

Civil Service LEADER

America's Largest Weekly for Public Employees

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Nassau Chapter Sets Fire Prevention Workshop For School Custodial Workers; Chicago Fire Tragedy Cited

In hopes of forestalling a recurrence of the recent school fire in Chicago that claimed the lives of more than 90 children a workshop on fire prevention in schools is being sponsored by Nassau County chapter of the Civil Service Employees Association.

Irving Flaumenbaum, chapter president, announced that all custodial employees are invited to attend, including those in parochial schools. The invitation is statewide.

Mr. Flaumenbaum said, "We're taking this on ourselves because ours is the only organization to which most of the schools' custodial staff members belong."

The workshop, which will be held by the Non-Teaching Section of the chapter under the chairmanship of Edward Perrott, will be held Saturday, Feb. 7 at 1 P.M. in the Elks Club, Hempstead, L.I.

Principal speaker will be Peter

Chapel, Synagogue At St. Lawrence State Dedicated

OGDENSBURG, Dec. 22 — Two new buildings were dedicated at St. Lawrence State Hospital recently, one a Protestant Chapel, the other a Jewish Synagogue. They were built at the same time, financed by people of the same area, and dedicated as houses of worship on the same day. They are joined by a canopied, cloistered area.

The decision to erect the buildings was reached in 1956 by a committee headed by Professor Robert D. Larsson of Potsdam. Personnel of the Hospital pledged \$18,000 prior to the start of the canvass campaign by which the money for the buildings was raised. Patients and personnel who will benefit from the houses of worship are sincerely grateful to Dr. Herman B. Snow, director of the hospital, whose interest and energy went into the campaign along with a committee of dedicated people.

Last year St. Lawrence State Hospital celebrated the 50th anniversary of its Catholic chapel, dedicated to St. Vincent de Paul.

E. Lynch, fire marshal of the Nassau County Fire Commission. Assisting Mr. Lynch will be inspectors Joseph Dunn and George Van Schaick of the Commission.

All aspects of fire prevention and fire control will be presented by these qualified authorities and a thorough question and answer period will be followed. Appropriate demonstrations of fire prevention techniques also will be given.

Mr. Lynch said he would emphasize the "good housekeeping" methods that are effective in preventing fires. He will urge the janitors to turn in fire alarms immediately instead of attempting to fight fires themselves. He will also give a few hints on how to confine fires once the alarm is turned in and the children are safe.

"This workshop should be helping in preventing fires and in preventing their spread," Mr. Lynch said. "Janitors are in a good position to help prevent fires. Their work takes them into places of school buildings where fires might start, and they're thoroughly familiar with the buildings. Any alertness on their part would be a big help. The janitor of the Chicago parochial school testified in an inquiry that the fire was blazing for 17 to 22 minutes before the fire department received its first official alarm."

Administrators Invited

Several school administrators have also been invited and all personnel connected in any way with either public or parochial schools may attend.

Mr. Flaumenbaum and Mr. Perrott said the workshop was being called not only as a public service but as a warning to the public of the everlasting need for alertness in the prevention of tragedy.

"No one wants a repeat of the Chicago tragedy," said Mr. Perrott. "We hope we can do our part in making sure there is no repeat of that terrible fire."

All those interested in attending may make reservations at \$2.30 per person by writing to Mr. Perrott at 40 Balfour Dr., Bethpage, L.I. The price of the ticket includes luncheon.

Reservation should be made early as an enthusiastic response is already under way.

Assn., Comptroller's Staff Meet on Vested Rights and Other Retirement Matters

ALBANY, Dec. 22 — Retirement and pension resolutions in the 1959 legislative program of the Civil Service Employees Association were discussed at a meeting between representatives of the Association and members of Comptroller Arthur Levitt's staff.

Dominating the Association presentation was the matter of vested rights, John F. Powers, CSEA president, reported.

Also figuring largely in the discussions was an increase in the ordinary death benefit maximum to two years, he said.

Mr. Levitt was represented by Deputy Comptroller William M. Girden; Isaac Hungerford, Administrative Director of the State Retirement System, and Max Weinstein, chief actuary.

Accompanying Mr. Powers was John J. Kelly, Jr., Association counsel.

During the discussion Mr. Girden announced that the Comptroller would seek a re-opening of the 55-year retirement plan and also a measure to support an increase in supplemental pensions.

Powers' Comment

In commenting on the meeting Mr. Powers said:

"We are very happy to announce that following our first meeting on retirement legislation with the Comptroller's office we have received certain positive commitments from Mr. Levitt.

"Comptroller Levitt has prepared and will deliver a bill providing for vesting of retirement benefits to the bipartisan committee which had been appointed by Governor Harriman to study that subject. He will urge the committee to sponsor its introduction on a bipartisan basis. The Comptroller's bill would become

effective on July 1, 1959 and would provide for vesting of retiring benefits initially after 15 years of service and attainment of age 50. Over a 5-year period, eligibility for vesting will decrease to 10 years of service and attainment of age 40.

"The Comptroller will also sponsor introduction in the Legislature of a measure to increase supplemental pensions to cushion present pensioners against the drastic inflation and increases in the cost of living which have taken place during the last 20 years. We were informed that this measure is the end result of two years of study on this subject by the staff of the Retirement System," Mr. Powers reported.

The Association President said that, in addition, the Comptroller will offer legislation to increase the maximum ordinary death benefit to two years. The formula would be one month's salary for each year of service up to 12 years and one month's salary for two years of service after that, with a maximum death benefit of two years salary.

The Comptroller also indicated said Mr. Powers, that he will sponsor or support legislation to re-open section 71A of the Retirement Law which offers the 5-year plan to present members of the Retirement System.

Seek Bi-Partisan Action

Mr. Powers stated further: "The legislation proposed by the Comptroller in these areas is expected to be available for release and study in the very near future. While actual study of the proposals is essential to unqualified endorsement, the Association is very pleased that the Comptroller has made these concrete proposals. Each of the measures mentioned above are part of the Association's legislative program in the retirement field and are subjects on which definite resolutions were adopted by the delegates at the October CSEA meeting."

In conclusion Mr. Powers said (Continued on Page 16)

Harriman Bids State Aides Goodbye, Gives Praise

ALBANY, Dec. 22 — In a farewell statement to State employees Gov. Averell Harriman expressed deep appreciation for the fine work performed by the public worker during the past four years.

Mr. Harriman's statement said: "As I prepare to leave the office of Governor, I want to thank the fine men and women who have worked with me during the past four years to make the State government more responsive to the needs of the people and more effective in meeting them.

"I have said on a number of occasions — and it has not been challenged — that every department and agency of the State government is more efficiently administered to day and has a better program for the people it serves than it did four years ago.

"This is due not only to the new programs that have been inaugurated, but in large measure to the dedicated work of the men and women who head the departments and the support given them by the civil service employees who form the backbone of state service. It is a record in which we can all take pride.

Proud of Record

"It is a source of deep gratification to me that during my term of office we have made significant improvements in the status of state employees. These include extension of the 40-hour week throughout state service — reducing the work week for some 34,000 employees from 44 and 42 hours; establishment of new grievance procedures; the addition of Social Security to state pensions; adoption of the best health insurance plan in the country for public employees, and in many other ways.

"Leadership in the departments and agencies of the State government has been provided by what I believe is as competent, as dedicated a group of commissioners, deputies and assistants as has ever been brought together to serve the people of our State."

The Governor continued saying that in all measures he was proud of his staff, the career servants promoted under his administration and the body of public workers in general.

"I hope that at this season, the 80,000 men and women who make up the state government family take satisfaction as I do in the past four years, and in their specific accomplishments of which I have mentioned only the highlights. To all of them I say, 'Thank you, Merry Christmas and many happy New Years.'" The Governor concluded.

GREETINGS FROM THE WEST



GREETINGS FROM WESTERN NEW YORK CONFERENCE

The distance
between us
Isn't so much,
When greetings
like this one
Can keep us in touch...
MERRY CHRISTMAS!
HAPPY NEW YEAR!

A Joyous Season To All!

The Civil Service Employees Association and its more than 80,000 members extends to all people the warmest of Holiday Greetings and Good Wishes during this joyous season.

John F. Powers, President
Civil Service Employees Assn.

Two Field Representatives And Trainee Sought by CSEA

The Civil Service Employees Association seeks to fill three new positions on its staff. Two of the new appointments will be made as field representative, the third as a trainee.

The salary, duties and minimum qualifications for the two positions range from \$5,550 to \$6,780 a year in five annual increments, plus additional increment of \$246 at end of 10 years' service.

The two appointments will be made at an early date. During at least the first six months of employment, the two new field representatives will work out of CSEA Headquarters at Albany. They are subject to assignment to service any CSEA chapter in the State, and may be required to remain at the chapter location for up to two weeks without return home or to Albany headquarters. They will be under direct supervision of Albany headquarters. At a later date they may be assigned to a specific field area anywhere in the State and will be expected at that time to take up residence within the area assigned to.

The Association is a non-profit membership corporation composed of 68,000 employees of the State of New York and 12,000 employees of political subdivisions of the State, organized to improve the public

service and the working conditions of its members. Membership is organized in 200 chapters throughout the State.

Description of Duties

The duties of a field representative are to administer the Association program and objectives in servicing the chapters and Association members, and to do related duties as required. Examples (illustrative only) are: visiting chapters and the Regional Conferences as required; conferring with, advising and aiding chapter and Conference officers and committees regarding Association policies, programs and services, and planning and developing the chapter and Conference organizations, programs and services; aiding members with employment problems; representing members in salary and employment problems before executive officers in State Government; surveying needs and possibilities for new chapters; and initiate, promote and organize new chapters where desirable; developing membership promotion activities of organized chapters; assisting chapters in establishing efficient publicity and public relation contacts and programs and in taking prominent part in community affairs to promote Association programs and proper evaluation and respect for public service; examining records and activities of chapters and aiding in improvement thereof; reporting to headquarters all data as required to enable record of field services given and attention to member problems; assisting in arrangement and preparation for, and attend and address chapter and Conference meetings; acting at all times to promote confidence in public employees and their

Association and understanding of their problems and proper citizen evaluation of vital services rendered by public employees.

