors; screened-in porch; oil heat; garage. Ideal for living.
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State Offers Collegians Jobs in Many Fields

(Continued on Page 4)

ity by successfully repeating the written test.

"Your draft or reserve status will not disqualify you from the state civil service. It is to your advantage to take this test regardless of your draft status. If you enter military service, after appointment to State service, you will receive a military leave of absence. When you are discharged, you can apply for reinstatement within 90 days and find your job waiting for you. If you enter the armed forces before you are appointed, you retain your status on the eligible list. If the list you are on expires while you are in the armed forces and your name would have been reached for appointment if you had been available, when you return to civilian life your name can be placed on a special list which is used before any other list for the title involved.

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Apply to the State Department of Civil Service offices at Room 2301, 270 Broadway, New York City; 39 Columbia Street, Albany; Lobby, State Office Building, Albany; or Room 212, State Office Building, Buffalo; or to local offices of New York State Employment Service, or your college placement office.

Fields of Opportunity

The written test will be held at specified locations and at colleges where satisfactory arrangements can be made. The specified locations are: Albany, Albion, Amsterdam, Auburn, Batavia, Babylon, Binghamton, Brentwood, Buffalo, Dunkirk, Elizabethtown, Elmira, Geneva, Glens Falls, Hornell, Ithaca, Jamestown, Johnstown, Kingston, Lockport, Malone, Middletown, Mineola, Monticello, New

York City, Newburgh, Norwich, Nyack, Ogdensburg, Olean, Oneonta, Oswego, Plattsburg, Potsdam, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Saratoga, Syracuse, Utica, Warsaw, Watertown, and White Plains.

Applications may be obtained from the Department's Albany and New York City offices by mail.

The fields of study in which jobs are open are agriculture and dairy science, biology, chemistry,

forestry, landscape architecture, physics, public health sanitation, natural science, any biological or physical science or combination thereof; administration, economics, journalism, law, library science, psychology, statistics, any social science or combination of social sciences and "general," which

covers junior personnel, and some other jobs. (For data on public administration intern exam, see Page 7.)

Rabbi Kosowe Named Head of Inter-Racial Unit

LOS ANGELES, Sept. 10—Rabbi Irving Kosowe, Jewish chaplain at Sing Sing Prison and spiritual leader of the Westchester Jewish Center, Mamaroneck, was elected president of the American Correctional Chaplains Association at the 86th annual Congress of Correction. He was its vice president last year. The association encompasses Catholic, Protestant and Jewish chaplains serving in correctional institutions throughout this country.

He is a graduate of Yeshiva University by which he was ordained. New York University conferred upon him an M. A. degree in education and psychology. He is about to get a Ph. D. in psychology and religion from Yeshiva.

Recently, Rabbi Kosowe made a trip to Russia and the satellite countries as a representative of the New York Board of Rabbis, to ascertain general well-being of the Jewish people in these countries.

State Real Estate Appraiser Job in NYC

ALBANY, Sept. 10—The State Insurance Department has an opening for a senior real estate appraiser in New York City at \$6,890 to start, with five annual increases to \$8,370. It will be filled by a November 3 State examination.

Senior real estate appraisers with the Insurance Department evaluate real estate investments of insurance companies. They must know conditions and trends affecting property values.

Candidates must have a bachelor's degree and four years of general real estate or business experience, at least three years of which must have been in the inspection and appraisal of real estate. Four additional years' experience can substitute for the college degree.

Apply until October 5.

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

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

Fine REAL ESTATE buys. See Page 11.

NEW YORK MAN PICKED FOR U. S. INTERN TRAINING

WASHINGTON, Sept. 10—Twenty-one Federal employees were selected by their agencies to participate in the eighth annual junior management intern program from September 7 to January 25, 1957, the U. S. Civil Service Commission announced. Ralph Siegel of Northport, N. Y., was one of them.

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Veterans of World War I who plan to file for non-service connected World War I Veterans pensions may do so by applying at this office for those reaching their 56th birthday. These pensions start at \$90.15 a month rising to \$78.75. Membership dues are \$10 a year, wife and widows \$5. Stamped address envelope, please.

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A Picnic Interlude at West Valley



This friendly quintet interrupted a chat to allow Margieann Kinney to snap a photograph during the Cattaraugus County chapter picnic at West Valley recently. Miss Kinney is secretary of the Association chapter for the county. Seen in the picture are, from left, Kathryn Kinney, program committee chairman; Jack Kurtzman, CSEA field representative; Shirley Corbett, chapter president; Emil Wollenburger, membership chairman, and Edward M. Kemp, treasurer. Other officers not in the picture are Myron F. Klink, first vice president; Miss Kinney, Clifford West, second vice president, and John Hart, chairman of the grievance committee.