Minimum Qualifications

Applicants for the field representative jobs must have:

(1) High school or equivalency diploma and

(2) Three years of satisfactory responsible business or investigative experience which must have involved extensive public contact as an adjuster, salesman, customer representative, investigator, inspector, complaint supervisor, or labor relations work.

(3) (a) Two or more years of satisfactory, general experience as indicated in (2) above; or

(b) Graduation from a recognized college or university from a four-year course for which a bachelor's degree is granted; or from a recognized school of labor relations; or

(c) A satisfactory equivalent combination of the foregoing and experience.

Candidates must possess New York State driver's license prior to appointments.

Preference will be given to candidates under age 46, but applications will be acceptable from those over 46. Detailed job announcements and applications can be obtained from the Civil Service Leader at 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, or from CSEA Headquarters at 8 Elk Street, Albany, N. Y., or 61 Duane Street, New York City. Completed applications must be filed at CSEA Central Headquarters, 8 Elk Street, Albany, N. Y., by January 15.

Trainee Job

The third new position is an
(Continued on Page 15)

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Thomas Farley	Field Supervisor	110 Trinity Place Syracuse, New York
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Livingston County Chapter Takes Pay Issue to Public

Failure of Livingston County Board of Supervisors to grant a salary increase to public employees there was attacked in an open letter by Loren D. Brink, chairman of the Salary Committee of the Livingston County chapter of the Civil Service Employees Association.

Mr. Brink wrote saying:

We note that the Livingston County Board of Supervisors denied our request for a pay increase effective January 1st, 1959.

Sometime ago another member of the Civil Service Employees Association and myself appeared before the Finance Committee and gave logical reasons why we felt we were entitled to a pay increase. We cited the fact that the State Civil Service Employees had been granted an increase of 10 percent and that they are requesting 12½ percent increase effective January 1, 1959. We mentioned that the cost of living had steadily increased during the past twelve months. We stated that industry had been given pay increases.

Pay Own Expenses

The cost of transportation has

Public Service Aides Honored

Thirty employees of the Public Service Commission's New York office at 199 Church Street recently were presented service awards, consisting of a lapel pin and certificate, by Commissioner Aaron L. Jacoby.

The awards are based on completed service of 25 years or more. Of the thirty, fifteen have been with the Commission for more than twenty-five years and six have completed their fortieth year.

Commissioner Jacoby, acting for Chairman Feinberg, who is ill, praised the recipients for their loyal, devoted, efficient and continuous service and voiced a collective prayer for the swift recovery of Chairman Feinberg. Commissioner Jacoby was introduced by William Allen, Executive Secretary. Also attending the affair was William Byron, Associate Personnel Administrator. Refreshments were served by a committee of ladies who had recently joined the Commission staff. Mildred Egler headed this committee which consisted of Kathleen Farley, Mary Mattera, Rita Murphy, Jessie Volpe and Mae Weisgerber.

Employees presented with service awards included: Edward D. Cahill, Aaron H. Cohn, Robert A. Dunning, Laurence Farnham, Frederic W. Frost, Douglas Gifford, Ross E. MacGregor, Edmund Margolies, John D. McKechnie, Murray Morganson, Thomas Rutherford, John J. Shea, Jr., Charles E. Unbekant, Harold N. Weber, William R. Wolff (25-year group); Ida Blumenfeld, William A. Dunphy, Frances A. Lefkof, George F. Sharkey (30-year group); Margaret V. Gleason, Edward A. Lanigan, James J. McInerney, John J. Welsh (35-year group); Lester A. Abbey, Grant Bateman, Henry Bollbach, Abraham Drabkin, Laurence Troeller and Frances Turner (40-year group).

Pass your copy of The Leader On to a Non-Member

SOCIAL SECURITY news, comments, questions, answers appear regularly in The Leader.

Flaumenbaum Pleads Raise For Nassau County Aides

The case for a salary raise for Nassau County employees was presented by Irving Flaumenbaum, president of Nassau County chapter, Civil Service Employees Association, at the budget hearing of the County Board of Supervisors. Chief among Mr. Flaumenbaum's arguments was the fact that no general raise had been given public employees in the past six years despite a steady increase in the cost of living.

Flaumenbaum's Statement

Here is what Mr. Flaumenbaum told the Board:

In presenting this statement to this honorable Board, I find that this is the sixth year that Nassau Chapter has appeared at the budget hearing to ask for salary increases for Nassau County employees. Though there has been much discussion on the subject, and Nassau County has paid for a study of salaries and job classification, the obvious fact remains that 1959 will be the sixth year without overall salary increases for your civil servants.

Through a study of the statistics of the United States Bureau of Labor Statistics, the New York State Department of Labor (Bureau of Labor Statistics) the Federal Reserve Bank of New York and many other creditable sources, we have found that the cost of living has risen 10.9 percent during the period 1952-1958. This represents an increase of 2.9 percent during 1958 alone.

Also during the 1952-1958 period factory workers received wage increases of 26.9 percent and clerical and professional workers received wage increases of 26.2 percent. In spite of these startling facts your employees have not received an across the board raise in the new 1959 budget.

No Lack of Funds

This situation cannot be blamed on lack of funds as the budget in each of the past six years has shown a large surplus (1958 surplus alone was \$6,257,200) which could be used for salary increases. Our neighboring County, West-

chester gave its approximately 3100 employees total increases of \$1,690,000 for 1957 and 1958. This was done so that its wage scale would be in line with industry and private pay scales in the community.

Although in the 1957 and 1958 Nassau County budget references were made by the County Executive to possible salary increases as a result of hearings before the Reclassification Appeals Board, we find that the total amount so expended (page 2, para. 1-1959 budget) is only \$487,000,—which represents retroactive back pay adjustments. These appeals for reclassification affected only a minor percentage of Nassau County Employees, still leaving the remaining thousands of employees without increases.

Nassau Chapter has always been in accord with the reclassification survey, in fact, we asked for it for many years, but it certainly was not intended to replace an overall increase for employees, which is now imperative with the continued rise in the cost of living.

It should be kept in mind that the wage scale material used by Management Services Associates was obtained in September of 1956. From that period to the present (1957 and 1958) the cost of living has risen 6.3 percent. Also many of the sources used for comparison in the making of the new salary grade plan have had increases in their pay scales in 1957 and 1958. This combined with the increase in the cost of living since the inception of the new salary plan, could well be said to make the entire reclassification survey obsolete.

Non-Budget Items

In spite of the fact that we have continuously requested consideration for 26 pay days per year, unemployment insurance coverage, payroll deduction of dues, and most important, official grievance machinery, our requests have received insufficient attention. These four items are non-budgetary and we request this honor-

able Board to give them your most serious consideration so that your employees may be able to enjoy these benefits during the coming year. Incidentally, the employees of the State of New York have enjoyed such benefits for a number of years.

We must give credit where credit is due in order for a critical statement such as this to be considered a fair statement. Thus, I want to extend to this honorable Board the thanks and appreciation of the County employees for making available to them in the coming year the new Health Insurance and Hospital Plan.

In conclusion, I must mention that Nassau Chapter, which now numbers almost 3000 members, has never made unreasonable requests of the Board of Supervisors. In fact, our submissions as to factual correctness have never been disputed.

Your employees have every hope that this Board will recognize the conditions cited and grant our request for an overall salary increase to all Nassau County employees in the 1959 budget.

Many thanks to all the members of this honorable Board for permitting me to state the case of the Nassau County employees.

B. F. Feinberg Leaves Public Service Post

ALBANY, Dec. 22 — Benjamin F. Feinberg has retired after 49 years of public service. A number of those years were in several of the state's top posts.

A former majority leader of the State Senate, Mr. Feinberg's most recent post was chairman of the State Public Service Commission.

Taken ill in November while attending a convention of the National Association of Railroad and Utilities Commissioners, he now is confined to a hospital in Montreal.

He had reached 70 last November, but Governor Harriman had requested he continue in office. His decision to retire was announced by his son, Assemblyman Robert J. Feinberg.

Landis Named Pro Tem

In accepting the resignation with "deep regret," Mr. Harriman announced that he would appoint James M. Landis, former dean of Harvard Law School, to fill out the unexpired term. The Feinberg term expires Feb. 1.

Spencer B. Eddy, deputy chairman of the PSC, will continue as acting chairman.

Dean Landis is a former chairman of the Federal Securities and Exchange Commission and a former member of the Federal Trade Commission.

Mr. Feinberg served in the Senate for 18 years. His appointment to the PSC in 1949 produced an unusual and dramatic incident. As the Legislature was about to adjourn, former Governor Dewey entered the Senate chamber and walked briskly to the podium. Introduced by the then Lt. Gov. Joe R. Hanley, Mr. Dewey said:

"I could scarcely bring myself to send this nomination in writing . . . The man whose name I am presenting to you (is) one of the greatest leaders of government in the history of the greatest state of the union . . . a man of perfect integrity, with the highest devotion to the welfare of all the people and a gallant fighter for every cause in which he believes." The nomination was immediately confirmed by a unanimous vote.

GOWANDA CHAPTER'S 14TH ANNUAL MEETING



Taking part in the 14th annual meeting of the Gowanda State Hospital chapter of the Civil Service Employees Association were, first row from left: Robert E. Colburn, business officer of the hospital; Florence Wolcz, treasurer; Victor Neu, president; Beverly Steinmetz, secretary; and Dr. I. Murray Rossman, director of the hospital. Standing from left are Vernon Tapper, third vice president of the CSEA; Albert Killian, fifth vice president of the CSEA; John F. Powers, president of the CSEA; William Rossiter, president of the Mental Hygiene Employees Association; Vito Ferro, president of the Western New York Conference; State Assemblyman William Sadler, main speaker at the dinner; and Hal Kumpf, recreational director of the hospital and toastmaster at the dinner.

Coast Guard Academy Exam Closes on Jan. 15

Applications to take the next annual competitive examination for appointment to the U.S. Coast Guard Academy must be submitted by Thursday, January 15.

Rear Admiral Henry C. Perkins, Commander of the Third Coast Guard District, encourages all eligible young men to apply.

The examination will be conducted February 24 and 25 in 110 cities in the U.S. and abroad. Successful candidates will be appointed cadets in the United States Coast Guard and will attend the United States Coast Guard Academy at New London, Conn.

An applicant must be a high school senior or graduate, who will have reached his 17th but not his 22nd birthday by July 1, 1959. Applicants still in high school must be graduated and earn 15 units by June 30, 1959. The units must include three in English, two in Algebra, and one in Plane Geometry. Applicants must be in excellent physical condition, between 64 and 78 inches in height, with proportionate weight, and have uncorrected 20/20 vision in each eye.

What the Courses Are

There are no Congressional appointments or geographical quotas. Appointments are made on

the basis of competitive examination and evaluated general adaptability.

The Academy curriculum includes academic subjects and military training. Courses are conducted in navigation, engineering, communications, seamanship, ordnance, government, English, and advanced mathematics. Extra-curricular activities include a variety of clubs and an active athletic program. Coast Guard cadets spend a portion of each summer at sea, training aboard the sailing vessel Eagle and modern power-driven cutters. During these cruises cadets visit numerous foreign ports.

On completion of training at the Coast Guard Academy, cadets are commissioned as ensigns in the Coast Guard and awarded bachelor of science degrees. After

graduation young officers may apply for flight training qualifying them for aviation duties in the Coast Guard. Post-graduate training is also available in the fields of electronics, oceanography, law, marine engineering and related subjects. Post-graduate courses are conducted at advanced military schools and leading universities and colleges throughout the country.

Apply to the Commandant (PTP-2), U.S. Coast Guard, Washington 25, D.C.

BOWEN AND DENSMORE APPOINTED

ALBANY, Dec. 22 — Governor Harriman has reappointed Howard E. Bowen and A. Willard Densmore to the Northwestern New York Water Authority. The appointments are subject to Senate confirmation.

SYRACUSE U. HONORED

The U. S. Civil Service Commission Diamond Anniversary Award for Distinguished Contribution to the Federal Career Service was presented at the university by James P. Googe, director of the Second Civil Service Region, to Syracuse University's Maxwell Graduate School of Citizenship and Public Affairs. The award is for advanced public administration education for management in public service.

Still Time to Seek U.S. Inspector Jobs

The Board of Civil Service Examiners closed the test for inspector, GS-7 to 9, \$4,980 to \$5,985. Still open, however, is the one for electrical and electronic inspector jobs, GS-7, 8 and 9, \$4,980, \$5,480 and \$5,985, and applications for those jobs may be filled with the Board at 207 West 24th St., New York.

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An Actual H.I.P. Case History

From June 1957 to May 1958, J. B. and his family were plagued by a series of illnesses which ranged from arthritis to ulcers. They required treatment from their regular H.I.P. family doctor and from specialists in internal medicine, surgery, urology and radiology. All these physicians—members of one of the thirty-two medical groups affiliated with H.I.P.—worked together as a team.

Twenty-four services in all were given to this 48-year-old civil service employee, his wife and son during this one-year period. This care was theirs without any cost beyond the premium—and without red tape, claim forms, receipted bills, delayed reimbursements or limited fee schedules.

J. B.'s case serves to demonstrate why H.I.P. members use their medical groups so freely (75 per cent of H.I.P. enrollees see a doctor in a year as compared with 57 per cent in the general city population). They have the security of knowing they are "paid-up" private patients. They have the constant assurance that comes from knowing they have comprehensive medical protection for the entire family. They know that H.I.P. is standing by—no matter how serious or prolonged the illness.

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Rules for Fireman Physical Test

The rules for the fireman physical test have been issued by the New York City Civil Service Commission. No date for the physicals has been set, but they will be held as soon as practical. The written test was held Saturday November 29. The physical rules:

PHYSICAL EXAMINATION 70% GENERAL AVERAGE REQUIRED

1. There shall be no prescribed order of taking the various tests. The Agility Test, however, shall be the first test for every candidate and the Power Test last.
2. No resting is allowed between tests nor between trials in a test except that between a first and second trial in the Agility Test a rest of 5 minutes shall be allowed. Any candidate who enters the second trial of the Agility Test without a 5-minute rest shall be considered to have waived the rest period.
3. Candidates having started the physical examination must

continue to conclusion on the same day. Any candidate who fails to do so, regardless of accident, injury, sickness, or any misfortune shall be considered eliminated and be recorded as failed. There shall be no re-examination in any test of the physical examination.

4. Candidates who receive a score of zero in any of the tests shall be eliminated from further competition and be recorded as failed.

5. Candidates are charged with the responsibility of carrying their own cards. Any candidate found with the card of another or who gives his card to any unauthorized person is subject to disqualification.

6. Candidates definitely have the right of asking any question, registering any complaint or expressing any appropriate comment. Inquiries, complaints or doubts concerning any ruling must be made immediately to the recording examiner of the examiner-in-charge at the time of the performance or the ruling. The decision of the examiner-in-charge shall be final.

7. The examiner-in-charge is authorized to make any reasonable decision, consistent with these regulations, to insure fair competition.

TEST I

Agility: Weight 3

Candidate shall start from supine position, feet together, hands by sides. On signal "Go," he shall rise and run 5 yards to a 6-foot wall and scale it; run 5 yards to a maze of obstacles and dodge through; run to a tunnel and proceed through; run 5 yards to 8 feet wall and scale it; run 5 yards to a 49" vault box and scale it; sprint 40 yards back to finish line.

Any candidate who uses the iron supporting rods of the wall to aid his climb or who runs out of the course without retracking and continuing properly within the time limit shall receive credit only for the completion of the obstacles previously and properly completed. The best of two trials will be rated.

Seconds	Weighted Per Cent
28	300
29	288
30	276
31	267
32	258
33	249
34	240
35	234
36	228
37	219
38	210
39	201
40	192
41	180
42	168
43	156
44	138
45	120
Still unfinished after allowed time:	
Sprint	105
49" Vault Box	90
6 foot wall	45
Tunnel	30
Maze	15
6 foot Wall	0

TEST II

Strength (Dumbbells) Weight 2

Candidates by sheer muscular effort, one arm at a time, must raise dumbbells from a stop position at shoulder to full arm vertical extension. The best of three trials will be rated. If no weight has been lifted, a fourth trial shall be allowed with the 40 pound dumbbell only. A rating of zero shall be given for a trial to a candidate who: (1) employs a throw-up or snap-up lift; or (2) fails to stop at shoulder in lift; or (3) employs the quick drop-away lift.

The dumbbells assigned for use in this test weight 40, 50, 60, 70, and 80 pounds.

Combined Pounds	Weighted Percent
100	200
150	190
140	180
130	170
120	160
110	150
100	140
90	120
80	100
No weight lifted by either hand	0

TEST III

Strength (Abdominal): Weight 2

With his feet held down, while in a supine position, candidate must assume a sitting position, carrying up a barbell behind his neck and then bring it back, under control, to supine position. The best of three trials will be rated. If no weight has been lifted, a fourth trial shall be allowed with the 20-pound barbell only.

Pounds	Weighted Percent
70	200
60	180
65	190
55	170
50	160
45	150
40	140
35	130
30	120
25	100
20	80
No weight	0

TEST IV

Strength (Pectorals): Weight 1

In a supine position, feet together, both arms at full extension, at right angles to body, and with one hand anchored to

handle, candidate, with the other hand, must lift a dumbbell to a vertical position and then bring it back to ground, under control, with same hand. Operation is then repeated with hands reversed. The best of three trials is rated. If no weight has been lifted, a fourth trial shall be allowed with the 25-pound weight only. A rating of zero shall be given for a trial to any candidate who: (1) flexes the lifting arm, or (2) raises the shoulder, rolls the body, or fails to keep feet together during lift. The dumbbells assigned for use in this test weigh 15, 20, 25, 30, 35, and 40 pounds.

Combined Pounds	Weighted Percent
85	100
80	95
75	90
70	85
65	80
60	75
55	70
50	65
45	60
40	55
35	50
30	45
No weight lifted by either hand	0

TEST V

Power (Broad Jump): Weight 2

Candidate must place both feet behind line. He may swing arms freely. The rating is determined by the touch of any part of the body closest to the starting line. The best of three trials will be rated. If no rating has been achieved in three trials, a fourth shall be allowed with no rating to be credited higher than the minimum of 72.