ACTIVITIES OF EMPLOYEES IN STATE

Brooklyn State

The chapter expresses its sympathy to the family of Dr. Cerniglia, who died suddenly September 2. Dr. Cerniglia was consulting surgeon at the hospital for many years.

Dr. and Mrs. Savitscus and their family just returned from a trip around the country. The doctor says they had a fine trip, and insists he's the "Joe Smith" whom the Republicans tried to nominate.

Luther Baird, chief supervisor, is on a trip with the Naval Reserve.

Other vacationers are Mr. and Mrs. Burberry, who are visiting relatives in Tennessee; Mr. and Mrs. Funk, in India, where their 14-year-old son Charles Jr. is entering a seminary to become a priest. Mr. and Mrs. Alfred Hauglin returned from a trip to Nova Scotia, where they visited Al's mother; Mr. and Mrs. Arthur Heidenrich, from a Pennsylvania vacation, and stenographer Elsie Hack, the best looking girl in Building P, is also back from her vacation looking very fit.

Get-well wishes go to Austin Crowley, Nelson Cauty, George Nadeau, Anna Dunne, Florine Cauty, Flossie Boyd, Edna Linden, Josephine Lehe and Marie Slegal. It's good to see Rita Ferguson back on the job in Building O.

Congratulations to Ray Sansone on his new job as supervisor of Rec. Male, and to tinsmith John Kennedy, on his new Irish bride. Here's hoping that Jimmie and Rose Doran are happy in their new Bayshore house.

Willie Hammer, of the carpenter shop, is always complaining that he never catches any fish; he should try the fish pool on the grounds.

Oneida

Oneida County chapter's board of directors and outing committee met August 29 at the Welfare Department Auditorium to plan the clambake set for September 18 at Riverside Grove, next to Four Acres, Route 49, Marcy, N. Y.

Manuel Graziano and Horace Westcott are co-chairmen for the occasion. Winifred Matteson and Edna Fredericks, co-chairmen of the ticket committee.

The board of directors voted to send four delegates to the Workshop Conference at Elmira September 15.

Manuel Graziano was chosen delegate to the meeting at The Beeches September 8.

Chapter plans are in progress for an extensive membership drive for 1956-57.

Westchester

At 5:30 P.M. sharp, Wednesday, September 12, at Post Bowling Academy, Westchester Avenue, White Plains, Sal J. Prezioso, County Superintendent of Recreation, and organizer of the County Employees' Bowling League, will roll the first ball to open the Season's play.

The League is sponsored by the County Employees' Civil Service Association. Teams and Captains of the eight Departmental Teams are:

TEAM	CAPTAIN
Accounting	Bob Bridges
Personnel	Dan Welsh
F. & C. W.	Aj Ligay
Parks	Tom Reynolds
Health A	Wes Parnell
Health B	Dolph Rotfeld
Public Works A	Tony Carbone
Public Works B	Duncan McPhall

Handicaps start the second week of play according to Wes Parnell, President of the newly formed League. Further information may be obtained by calling Bob Bridges, League Secretary, Ext. 342, Public Welfare.

Brooklyn State

Brooklyn State Hospital chapter welcomes back Nellie McCary, Mildred Bazan and D. Nason. Members were very happy to see Mrs. Christopher Terrence, a recent visitor from Rochester.

Congratulations to Mr. and Mrs. William Dickson on their new tax exemption, a baby girl, and to Mr. and Mrs. Pat Dwyer who also have a new daughter.

Promotees are also in line for congratulations: Santiago Tapin promoted to painter; David J. Turpin and Tirso Migueles, promoted to maintenance men.

Retirement Party
A surprise retirement party was held recently for Maud Alberts, who has been employed at the hospital for a number of years.

All her friends and co-workers wish her every success, and also extend good wishes to Minnie Riddick, another recent retiree.

A speedy recovery to Olivia Cox, Thomas McDonald, Charles Mandel and Jeremiah Lucy.

The chapter's good luck wishes go to the following employees who have resigned: Dr. Hubert C. Meyers, who accepted a job in upstate New York; Marion Fyfe, transferred to Pilgrim State Hospital; William Johnson, Albert De Feo, Daniel Cmelko, Rita Clifford, James Murphy and Dorothy Wilson; Dr. James Lawton, who has a new position in Philadelphia, and Dr. Martin Fischer.

Brooklyn State announces with

NYC Chapter, CSEA Reopens City Office

The New York City chapter of the Civil Service Employees Association has re-opened its New York City office at 80 Centre St., Room 905, after a short vacation period.

Sol Bendet, chapter president, reported that Mrs. Mabel N. Parrell had been hired to staff the office.

The office is open from 10 a.m. to 3 p.m. Monday through Friday. Information on civil service problems, CSEA membership and other queries; acceptance of payroll deduction authorizations and other services are available at the chapter office.

Mrs. Parrell is no stranger to New York City CSEA members. She retired last December after 47 years' service in the State Insurance Department. She was chief clerk, handling personnel and other matters, when she retired.

Mr. Bendet stated that the services of the office are available to all who wish to use them.

Evening Courses Open to State Aides

ALBANY, Sept. 10—State employees in the New York City area have been invited to participate in the evening adult education program conducted by the City Department of Personnel and the Board of Education. Classes begin the week of September 17 at Central Commercial, Sarah J. Hale and Charles Evans Hughes evening trade schools.

The program is designed to assist public employees in preparing themselves for increased responsibility and promotion. Courses offered include business English and office practice, stenography, work simplification, civil service arithmetic and IBM wiring.

Registration is set for September 10 through 13, between 6:00 and 8:40 p.m., at the schools at which courses will be taught. State employees must have a letter from their supervisor identifying them and confirming their salary grade and job title.

Detailed information on courses may be obtained from the State Department of Civil Service, 270 Broadway.

deep regret the death of Mrs. Josephine Kelly, who had been with the hospital for many years. During her service she was loved by her fellow workers, as well as visitors and patients.

Chapter condolences are extended to Mr. and Mrs. Frank Bazon and Mrs. Adolph Ochab. Members express their sympathy to the family of Omfurio Puma, to Mary Melia, Nora Melia, and to Mary McPartmand.

Albany Public Service

The Public Service chapter's executive council held its first meeting on September 4. President Raymond C. Carriere acted as chairman.

Mrs. Laura Walrath, social chairman, reported on plans for a steak roast to be held September 13 at Sunset Park, near Clarksville.

Members are very happy to see Frances Mullarkey and Gilbert Boggs back on the job. Gilbert was recently confined to hospital. Best wishes to Examiner Bill Wilkinson, who is taking a rest.

The chapter is losing one of its former presidents, John F. Burns, who is retiring. Good luck to him and to Jack Tauber, James Murray, Nick Coeca and William McDermott, all of the Accounting Bureau, who are resigning. Jim was the chapter's vice president last year.

Members also send their best wishes to the very personable assistant secretary of the Commission, Oscar Newkirk, who left this summer to act as postmaster in his home town of Kingston. Belated best wishes to the

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.

The Prevailing Rate And The Public Employee

The CSEA has long maintained that the State as an employer should be a model—it should be a model to its children, the subdivisions, a model to its citizens, enterprises, and institutions. Section 220 of the Labor Law specifies that contracts let for public works to private enterprise shall pay the prevailing rate. We find the state, in this case, being in the position of "do as I say rather than do as I do."

Below is a comparison of rates paid for common labor by:
 1. Private contractors on public works
 2. The State as employer
 3. Counties as employer

County	VARIOUS RATES OF VARIOUS EMPLOYERS		%	County As Employer	%
	Prevailing Rate Trades	State As Employer			
Erie	\$2.36	\$1.53	65	\$1.23-1.58	67
Niagara	2.275	1.53	67	1.39-1.81	80
Chautauqua	2.25	1.49	66	1.13-1.46	65
Monroe	2.35	1.49	63	1.65 Flat	70
Oswego..	2.025	1.38	68	—	—
Jefferson	2.025	1.39	68	1.20 Flat	59
St. Lawrence	2.025	1.38	68	1.00-2.00	99
Lewis	2.025	1.38	68	1.10-1.20	59
Onondaga	2.25	1.38	61	1.45-1.65	73
Oneida	2.175	1.49	69	1.20-1.60	74
Madison	2.175	1.38	63	1.30-1.35	62
Broome	2.25	1.38	61	1.35-1.50	67
Chenago	2.25	1.38	61	1.20 Flat	53

To show the rates throughout the State would be clumsy, but they are available for the asking. We have tabulated a few areas as illustrative of what holds true generally.

Labor Not Only a Commodity

We do not necessarily maintain that the State or county pay these same rates because for one thing we know that stability of employment is greater than on building or road work. We do maintain that the difference cannot be accounted for, for this or similar reasons. The great bogey of unemployment is just an excuse. Strict application of the economic laws of supply and demand may provide handy rationalization to the employer, but that impels the conclusion that labor is only a commodity to be bought and sold. This philosophy was applicable in the infancy of our economic system or the days of the railroad magnates of the 1850's. Those days are gone.