Distance	Weighted Percent
8 feet 6 inches or better	200
8 feet 4 inches or better	194
8 feet 2 inches or better	188
8 feet 0 inches or better	182
7 feet 10 inches or better	176
7 feet 8 inches or better	170
7 feet 6 inches or better	164
7 feet 4 inches or better	158
7 feet 2 inches or better	154
7 feet 0 inches or better	148
6 feet 10 inches or better	142
6 feet 8 inches or better	136
6 feet 6 inches or better	128
6 feet 4 inches or better	120
6 feet 2 inches or better	112
6 feet 0 inches or better	102
5 feet 10 inches or better	92
5 feet 8 inches or better	82
5 feet 6 inches or better	72
Less	0

LEGAL NOTICE

LEAHY, LAMAR RICHARD.—CITATION.—P. 3591-1958.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To: John Leahy, Elizabeth Norris, Jane Leahy, Mary Leahy or if any of them have died since the accident or become incompetent, their executors, administrators, legatees, devisees, assignees, committees and successors in interest or any persons having any claim or interest through them by purchase, inheritance or otherwise; all other distributees, next of kin, heirs at law of Lamar Richard Leahy, deceased, and if any of them have died since the accident, or become incompetent, their executors, administrators, legatees, devisees, assignees, committees and successors in interest or any persons having any claim or interest through them by purchase, inheritance or otherwise, being next of kin, heirs at law of Lamar Richard Leahy, deceased, and other interested parties, send greeting:

Whereas, Marcey Clinton Leahy who resides at 910 Park Avenue, New York, New York and Archibald A. Gulick who resides at 38 Mercer Street, Princeton, New Jersey and Bankers Trust Company, a New York corporation with an office at 16 Wall Street, New York, New York have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 13th day of June, 1952 relating to both real and personal property, duly proved as the Last Will and Testament of Lamar Richard Leahy, deceased, who was at the time of his death, a resident of 910 Park Avenue in the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at Room 504 in the Hall of Records in the County of New York on the 30th day of December, one thousand nine hundred and fifty-eight, 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 S. Samuel D. Eslen, Surrogate of the said County of New York, at said county, the 24th day of November in the year of our Lord one thousand nine hundred and fifty-eight.
(New York Surrogate's Seal)
PHILIP A. DONAHUE,
Clerk of the Surrogate's Court.
ALEXANDER & GREEN,
Attorneys for Petitioners,
126 Broadway, New York, N. Y.

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TUESDAY, DECEMBER 23, 1958

A Revolt for Progress

PLANS for recruitment of beginners in Federal technical, scientific and related fields, including a large range of sub-professional jobs, stress as the primary desire the hiring of recent college graduates. While not all the examinations require a college degree, nothing more than a college degree is necessary in many of them, while in others a substantial equivalent in training with some minimum amount of experience then an absolute necessity, is an alternative requirement.

In the Federal service entrance examination, the largest one the U.S. holds, and which is known colloquially as "the big one," the accent is also on recent college graduates. Starting pay in a higher grade is to be offered soon, with the obvious intention of attracting such candidates, and appointing the cream of the crop. This action is taken with a view to the future, since the appointees of today will be the administrators and executives of tomorrow. Moreover, the U.S. is overhauling its promotion system, which has never been a model, though serviceable; more of the competitive element, it is hoped, will govern promotions. One day the whole Federal promotion system, for the run of jobs, will be competitive.

No Money For Flirting

Federal officials are meeting in Washington, D.C., to discuss improvement of college campus recruitment. The College Federal Agency has been facing this problem for years, with relatively good results, considering the limitations. Private industry, the chief contender, has infinite degrees of freedom of operation in this field, as in others. The Federal government can't very well give cocktail parties for groups of likely prospects, as industry does, nor play host in a tour of the night spots, nor hold theatre parties, nor offer in any of the many other inducements in which industry revels. Nor does the U.S. Civil Service Commission have the latitude on pay, nor freedom to meet higher demands on the spot, that industry enjoys. But the U.S. can and does now pay travel expenses not only to the job in which one is supposed to start, but of the possible job, so that the prospect can meet those who would be his or her fellow-employees, and see what are the housing facilities, social life of the community, and the cultural and amusement offerings.

Trend Toward Quality

The whole trend in the Federal government is toward hiring better qualified employees. That is no reflection on the employees hired in the past or who will be hired in the next days or weeks or in months, before the cream-of-the-crop plan is in full operation. Actually, it is about to go into operation in weeks, when eligibles on the new Federal service entrance examination list begin to be hired at \$4,980, instead of the \$4,040 more prevalent previously. The list is expected to be established next month.

The step the Federal government is taking may engender a train of resistance. Some present employees might feel that the induction of an elite corps of beginners may injure their own promotion opportunities. Also, the Commission may be tempted to pay more regard to non-competitive — not promotion — hiring methods in seeking to tap the "dean's list" as private industry does. On-the-spot hiring, an insurmountable difficulty for the Federal government now because of the necessity of passing an examination, and the unavoidable time gap between interview and official eligibility, may turn out to be a Federal aim, too. Laws can be amended, whether they should or should not be, while rules are easy to change.

The new step is bold and challenging. It may be the forerunner of a revolution in recruiting beginners for hard-to-fill jobs in the intellectual category.

LETTERS TO THE EDITOR

WHERE ROOM FOR IMPROVEMENT EXISTS

Editor, The Leader:

In reference to the 75th Anniversary of the merit system in New York City, let us take stock of what has been accomplished.

Speedier examination and promotion results, standardized leave provision, a Career and Salary Plan, an Interdepartmental Personnel Council, and improved grievance appeals machinery, are examples. Much of the credit goes properly to Mayor Robert F. Wagner and Personnel Director, Joseph Schechter, Chairman of the City Civil Service Commission.

Nonetheless, the City is still notoriously deficient in many areas of personnel management. There is still no sensible way by which college graduates may be recruited into the administrative services. Personnel officers and technicians are entitled to occupational group status. The Lyons Residence Law constantly blocks the recruitment or retention of able City employees or forces department heads to look the other way and ignore the thousands of violations. The lack of a real validation study of competitive examinations raises many doubts as to the validity of all — particularly the most popular — examinations. The accrual system of not filling needed positions, to save money, is often a cruel and false economy.

It is time the City gave municipal personnel administration the attention it properly deserves. While it is obvious that New Yorkers can be best served by resourceful, imaginative, competent, ethical, economically-minded and public spirited civil servants, it is equally obvious that these municipal employees must be given leadership that possesses basic municipal pride and some socio-political craftsmanship. New York City is fortunate in having the best talent in the world available to its industries, commerce, education and arts, and unfortunate in not being able to use more of this native talent to serve in its municipal agencies.

MARTIN B. DWORKIS
Professor of Public Administration
New York University

Headman Tells What U.S. Pensions Provide

By ANDREW E. RUDDOCK
Chief, Retirement Division
U.S. Civil Service Commission

THROUGH the Civil Service Retirement System, the Federal Government makes four very important promises to its employees. In addition, through tradition, the Government has implied a fifth promise — that you will not be forgotten after retirement.

The first promise is given the young man or woman just out of high school or college, that after at least five years of Federal civilian employment his payroll deductions and Government contributions will provide a part of retirement income in later life. Of course, this retirement award for five years' service is not intended to provide a living in itself. However, most other systems make no award at all for such a short period of service.

If the young employee decides that his is to be a full and rewarding Government career, his retirement income will be complete and adequate. This is the second promise the Government makes to its worker — that after a full career he can retire in comfort and dignity at a standard of living to compare favorably with that he enjoyed as a Government employee.

For example, after he completes 27 years of service, his basic retirement annuity will be at least half of his annual pay, based on the average of his high-five-year average pay. After 35 years' service, his annuity will be at least 66 percent of his five-year average. And should he continue to work for 41 years and 11 months or longer, his Government will pay him 80 percent of his five-year salary average.

Disability Benefits

If disability interrupts the Federal employee's career, the third promise from his Government is that he will receive a guaranteed income until after he recovers or regains his earning capacity, provided he has been employed at least five years. This annuity will be the lesser of (1) 40 percent of his high five-year average salary,

or (2) an annuity computed as though he had worked until age 60. Of course, if the employee has earned a larger annuity that the guaranteed minimum, he would receive his earned annuity. Too, if the employee who becomes disabled is already age 60, the normal retirement age, his disability annuity would be the amount he would have received had he retired without disability. No disability annuity is terminated if an employee recovers or regains his earning capacity after reaching age 60.

The fourth promise is made as much to dependents as to the employee. It provides for an annuity to survivors after the death of an employee or retiree. Should an employee die after five years of service, the retirement system will provide an income for his family. The widow of an employee receives 50 percent of the annuity to which her husband would have been entitled, and this is paid immediately upon his death, with no age requirement to be met by the widow. Upon retirement, an employee may elect to provide an annuity for his surviving spouse. This will reduce his retirement check slightly, but the potential benefits to the survivor greatly outweigh this very slight cost. Additional benefits are automatically provided by law for dependent children of deceased employees and retirees.

Although the above four promises are contained in present laws, there is a fifth promise, an implied one, for over the years the Government, by making nine adjustments since 1920 to bring annuities paid closer in line with advances in the cost of living, has shown the employee that he is not forgotten after he retires.

DR. EDWARDS APPOINTED

ALBANY, Dec. 22 — Governor Harriman has reappointed Dr. John L. Edwards of Hudson to the State Bridge Authority. The appointment is subject to Senate confirmation.

Social Security Questions

MY WIFE will be age 62 in January. I am already drawing Social Security benefits. She will apply for benefits on my account. What should she bring with her when she comes in to file? C.V.J.

Your wife should take with her some proof of her age. She can contact her social security office in order to ascertain acceptable types of evidence. Also, if she ever had a Social Security card of her own, she should bring it.

I NOW receive disability benefits. Are my wife, and two children under age 18, eligible to receive benefits under the 1958 amendments to the Social Security Act? C.J.B.

Yes. Effective with September, 1958, wives and children of disability beneficiaries may be eligible for benefits. Applications for these benefits should be filed at your social security office as soon as possible.

I HAVEN'T a birth certificate. When I apply for social security benefits will either my marriage record or my naturalization papers be acceptable proof of my age? W.W.P.

Yes, either may be acceptable. It's advisable that you present both documents when you file for benefits.

WHY CAN'T I receive disability benefits from Social Security? I am totally disabled, age 51, a

former employee of New York City. My only employment which was covered by Social Security was in 1956 and 1957. J.B.K.