While the above figures pretty much speak for themselves, let's examine them briefly in detail.

Take the bad weather or between-layoff excuse for the differential — how valid is it?

In Jefferson County up near the Seaway laborers in Public Works get \$1.38 per hour. The prevailing rate is \$2.025 — 30% higher. Put another way — the privately employed laborer can work 30% less and still make as much per year; if year round work of this type is available he can take 16 weeks "vacation" and still make as much. He works 28 hours to make as much as the State public works laborer does in 40. He has his weeks work done in 3½ days instead of 5.

Public Laborer Subsidizing Taxpayer

We cannot believe that different working conditions account for this big difference in pay. We think the laborer on the public payroll is subsidizing the taxpayer and he's the one that can least afford to.

The labor union contract pay schedules on the Power Authority are signed right now up through 1959. Here are the rates for the lowest class laborer.

Year	\$ Per Hour Power Authority
1956	\$2.025
1957	2.125
1958	2.225
1959	2.325

It seems to us that not only should the State and Counties look to their present pay schedules, but also be thinking realistically about future fiscal years.

former Ruth Van Campen, who became Mrs. Walter Decker this summer.

A familiar name to New Yorkers is that of Tom Brady, who is now serving as an examiner. All the members extend their welcome to Tom, and also to those recent graduates who are now with the Public Service Commission.

Chapter members and other Association members are looking forward to a year that will produce a good Health Plan and Social Security, in addition to retirement benefits and a raise in pay.

Metro Public Service

The Metropolitan Public Service chapter's first fall meeting is scheduled for Tuesday, September 18 at 5:15 P. M. in Room 1390 at 199 Church Street, New York City.

The agenda will include election of delegates to the CSEA's annual meeting, to be held in Albany in October; reports of officers and committees and discussions of the

state health insurance plan and the dues deduction plan.

All members are urged to attend.

Binghamton

Binghamton chapter's first regular meeting will be held on Monday, September 17 at 8 P. M. in the VFW Club House, 65 Carroll Street, Binghamton. Subjects to be discussed are plans for the coming year and for the annual meeting, additional committee appointments and committee reports, resolutions to be proposed, and other general business.

After the meeting there will be refreshments and dancing to the music of Morris Sokolinsky and his State Hospital orchestra.

POSTAL CLERKS REWARDED

Clerks Benjamin Turkeltaub, of the Brooklyn General Post Office, and Arnold J. Procacci, of the New York General Post Office, received postal suggestion awards of \$20 each.

U. S. Service Entrance Test

(Continued from Page 3)
 Assistant and junior agricultural assistant examinations.
 This is not the only entrance examination for college graduates. Engineers, physicists, chemists, and certain other technical personnel are recruited through other examinations.

Type of Work Stressed

Selection from the federal service entrance examination offers work on programs of national and international importance, a responsible and satisfying career with the Federal Government, and opportunities for advancement and development of new ideas for improvement of the administration and operation of the Federal service, says the U. S. Civil Service Commission.

Successful candidates will be assigned to positions in such fields as general administration, economics and other social sciences, business analysis and regulation, Social Security administration; procurement and supply, organization and methods examining, production planning communications, personnel management, library science, statistics, investigation, transportation, information and records management.

Management internships, formerly filled through the examination for junior management assistant, will be offered by some agencies that have specially planned programs to develop persons with unusual promise as future administrators. Persons to be considered for these internships will be required to pass additional tests of greater difficulty. If you are selected for one of these programs you will receive specialized instruction, varied work assignments, and understudy of other types of training designed to develop your managerial skills and knowledge.

Positions in agriculture and closely related fields also will be filled.

Requirements for \$3,670 Jobs

Requirements for the \$3,670 jobs follow:

1. Completion of a four-year college course leading to a bachelor's degree, or
2. Three years' experience in administrative, professional, investigative, technical or other responsible work which has prepared you to enter into the positions for which this examination is appropriate; or

3. Any equivalent combination of the above education and experience. In combining education with experience, an academic year of study will be considered as comprising at least 30 semester hours, or 45 quarter-hours, and will be considered equivalent to 9 months of experience.

For some positions, pertinent experience alone may be qualifying; for others, courses leading to a bachelor's degree, with a specified number of hours in a subject or combination of subjects will meet the requirement.

Requirements for \$4,525 Jobs

For Grade GS-7 (\$4,525), the requirements are:

1. Completion of the education or experience required for grade GS-5 plus one of the following:
2. Completion of one year of graduate study, or
3. One year's experience of the type required for grade GS-5, or
4. Any combination of graduate study and experience totaling one year.

Applicants who complete at least six full years of resident college work leading to an LL.B. or higher degree in a recognized law school will also meet the entire education or experience requirements for grade GS-7.

Applicants who complete six full years of resident college work leading to an LL.B. or higher degree in a recognized law school will also meet the entire education or experience requirement for grade GS-7.

For each grade, at least six months of the experience shown must have been at a level of difficulty and responsibility comparable to that of work at the next lower grade level in the Federal service, or at least 1 year at a level comparable to that of the second lower grade in the Federal service.

Experience of a routine clerical nature is not qualifying for this examination.

Rule for Present Students

If you are now a student and expect to complete the required educational courses within the next 9 months, you should apply for this examination. If you are found qualified in all other re-

spects, you may receive provisional appointment but you may not enter on duty until proof is received of the successful completion of your studies. Undergraduate students may file for this examination as soon as they begin their senior year course of study.

You must pass a written test of general abilities.

Where To Apply

You may be required to demonstrate in an interview that you possess the personal qualities required for certain positions to be filled from this examination. In addition, confidential inquiries may be sent to persons you name as references and others who may be in a position to verify your education and experience and the extent to which you possess the personal qualities necessary for these positions.

You must also be a United States citizen or owe allegiance to the United States; and be physically able to perform the duties of the position to which you are appointed.

Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. in person, by representative, or by mail. If by mail, do not include return postage.

LEGAL NOTICE

1956 - SUPPLEMENTAL CITATION—The People of the State of New York By the Grace of God Free and Independent, To Sofia Paivo, as widow and sole heir of Jussi Paivo, residing at Turku, Finland, 7. B. Helsinki, Finland, Matti Annala, residing at Alavus, Rantasalo, Finland, Fanny Vainio, residing at Marjaniemi, Helsinki, Finland, Kelti Marin, residing at Maarhorank, 14 A 18, Kuopio, Finland, Martta Korvonen, residing at Asikkalan osuuskassa, Vaahya, Finland, Aino Antikainen, residing at Hamonitie, 22 D 60, Helsinki, Finland, Eliina Rankila, residing at Toyas K. K. Tuuri, Finland, Maria Gustafson, residing at 1161 Rinn St., Detroit, Michigan, Arnold Kangas, residing at 1297 N. Saginaw Street, Lapeer, Michigan, Leo V. Kangas, residing at 1233 Dragon Street, Detroit 9, Michigan, Aileen Kivimaki, whose post office address is Box 113, Treenary, Michigan, Albert Kangas, residing at 1809 Maple Road, Port Huron, Michigan, Heidy Sheehan, whose whereabouts is unknown, if living and if dead to her heirs at law, next of kin and distributees whose names and places of residence are unknown and if she died subsequent to the decedent herein, to her executors, administrators, legatees devisees, assignees and successors in interest whose names and places of residence are unknown, the next of kin and heirs at law of CARL PAIVIO, deceased, and greeting: Whereas, RICHARD BJOREBACKA, who resides at 100 East 127th Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date October 11, 1946 relating to both real and personal property, duly proved as the last will and testament of Carl Paivo, deceased, who was at the time of his death a resident of 22 East 124th Street, City of New York, the County of New York. Therefore, you and each of you are notified to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York on the 11th day of October, one thousand nine hundred and fifty-six, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 23rd day of August in the year of our Lord one thousand nine hundred and fifty-six. PHILIP A. DONAHUE (L.S.) Clerk of the Surrogate's Court

Bridge and Highway Engineers Sought by U. S.

The U. S. Civil Service Commission announced examinations for bridge engineer and highway engineer, grades GS-7 to GS-13, at \$5,335 to \$8,990 at top grade. Jobs are with the Bureau of Public Roads, Department of Commerce, and other Federal agencies in Washington, D. C., and throughout the United States. A few positions in U. S. territories and possessions, and in foreign countries, will also be filled.

General requirements for both jobs, in grades GS-7 through 13, are a bachelor's degree in engineering, or its equivalent, and four years' technical engineering experience, or an acceptable combination of education and experience. There are certain additional requirements for GS-13.

Where Tests Will Be Held

Tests will be held in the following New York cities: Albany, Auburn, Batavia, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hammon, Hempstead, Hornell, Ithaca,

Jamaica, Jamestown, Kingston, Malone, Middletown, Newburgh, New Rochelle, New York, Niagara Falls, Norwich, Ogdensburg, Olean, Oneonta, Oswego, Patchogue, Peekskill, Plattsburg, Port Chester, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Syracuse, Troy, Utica, Watertown and Yonkers.