A disabled person who is at least age 50 may be eligible for disability benefits if he has 20 quarters of coverage (about five years of work covered by Social Security) in the ten years immediately preceding the date of onset of his disability. If your only employment covered by Social Security was in 1956 and 1957, you could not have more than eight quarters of coverage.

IF I RETIRE at age 55, how much less will my Social Security benefits be when I receive them at age 65? P.E.

A specific answer cannot be given as the difference would depend on the inquirer's age and the amount he earned in employment covered by Social Security.

I AM RETIRING at the end of this month. Do I have to wait until my employer sends me the W-2 form showing my 1958 earnings before I go to the Social Security office to apply for benefits? C.E.

No. If you are within at least three months of age 65 (age 62 for women), you may apply for your Social Security benefits whenever you wish. The Social Security office may wish to see your 1958 Form W-2, but it may be furnished after your application has been filed.

I AM RECEIVING Social Security benefits and expect to change my mailing address soon. If I report the change of address to the post office, is that all I need to do to get my checks at the new address? W.W.A.

No. You should also file a change of address with the Social Security Administration. This may be done by either calling at a Social Security office or by mailing a notice to the Social Security payment center from which your checks are handled.

Retirement Questions?

Retirement is everyone's business and everyone has retirement problems. The Leader wishes to assist its readers in this important and difficult field and will attempt to answer any questions on the subject through a column in this newspaper. Send your questions to "Retirement Editor, The Civil Service Leader, 97 Duane St., New York, 7, N. Y." Answers will appear in the column.

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LEGAL NOTICE

TURATO, FRANK JOHN -- File No. P 2198, 1958. -- SUPPLEMENTAL CITATION. -- The People of the State of New York By the Grace of God Free and Independent, To Kate Turato.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 22nd, 1959, at 10:30 A.M., why a certain writing dated June 21st 1958 which has been offered for probate by Kate Kumbatovich, residing at 101 Pearson Avenue, Lynbrook, New York, and Ernest Sandow, residing at 187 Parkway Court, Mineola, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Frank John Turato Deceased, who was at the time of his death a resident of 148 Tenth Avenue, New York City, in the County of New York, New York.

Dated, Attested and Sealed, December 8, 1958.
HON. JOSEPH A. COX
Surrogate, New York County.
PHILIP A. DONAHUE,
Clerk.

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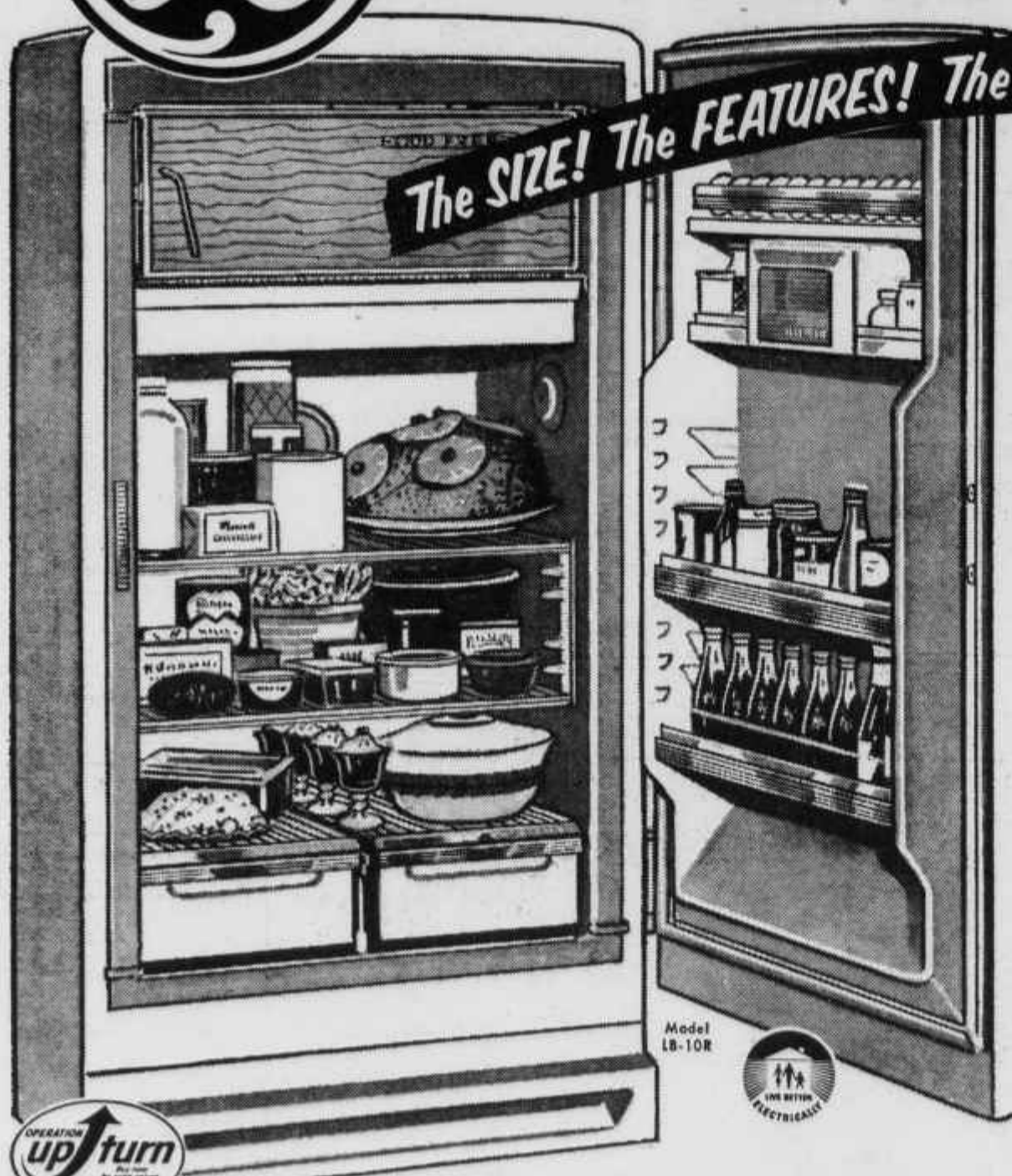
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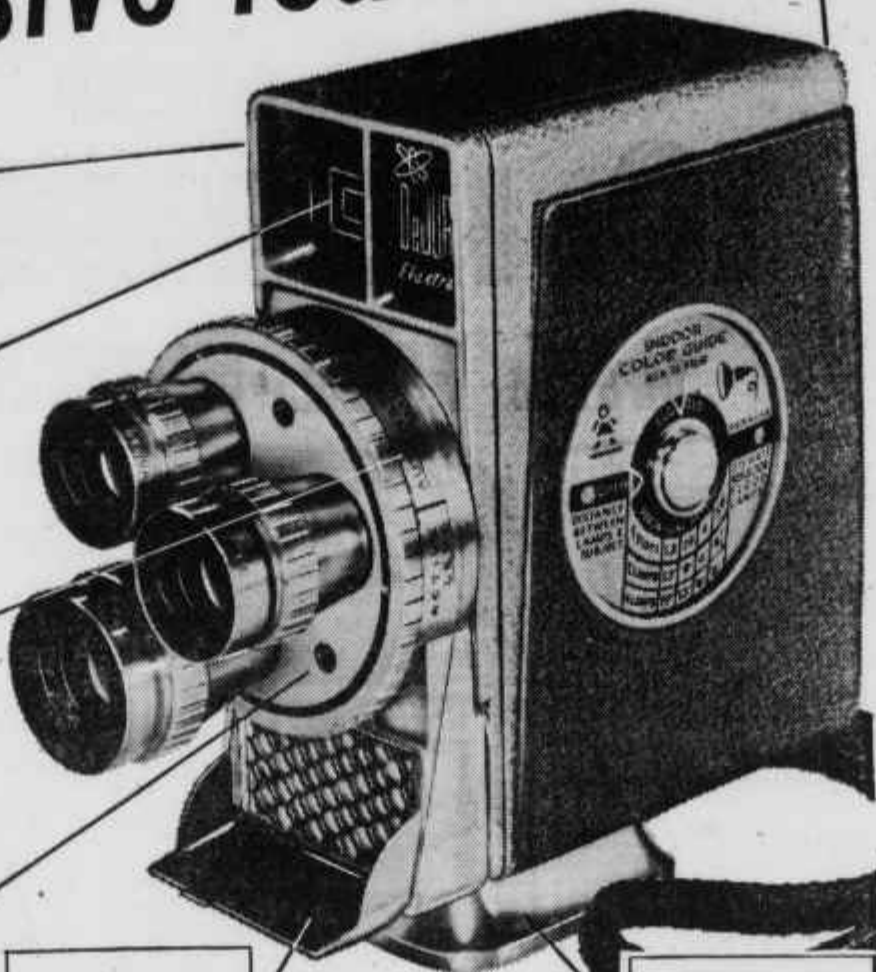
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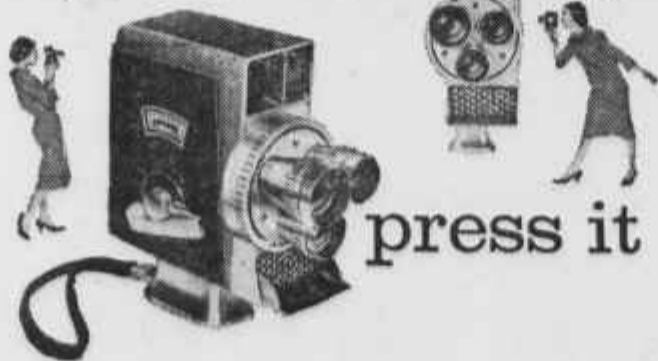
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LEGAL NOTICE

IRELAND CAMILLA G.—File No. P 3780, 1958.—CITATION—The People of the State of New York, By the Grace of God Free and Independent, To ATTORNEY GENERAL OF THE STATE OF NEW YORK, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, To the heirs at law, next of kin and distributees of CAMILLA G. IRELAND, deceased herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court New York County, at Room 604 in the Hall of Records in the County of New York, New York, on January 23, 1959, at 10:30 A.M., why a certain writing dated June 10th 1954 which has been offered for probate by CLARENCE A. FAUSSETT JR., residing at No. 147-12 111th Avenue, Jamaica, New York, should not be probated as the last Will and Testament, relating to real and personal property of CAMILLA G. IRELAND, deceased, who was at the time of her death a resident of 290 West 137th Street, in the County of New York, New York.