Announcement for highway engineer is No. 70 B (9-4-56), for bridge engineer, 71 B (9-4-56).

Apply in person or by mail to the Commission's Second Region office, 641 Washington Street, New York 14, N. Y. There is no closing date.

THREE ANSWERS CHANGED IN POLICE LIEUT. TEST

Of the 21 candidates taking the special promotion test for lieutenant, P. D., four protested 26 items, the New York City Personnel Department announced. There were three changes in key answers: question 38, from C to B or C; 59 and 70, stricken out.

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NEW YORK UNIVERSITY

Registration, in person and by mail, for the Fall term of New York University's special curriculum of short courses for City employees will be conducted from Friday, September 14, through Friday, September 21, at the Division of Training of the Department of Personnel, Room 200, 299 Broadway, from 9:00 a.m. through 5:00 p.m., and on Monday evening, September 17, from 5:00 p.m. through 8:00 p.m.

This program will assist City employees to prepare for increased responsibility on their jobs and for promotion. Certificates will be awarded to those who complete the courses. Each course includes 10 weekly two-hour sessions. The fee per course is \$15.00. The New York City Department of Personnel's Bureau of Examinations will now credit these courses as 2-point college courses. Instruction starts the week of October 1.

Information and copies of a bulletin describing courses offered under this program may be obtained at the Graduate School of Public Administration and Social Service, Room 520, Main Building, New York University at Washington Square, or at the Division of Training of the Department of Personnel, 299 Broadway, Room 200.

The New York University Municipal Personnel Curriculum includes the following courses for the fall of 1956:

NEW YORK UNIVERSITY MUNICIPAL PERSONNEL CURRICULUM	
Fee per course — \$15.00	
MP-11	Developing Your Supervisory Skills in Human Relations Tuesday, 6:15 — 8:15, October 2 — December 11
MP-22	Career and Salary Plan and Job Classification; Purpose, Operation and Effect. Tuesday, 6:15 — 8:15, October 2 — December 11
MP-24	Procedure Analysis and Work Simplification Tuesday, 6:15 — 8:15, October 2 — December 11
MP-33	You and Your Public: Municipal Public Relations Monday, 6:15 — 8:15, October 1 — December 17
MP-52	Techniques in Municipal Personnel Management Thursday, 6:15 — 8:15, October 4 — December 20
MP-55	Social Casework Supervision Wednesday, 6:15 — 8:15, October 3 — December 12
MP-64	Developing Supervisory Skills in Administration Monday, 6:15 — 8:15, October 1 — December 17
MP-101	Leadership Training Wednesday, 6:15 — 8:15, October 3 — December 12
MP-105	Problems in Correctional Institutional Management Friday, 5-7 and 7-15 — 9:15, October 5 — December 14
MP-111	Case Studies in Human Relations Thursday, 6:15 — 8:15, October 4 — December 20

REGISTRATION (MAIL and IN PERSON):
September 14 — September 21

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MENTAL HYGIENE MEMO

By A. J. COCCARO

The Mental Hospital And The Regional Conference

The Civil Service Employees Association is composed of a State and a County Division. The 45,000 members of the State Division are broken down into five Regional Conference Areas. In addition to an elected group of officers, each Conference has a field representative and a regional attorney. They service the area and assist our employees and Chapter officers with their problems.

What purpose does the Conference serve? What can the Conference accomplish that the individual chapters cannot achieve alone? This question has bothered local chapters since the first conference was organized in 1945.

The Conference Chairman serves on the Board of Directors of the Association. This procedure enables your Hospital and State School to have a local regional delegate as a member of this Board. This powerful group transacts all of the Association business with the approval of the Chapter delegates at the annual meetings.

You have no other local representation on this important body unless you live in the area where our one Mental Hygiene delegate or a Statewide officer of the Association resides.

Important Functions

A very important function of the Conference is in acting as a unifying agency between institutional and state department employee delegates. Our institutional and State department representatives introduce resolutions which in turn direct the Association's projects and legislative program.

The exchange of ideas among delegates at this level is very important because here we can reach agreements whereby the State departments obtain our backing in their aims, and in turn, we in the institution gain State department support of our program.

Many times our annual meetings were unduly delayed when the department's and institution's employees could not get support of each other's resolutions.

This is an important aspect in the success or failure of achieving our goals of employee welfare. How can we sell our program to the public, the members of the legislature, and the Governor if we as State employees oppose each other?

Group Thinking A Help

Group thinking of Chapter presidents and delegates will enable us to achieve our goals more rapidly through a coordinated rather than individual Chapter effort which receives only minor local attention.