Dated, Attested and Sealed, December 11, 1958.

HON. JOSEPH A. COX,
 (L.S.) Surrogate, New York County.
 PHILIP A. DONAHUE,
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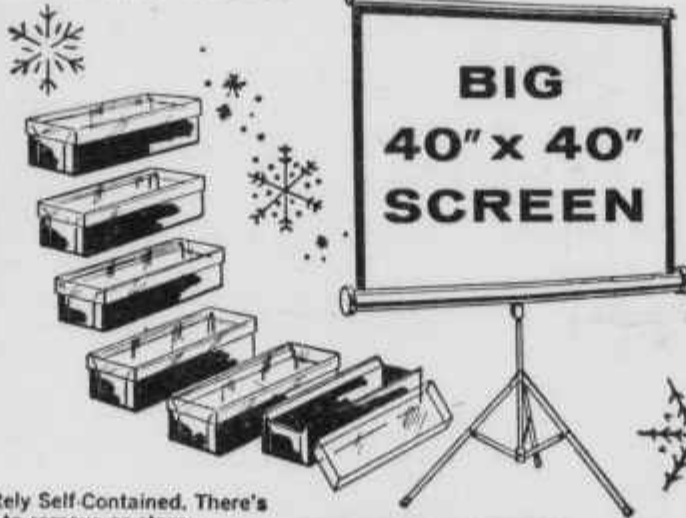
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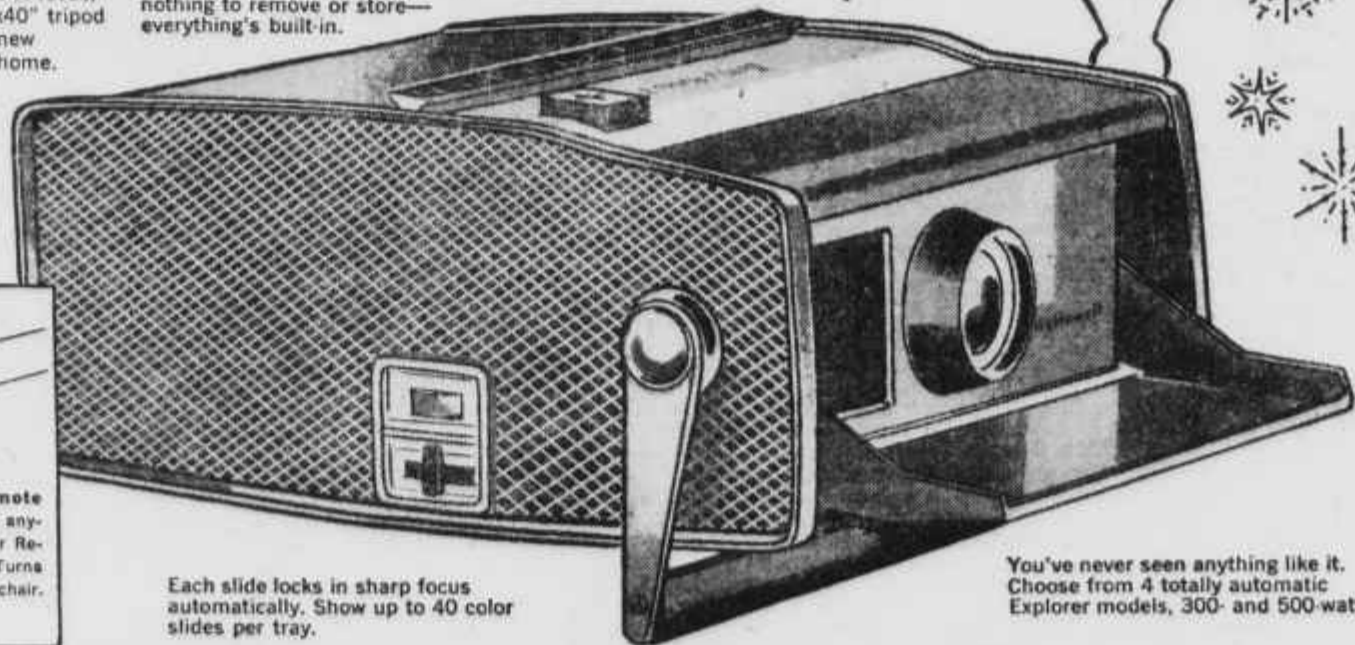
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ACTIVITIES OF EMPLOYEES IN STATE

Creedmoor

Your grievance committee, Creedmoor chapter, CSEA, met and discussed various matters to be brought up with the director at a near future meeting. The grievance committee is composed of the following employees: John Mackenzie, chairman; Edward Sottong; Ann Ozemba; and Elsie McKiernan. Members who have a legitimate grievance should contact any of the committee.

In the last column we submitted we neglected to include a few of our staunch building representatives. We caught heck from all and sundry and so it seems fit and proper to republish the complete list. If you have any questions relative to your chapter please contact your building representative. The list is as follows:

Kitchens and dining rooms: Mike Pyros and Jack Simpson; nurses and reception building male: Ray Sansone; police department: John Murphy; building N male: Bert Dennison; building N female: Kate Friedenberg; reception building, female: Rose Barry; building S: Peter Sweeney and Carl PiPaola; building R: Elizabeth Burbury; Building L: Sadie Sweeney; Building P: Edward Sottong and Thomas Neville; Building 39: John Mackenzie; Building W: Theodore Ericson; occupational therapy department: Virginia MacDonald; doctors and dentists: Dr. Diamond and Dr. Berardelli; garage and maintenance shops: Sherman Shover; Building M: Theresa Small and Obera Cooper; Recreation dept.: Gustave Juhlin; Building 38: Ida Williams and Rita Shover; administration building: Helen Foran; and Building O: Frank DiBona.

These employees are all working for you with NO PAY. Lets all get behind them and accomplish the aims we seek. Everybody wants more money and better working conditions but it takes a lot of doing, so, let's do it! Two of our members were on the carpet recently on a disciplinary charge. We are happy to inform the chapter that we expect to secure legal aid for one member and to reimburse the other member's lawyer. This is only one of the many benefits you are receiving through your membership in the Civil Service Employees Association.

The bowling season is about at the half way mark and the standings are:

- Team 6 — Bert Rosenquest, Capt.; James Jackman; Edward Sottong.
 - Team 1 — Ken Favreau, Capt.; Thomas Neville; Carl Lust.
 - Team 2 — Paul Rawald, Capt.; Van Hart; Harry Apicella.
 - Team 4 — Milton Glass, Capt.; James Wirkus; Richard Umber.
 - Team 5 — John Murphy, Capt.; Robert Heid; Oscar Langhorne.
 - Team 3 — Joseph Fersch, Capt.; Raymond Taylor; Hank Rothman.
- Hank Rothman of the butcher shop says he is so tired of people trying to shake his hand and get his autograph. He wants to know how to get on these television matches.

The following employees are in the sick bay and the chapter wishes them all a speedy "get well": Donald King; Alfred Bierman; Albert Hoffman; George Updike; Noel Leader; Mary Gert and Betty Morris.

George Hawkins of building P is handing out cigars. His wife just presented him with a nice little

baby girl. Congratulations, Hawk! Creedmoor State Hospital held its annual dinner and dance in honor of veterans of twenty five years service. The affair was held at the Midway Inn in Franklin Square. Father Arnold, Catholic Chaplain of Creedmoor, gave the Invocation. This was followed by a roast chicken dinner with all the dressings. Doctor LaBurt, senior director introduced Isidore Siegel, Assistant Attorney General of New York State. Mr. Siegel made a witty speech lauding the employees for their loyalty to the hospital. Dr. LaBurt then made the presentation of twenty five year pins. Before each presentation he gave a brief talk on each recipient's service from the time of their entering State service until the present.

The following employees were honored by receiving twenty-five year pins: John Bopp; William Shannon; Freeman Bowen; Edward Hayes; Daisy Haughn; James McGrath; Helen Quast; Helen Peterson and Helen M. Weeks. After the presentation of pins Doctor LaBurt introduced the members of the Board of Visitors. Leonard Bernheim, president, made a brief speech, followed by Edward Gottlieb, and Mrs. Maurice Gershman.

Dr. Frank Criden, assistant director, spoke briefly, and the dinner finished with the Rev. Lars Silverness, Protestant Chaplain, rendering the Benediction. A great time was had by all at the dancing which followed.

The Quarter Century Club of Creedmoor State Hospital was financial host for the affair and they went all out to make it the tremendous success it was. The committee in charge consisted of Mildred Burwell, president; Harry Bickel, secretary; Margaret Fischer, treasurer; and John Mangan. They did a splendid job and hereby get our verbal bouquet of roses.

Larry Guarisco, Commander of the Creedmoor War Vets, announces that on the next meeting of the vets their will be a grab bag special for all members.

Milton Glass is spending his vacation in sunny Florida and sending everyone here pictures of beautiful girls.

New York City

The regular monthly meeting of the delegates of the NYC Chapter, CSEA, was held on Thursday, Dec. 11, at Gasner's Restaurant. Max Lieberman, chapter president, told the delegates that this marked the anniversary of the employees' health plan.

The guest of honor was Edward D. Meachem, director of personnel services and administration of the Health Insurance Plan. He addressed the meeting and spoke about the experiences encountered by his department during the first year of the plan. He outlined, in detail, all three plans. After his talk Mr. Meachem conducted a question and answer session, answering all questions put to him by the delegates.

The delegates also reported on the membership drive and figures showed that many new members have joined CSEA. Membership of the NYC Chapter is now around 5,000.

The delegates were warned by Sol Bendet, former president of the chapter, that it is important not to take a defeatist attitude on

SAFETY SERVICE WORKSHOP AT KINGS PARK



Participants in the 1958 safety services conference workshop held at Kings Park State Hospital were, from left: Charles Lacey, senior safety representative of the State Insurance Fund; Joseph M. Goewey, director of safety services, Department of Mental Hygiene, chairman of the conference; Dr. L. Laramour Bryan, acting assistant commissioner of the Department of Mental Hygiene; John I. Link, chief institution safety supervisor, Kings Park State Hospital; Theodore Becker, principal personnel technician (examinations) of the Department of Civil Service; John Allen, personnel administrator of the Department of Mental Hygiene; John Losurdo, chief of the bureau of safety and accident prevention of the Division of Safety; and Norman Pollock, associate personnel technician (examinations) of the Department of Civil Service.

salary increases, and to support the CSEA drive for a salary raise.

Another important item on the meeting agenda was the sorting of the thousands of 30 cent refund checks, and distribution of membership cards to the various delegates for distribution to the membership. Some of the officers and delegates were still working on the checks and cards long after the meeting adjourned.

Belated birthday greetings to Steve Mott of BMV, who celebrated on Oct. 30.

The NYC Chapter and this reported extend the best of wishes for a Merry Christmas and a Happy, Healthy and Prosperous New Year to all.

Public Service, Albany

Chairman Benjamin F. Feinberg of the Public Service Commission awarded service pins and certificates to employees of the Commission's Albany Office and Upstate Area at a luncheon at the University Club.

Past recipients of twenty-five year service awards pins were among the fifty individuals who attended the affair. Raymond Carriere, past president of the Albany Chapter, Civil Service Employees Association, was toastmaster.

The following awards were presented: Twenty-five Year: Francis L. Clark, William B. Filkins, Joseph B. McAndrew, Edmond J. Purcell, Clarence L. Griffith, Albert R. Hogben, Raymond Stoetzel and Ignatius F. Roty. Thirty Year: John S. Frawley and David Duff. Thirty-five Year: Margaret A. Mahoney, Clarence A. Powles, Florence M. Macken and Richard

T. Purcell. Forty Year: Andrew P. Lamb and George Strachan.

Special honor was paid to Mr. Sidney Edwards now retired, formerly Principal Clerk in the Tariff Files Section who was the recipient of a Fifty Year award while still in the service of the department.

As an additional feature of the luncheon, a special committee consisting of Mary Bulman, Molly Buckley, Robert Austin and Raymond Carriere presented a plan for an Albany Public Service Commission 25 Year Club. The group approved the idea of the club and chose Mr. Van Parshall as its first president and a four-member Executive Committee of the following: William Wilkinson, Margaret Mahoney, Marguerite Vinetti and Edward Brady.

A total of fifty-seven persons now working out of the Albany Office of the Commission and one hundred working out of the New York Office have received service awards since this practice was initiated by Chairman Feinberg in 1956.

Public Works, Dist. 10

A retirement dinner was given for James Flinn, Mike Kovar, L. Denner, I. Finkelstein, F. E. Tiller, C. Crago, O. Schmidt and E. Purdy, by the Association of Highway Engineers. N. Ronan and F. Ryan, of Albany, attended. Telegrams were received from Gov. Harriman and Mayor Wagner.

Joe Mille is home from the hospital after his accident. Hopes to be back to work soon.

Grace Davey is visiting her daughter in New Orleans for the Christmas holidays.

Campaigning for the coming election of the Highway Engineers is in full swing with quite a bit of friendly competition.

The chapter expresses sincere sympathy to the family of Joseph Forster on their recent bereavement.

Bill Bauer, John Greene, Cliff Sendel and John Kromhout went hunting up-state. At last reports, all they got were colds. A. Olsen, B. Hoeker, H. Olsen, P. Ringus, Al Lombardy and Gene Ryan had better luck. They each got a buck.

Ed. Seamann is in the hospital. The Girls' Club gave a luncheon for Dot Bowen & Andrew Mc-Masters. Dot is moving to Boston and Andrew is getting married and transferring to Dist. No. 1, Albany.

Jack Herzy's son Gil has been inducted into the Army. Fran McBride has been transferred from the Nassau Residency to the Eastern Suffolk Residency.

Roswell Park

The R.P.M.I. chapter of the CSEA held a general membership meeting on November 21 at the Banat Auditorium, presided over by John Dee. Reports of the officers, the Grievance, Social and Membership Committees were given. Notice of the tremendous membership drive of the State and RPMI chapter was announced. Efforts are being made to reach a goal of 1,000 members for our chapter. A copy of the newly approved Constitution was given to each member present and all other members will receive same.

Christmas candy is being sold again this year — proceeds going to the Treasury. A display will be set up and orders taken by each departmental representative. Bob Stelley, vice-president, is also chairman of the candy sales. All members were urged to participate.

Problems concerning "The Leader" were aired. All members who are not receiving their copy regularly are urged to see Jean Ohrt, Biochemistry, Eve Noles, CSR or John Dee, Stores.

Several other problems were discussed and Jack Kurtzman, Western New York Field Representative, our guest, suggested ways and means of solving them.

Following the meeting there was a fish fry, with prizes and dancing. Music was provided by Doug Noles and his group. A wonderful time was had by all.

James Carter, laundry representative, wishes to publicly thank the Grievance Committee for its efforts to improve the working conditions in the laundry. Many goals have been attained.

The RPMI chapter has also sponsored the Christmas Party given Monday and Tuesday of Christmas week in the hospital auditorium.

A special "Thank You" is given to Tom McQuade, Snack Bar, for his many services rendered to the RPMI chapter.

Congratulations to: Charles Weber, X-ray Machine Operator, who retired on December 1, after 37 years of service at the Institute. He was honored with a dinner at The Cypress and presented with a wallet containing a dollar for each year of service. He was further honored with a surprise birthday party at the home of Mrs. Sue Barr of Radiation Therapy.

To Anna Rickerman and Conrad Murphy (Maintenance), married on Nov. 14; George Nusstein (Maintenance) and Freda Matsson, (Anesthesia), married on Nov. 29.

MANHATTAN STATE FETES RETIRING EMPLOYEES



Seven employees at Manhattan State Hospital were guests of honor at a party held in the Assembly Hall at the Hospital. Pictured here are, from left, Daniel McCormack, William Wallace, Anna McGrath, Dr. John Travis, director of the hospital, Della O'Malley, Betty Griffin, Matilda Fianagan, and Nora Hurley.

CSEA Seeks Field Men; Administration Aide

(Continued from Page 1)
 administrative trainee. One appointment in the Albany Headquarters is expected. The salary, duties and minimum qualifications of this position follows:
 Salary, \$4,400 a year to start. On completion of one year's satisfactory service, salary grade will be \$4,770 to \$5,860, with annual increments of \$218 and appointment at a minimum of \$4,770 will be made on satisfactory completion of that year.
 One appointment will be made in the headquarters of the Asso-

ciation. Upon appointment, a probationary period must be served for six to 12 months, after which appointment will be permanent to the position of junior administrative assistant. During the one-year training period, the administrative trainee will work under close supervision and receive training to perform the duties of the position of junior administrative assistant.
 Under the immediate supervision of the executive director, the trainee would be responsible for handling correspondence with members and chapters relative to their work problems and the Association's programs, work and services; occasional visits to chapters to aid in the handling of member work problems and in organiza-

tional work will be required; appointees must attend committee meetings and coordinate headquarters activities with committee programs; supervise work projects in Association headquarters under the supervision of the Executive Director, and do other related work as required.
What's Required of Applicants
 Minimum qualifications are:
 (1) High school or equivalency diploma; and
 (2) Four years of satisfactory responsible business experience involving knowledge of office procedures and practices of which one year must have been in a supervisory capacity.
 (3) Graduation from a recognized college or university from a four year course in business administration or related fields; or
 (4) a satisfactory equivalent combination of the foregoing training and experience.

Candidates must possess New York State driver's license in order to be appointed.
 Preference in appointment will be given to applicants under age 41 but applications will be acceptable from applicants over that age. Applications can be obtained and must be filed in accordance with the information printed above pertaining to the two jobs of field representatives.

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Psychiatric Wins Again



New York State Psychiatric Institute won its second "Accident Prevention Award" from the State Insurance Fund for 1957. It received a similar award in 1952, for the best safety record among the institutional group in the Department of Mental Hygiene. Biagio Romeo, left, institution safety supervisor, and Dr. Irville H. Mackinnon, assistant director of the Institute are shown receiving the plaque.

State Farm Managers Confer In Albany

ALBANY, Dec. 22 — Seventy farm managers and head farmers — the men who operate the farms run by New York State at its institutions — have held their annual conference here to discuss the latest agricultural methods.

As a feature of the 1958 session, each of the meetings was opened by the head of a department which is concerned with institutions or supervision of farm operations.

The speakers included Dr. Paul H. Hoch of Mental Hygiene; Commissioner Thomas J. McHugh of Correction; Commissioner Raymond W. Houston of Social Welfare and of course, Agricultural Commissioner Daniel J. Carey.

The three-day meeting was conducted under direction of Robert J. Race of Oxford, who heads the Bureau of State Institution Farms in the Agricultural Department.

Faculty members at Cornell University addressed the gathering on the latest methods developed by research and experimentation in the agricultural field.

Harriman Fills Many Positions

ALBANY, Dec. 22 — Nine regular appointments and two interim appointments have been announced by Governor Harriman.