At your Conference meeting, delegates from various hospitals, schools and State departments propose and analyze Association resolutions and bills.

Bills are prepared for the Legislature and again, the Conference acts as a unifying agency and coordinates a drive to see that our local representatives of the State Senate and Assembly know what we want and that we are closely watching their action on Civil Service Legislation.

Delegates Need To Know

Your Chapter delegates take on the role of the distant stranger in a big city when he goes up to Albany for our Annual meetings if he has not made his Chapter wishes known to the Conference and Board of Directors. He must ride along with how other people have decided to vote on important issues. Our Annual meetings, though very important, are for the most part delegate approval of past and future programs. The Association programs are not explored or conducted at this meeting. It is a continual business carried on at the hundreds of Association meetings throughout the year.

It is to your advantage for you and your Chapter to have representation at all of these meetings and at all levels of our Association.

Community Puts Heart and Money in Creedmoor Fair

First Annual Fair at Creedmoor State Hospital is sponsored by 30 different organizations representing 50,000 people who have joined together to present a fair for the patients of Creedmoor State Hospital. This event is unique in the fact it will be the first such fair ever presented by citizens of a local community to the patients of a State Hospital. The fair will entail all the mid-way rides, etc., booths with prizes, band, outdoor aerial acts and each booth will be manned by a sponsoring organization.

Dr. H. A. Laburt states that Creedmoor State Hospital has a total patients census of over 6,400 and it is expected every ambulant patient in the hospital will visit the Fair which will last Sept. 16th to the 23rd, inclusive. All the rides, games and refreshments for the patients are free.

Another unusual angle to the first fair is that while the patients will enjoy themselves during the day, members of the sponsoring organizations and citizens of the local communities take part in the fair and enjoy themselves on the night of the fair.

From the proceeds of the night activities, it is hoped sufficient money to guarantee next year's fair and to help with any extra requirements of the patients wel-

fare and entertainment for the coming year will be obtained.

The example of close cooperation between the citizens organizations and the hospital and the public desire to bring personalized entertainment to the mentally ill represents a modern and educated awareness of the mental health problem in Queens County. It is an example the rest of the country might well emulate. Each of the booths will have large signs indicating the names of the organizations.

State Employees Credit Union Nears \$2,500,000 Loans

The New York State Employees Federal Credit Union is fast approaching \$2,500,000 in loans issued during its existence. Interest rates have not been increased, despite the tightness of the money market.

The credit union has two offices, one in Room 900 at 80 Center Street, Manhattan, open from 10 A.M. to 2 P.M., the other in Room 1210 at 270 Broadway, corner Chambers Street, open from 10 A.M. to 2 P.M.

The officers are Henry Smith, president; Harry Hirsch and Morris Gimpelson, vice presidents; Sol Bendet, treasurer, and Lawrence Epstein, secretary.

First of Indian School Aides To Be Dropped In April, '57, Others Later

No employee of the Thomas Indian School at Iroquois, scheduled to be closed on or after September 1, 1957, will be dropped from the staff before April, 1957, Ray-

mond W. Houston, Commissioner of the State Department of Social Welfare, has assured the staff.

Furthermore, transfers to vacancies in state agencies, place-

ments in private industry, retirements and resignations probably will result in fewer persons being dropped than now scheduled.

The schedule calls for the elimination of 20 positions April 1, four positions July 1, and 29 positions October 1, 1957.

Arrangements have been made by the department with the State Department of Health, the State Department of Mental Hygiene, and the Division of Employment of the State Department of Labor, in placement of employees who will be seeking other jobs.

The Department has also arranged with the State Retirement System to handle arrangements for employees who wish to retire. The members of the staff will be given first consideration in filling vacancies in other departments and agencies.

Every staff member whose job is being eliminated will receive a letter from Commissioner Houston, informing him when his job will be abolished, and assuring him of the Department's help in getting him another position if he should be seeking one.

"We hope that as a result of these efforts, plus the normal rate of resignations and retirements, no staff member will face any period of unemployment because of the closing of the school," Commissioner Houston said.

St. Cyr President Of Electronics Assn.

Hubert St. Cyr, Harlem Valley State Hospital, was unanimously elected president of the New York State Electronics Technicians Association.

Other officers named for 1956-57 were Curtis Small, Middletown State Hospital, vice president; Joseph Morris, Rockland State Hospital, secretary, and Victor Lomascio, Middletown State Hospital, treasurer.

60 Candles Mark Kings Park Nursing School Anniversary

By ELIZABETH BIEGEN

The School of Nursing of Kings Park State Hospital will celebrate its 60th Anniversary on September 20th and 21st. The school was established in 1896 and its first class of 11 students graduated in 1898.