Reappointed Mrs. Margie Lee Johnson of Middleburg to the Council of the Cobleskill Agricultural and Technical Institute.

Named Allen R. Joslin of Andes to the Council of the Delhi Agricultural and Technical Institute. Mr. Joslin succeeds George B. Manny, whose term expired.

Appointed Mrs. Alice E. Benjamin of Palmyra to the Council of the Genesee State Teachers College to succeed Judson Zimmer, whose term had expired. Mrs. Benjamin is a retired teacher.

Reappointed Mrs. Frances G. Egan of Newburgh to the Council of the State Teachers College at New Paltz.

Appointed Albert O. Kingsley of Newburgh to the Council of the Orange County Community College. He succeeds Mrs. Amy Bull Crist of Montgomery, whose term had expired.

Named A. William Larson of Levittown to the Council of the State College on Long Island to succeed Ward Melville of Stony Brook, whose term expired. Mr. Larson is a former member of the Levittown District 5 School Board.

All council members named by the Governor are term appointees, serving until July 1, 1967.

Others Named
Mr. Harriman also appointed Dr. Paul C. Bunn of DeWitt as a member of the Board of Roswell Park Memorial Institute for a term ending Dec. 31, 1962. He succeeds Dr. Edward W. Schwabe of Brocton, whose term expired.

Reappointed Dr. Thomas W. Phelan of Rensselaer as a member of the Fort Crallo Memorial Commission for a term ending Apr. 1, 1964.

Lindsay McChesney of Troy was appointed as a trustee of the Supreme Court Library at Troy for a term ending Dec. 30, 1960. He succeeds Emmot A. Howd of Troy, whose term had expired. Mr. McChesney is an attorney and former president of the Rensselaer County Bar Association.

In two interim appointments, which will expire Jan. 20th unless revived by Governor-elect Nelson A. Rockefeller, Mr. Harriman reappointed William C. Langley of Westbury as a member of the

MENTAL HYGIENE MEMO

By A. J. COCCARO

Carlino Suggests A Lead

"It is my feeling that special attention should be given to the employee problems in the New York State mental institutions." In part these were the words of the Majority Leader in the New York State Assembly Joseph P. Carlino.

Assemblyman Carlino went on to say:

"Before the Civil Servant can present a case for a salary raise there must be a lag in salaries so that it is clear to the taxpayer that a raise is necessary. The New York State Civil Service worker has a case now.

"There are inequities that exist in State service that relate to salaries and pay adjustment that have my deep sympathy. These problems will be considered along with the general financial problem of a 200 million dollar deficit in the State that the Rockefeller administration will have to consider."

"The joint committee of the legislature has made a series of studies on the matter of vesting retirement rights and have considered transfer of pension rights from public to private industry and from private to public industry."

Reasonable Requests

The Assembly spokesman also told the Civil Service Employees Association delegates from all Long Island chapters that he would do what he could to bring about corrections in any inequities that presently exist in State service. "Your request for pension loan insurance at 100 percent of the loan and from the first day of the loan as well as your request to extend unemployment insurance to all municipal employees are reasonable requests which I'm sure will become a reality in the very near future," he declared.

Legislators attending the CSEA meeting in Westbury, in addition to Mr. Carlino, included State Senator, Daniel G. Albert, Assemblymen, Genesta M. Strong, Palmer D. Farrington, Francis P. McCloskey and Anthony Barbiero. The meeting was under the co-sponsorship of the Metropolitan Conference and Nassau and Suffolk County Chapters, CSEA.

The true value of this type of meeting can partly be measured by the informal personal exchange of words between the Legislators and our Delegates, and partly by the accomplishments of the 1959 legislature.

I urge all chapter delegates to go out of their way to meet both formally and informally with their legislators in their own "balliwicks". This work, if successful, would give your members more dough to do their shopping with next year. Merry Christmas to All.

ACTIVITIES OF EMPLOYEES IN STATE

Central Islip

A meeting of the chapters of Nassau and Suffolk Counties was held at Felice Restaurant in Westbury. The purpose of the meeting was to present to the newly elected senators and assemblymen an eight-point program of interest to State employees. The program dealt with salary increases, vested rights, and changes in the retirement system. The legislators replied most enthusiastically to the program.

Central Islip chapter was represented by John Dellso, president, Michael Murphy and Thomas Purtell.

The sacrament of confirmation was received by over 100 patients in Robbins Hall. It was bestowed by the Most Reverend Bishop Kellenberg of Rockville Centre.

The chapter congratulates all the patients who participated in the show held in Robbins Hall last month. Every act was enjoyed by the large audience.

We again appeal to our employees to drive slowly through the hospital grounds because of the many honor card patients who are enjoying our open door policy.

The chapter's board of directors held its regular monthly meeting in the lounge room. Michael Murphy, delegate of the State-wide membership committee, talked on the ways and methods by which each chapter member can bring a new member to the CSEA.

At the regular meeting of the chapter, a resolution was adopted wishing all our members, the hos-

pital administration, and our patients a very merry Christmas and a prosperous New Year.

Napanoch

The Napanoch Institution Chapter, CSEA, held an organization meeting at Shanley's Hotel, Napanoch, N. Y., with newly elected officers assuming their duties.

Considerable new interest in chapter activities is evident and President Edward Hartley named the following committees.

Social activities of the chapter; Messrs. Bilden, Reeves, McClay, Egan, Duquette and Wilklow.

A budget committee of Messrs. Grable, Halbig, Syracuse and Shapiro will submit a tentative budget at the January meeting.

Messrs. Blackwell and Duquette were named co-chairmen of the membership committee with additional members to be named.

The third Thursday of each month was selected as the regular meeting night of the chapter.

On the agenda for the January meeting is the revision of the chapter's by-laws and the chapter officers are looking forward to a large turn out and the welcoming of new members.

New Paltz

The members of the New Paltz Chapter strengthened their treasury by endorsing the checks for returned dues to the Chapter.

The membership committee, headed by Harry Pope, had charge of the details.

DR. SMITH RETIRES

ALBANY, Dec. 22 — The State University has announced the resignation of President Donnal V. Smith of Cortland State Teachers College, effective Jan. 1. Dr. Smith has accepted an appointment at the University of Chicago, where he will be a member of the Foreign Service Program.

Dr. Smith will go to East Pakistan next year as an advisor to the Minister of Education in the development of an in-service training program for teachers in that country.

CSEA Health and Accident Insurance Plan is Unique

Over 35,000 members of the Civil Service Employees Assn. participate in its Group Plan of Accident-Health insurance. They save substantially each year, as the same insurance protection through any other source would cost substantially more.

The CSEA plan has operated since 1936 and has grown steadily. Any employee of the State of New York and most political subdivisions, who become members of CSEA, may apply for this insurance. Applications and explanatory literature can be secured from any CSEA Chapter, from TerBush and Powell, Inc., 148 Clinton Street, Schenectady, New York, or from CSEA Headquarters at 8 Elk Street, Albany, New York, or 61 Duane Street, New York City.

Cash Indemnity Paid

The CSEA Plan pays a cash

indemnity to insured members who are disabled by accident or sickness. The benefits of the plan do not duplicate or interfere with the benefits of the State Health Insurance Plan. Hospitalization and medical and surgical bills are reimbursed or covers to the extent provided under the State Health Plan. The CSEA Accident-Health Plan pays a cash indemnity which the disabled member can use as he sees fit.

The CSEA Plan was established as a result of a good deal of hard work on the part of CSEA officers and Committees and the Insurance Agency, Ter Bush & Powell, Inc. The plan succeeded and grew as the result of vigilance on the part of CSEA and its Agency and the efforts of CSEA Chapter officers and Committees who donate unselfishly of their efforts on behalf of CSEA members without pay from CSEA.

The CSEA Group Plan of Accident-Health Insurance has been steadily improved throughout the years as it has expanded and grown and enjoyed satisfactory loss experience as a result. Without additional cost to the members, the monthly indemnities were increased 15 percent, the maximum accidental death and dismemberment benefits were increased from \$500 to \$2500; the maximum non-disabling accident benefits were increased from a one quarter month's indemnity to a full month's indemnity, and the seven day waiting period for payment of benefits on sickness disability was set aside in those cases during the period the insured member was in a hospital.

You can save on your Accident-Health Insurance costs through the CSEA Group Plan.

Retirement Bills

(Continued from Page 1)

that "We in the Association sincerely hope that measures as vital as these to the welfare of the public employee will remain non-controversial, non-political and receive bipartisan support. We anticipate early meetings with the Legislature and the Governor-elect with whom we will further discuss these retirement matters."

Pass your copy of The Leader On to a Non-Member

11 Tax Dept. Aides Promoted

ALBANY, Dec. 22 — Eleven permanent promotions announced by the State Tax Department, include five step-ups for clerks to senior clerk status in the State Motor Vehicle Bureau.

The five senior clerk promotions were granted to Kathleen H. Reilly, Albany; Mildred Clark, West Albany; Irene Enright, Troy; Doris Kevlin, Albany, and Mildred E. Coleman, Troy.

Promoted to principal clerk were Bernice K. LaRosa and Josephine Wilson, both of Albany and both Motor Vehicle employees.

Paul Treitler, Castleton, was promoted to income tax examiner. Victor Morelli, Albany, was named a senior tabulating machine operator. Sandra J. Van Olpen, Watervliet, made senior stenographer.

Top promotion, among those announced, went to John F. Donovan, Troy, as income tax accounts supervisor at \$9,906 a year.

New tax appointments went to: James L. Collins, Greenfield Center, as administrative trainee; Richard D. Christie, Slingerlands, as file clerk; Joseph J. Kosek Jr., Cohoes, clerk; Clarence J. Hanrahan, Mechanicville, clerk; Theodora J. Flockton, Scotia, key punch operator; Rose M. Domenico, Delmar, key punch operator.