Whereas the original purpose of the school was to equip young men and women in the care of the mentally ill, the purpose of the school today is in line with the objective of other institutions of nursing. The school of nursing today offers a three year program in professional nursing.

It is affiliated with Adelphi College in Garden City, N. Y. where students received academic instructions during their first year. Special affiliation programs are set up to give the student nursing experience in several fields. This includes an affiliation at Queens General Hospital for medicine, surgery, obstetrics and pediatrics, with Willowbrook State School for the care of the mentally retarded, and with Triboro Hospital tuberculosis nursing.

Co-Ed School

The school, which from its inception, has accepted both women and men students and has had the pleasure of seeing many of its graduates become leaders in many fields of nursing, such as Psychiatric Consultant, Public Health Nursing in this country and abroad, and even in the Social Service field.

During the First World War, a total of 23 nurses, both men and women, served with the American Red Cross and the Army Medical Corps at home and overseas. One female nurse served in France and was then sent to Vladivostok, Siberia, where she served until 1921.

In the Second World War, a total of 49 men and women served in the Armed Forces. One nurse was killed in action. It is from this school that the first male nurse to be commissioned in the Armed Forces graduated.

A Full Program

Today the school has a teaching staff consisting of the director, Dr. Charles Buckman, many assistant directors, the principal of the School of Nursing, Alice Maraden, and a staff of four instructors. In addition, the school maintains its own health service for the students, where periodical examinations, inoculations and any other health problems are taken care of. The school has a library of over 1500 volumes, nursing and medical periodicals, and arranges for films in conjunction with the allied subjects.

In the clinical teaching areas throughout the hospital, the school utilizes the well-trained, educationally qualified nursing

personnel in the teaching and training of its students. The Nursing Service and the Nursing Education program is correlated and discussed at a joint meeting.

Alumni Very Active

The Nurses Alumni Association is one of the most active in the State. It offers a scholarship each year to a deserving local high school graduate. In addition, it gives an annual cash award to the highest scholastic student in the graduating class in memory of Mrs. Johanna F. Bonnyman, former principal, who died while holding this position. Each year the alumni sponsor a formal District Dance for the graduating class, just prior to graduation.

Many graduates are expected to attend the festivities during the two day celebration on Thursday, September 20th and Friday, September 21st. The program includes a Tea in the Alumni Room Thursday afternoon, followed that evening by a Buffet Supper and dance in York Hall on the hospital grounds. The culmination of the celebration will be the graduation exercises of the Class of 1956 on Friday evening, September 21st.

It is with this proud history that the School of Nursing celebrates its 60th Anniversary, with the knowledge that the future graduates will uphold and further the traditions of the school.

Bivona Wields Gravel For First Time At Capital Meet

The Capital District Conference of The Civil Service Employees Association will hold its first meeting of the year at Association Headquarters, 8 Elk Street, Albany, on Wednesday, September 12. President Alfonso Bivona Jr. announced. Thirty chapter presidents, representing some 11,000 civil servants, and other chapter delegates, have been invited to attend.

The newly elected Conference officers are Michael Petruska, Audit and Control, vice president; Eleanor McGee, Law, secretary, and Hazel Abrams, Education, treasurer.

Principal speaker will be John F. Powers, CSEA president, who will outline what the Association plans to accomplish during the coming legislative session.

President Bivona will lead a discussion on the progress of Social Security and Health Insurance programs for State employees. Appointments to legislative, auditing social, publicity and other committees will be announced, and members of the executive committee nominated and voted upon. The possibility of a fashion

model contest in the Capital district, sponsored by the Conference, will be discussed at the meeting. Highlights of the contest would be a fashion show in which models elected by each chapter would participate.

A social gathering will be held at 5:30, followed by dinner. The business meeting is scheduled for 7 P. M. Jeannette Lafayette, Commerce, is social chairman for the affair.

Welfare Workers Give \$7,600 to Charity

New York City Welfare Department workers contributed a total of \$7,600 to various social agencies. The checks were presented by Commissioner Henry L. McCarthy.

Of the contributions, made during the first half of 1956, \$456 went to the American Red Cross, \$159.60 to the Boy Scouts of America, \$539.60 to the Columbus Citizens Committee, \$630.80 to the Contingent Fund, \$3,214.80 to the Greater New York Fund, \$516.80 to the March of Dimes, \$562.40 to the New York Cancer Committee, \$417 to the New York Heart Fund, \$190 to the Police Athletic League, and \$608 to the Negro College Fund.