

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XIX, No. 19

Tuesday, January 14, 1958

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S HENRY GALPIN

See page 13

Full Text of Harriman's Civil Service Message

The complete text of Governor Averell Harriman's civil service message to the State Legislature is presented here this week by The Leader.

A summary of the Governor's proposals was reported in last week's edition. The full text is as follows:

"This year we will celebrate the 75th Anniversary of the establishment of our civil service merit system, the first state system in the country. Continuing in that tradition of leadership, one of the primary goals of my administration has been to make the State of New York a model employer for its dedicated civil service workers.

40-Hour Week

"In my Budget Message, I intend to submit recommendations for your approval which will complete the job of establishing a standard 40-hour week generally for State employees. This I recommended in my first Annual Message and it was begun the following year. Only three years ago over 34,000 State employees were regularly required to work more than a 40-hour week, and most of them were on a 48-hour week. There are still 20,000 employees working a 42-hour week, and this should be ended. A \$300 across-the-board salary increase was authorized in 1956, followed by graduated pay increases last year. Certain inequities that have developed call for adjustment.

"The last three years have also seen a number of other major gains for our civil service personnel. We have established a grievance procedure which has proved itself to be practicable and workable. New attendance rules providing a single set of standards for most State employees have been installed.

"Last month we inaugurated a most comprehensive health insurance program for our State employees. It represents an achievement also foreshadowed in my Annual Message of 1955, three years ago. The Temporary Health Insurance Board worked effectively in arriving at solutions for a great many difficult questions and problems, and is to be commended for its contribution. Now, with the inauguration of the plan, I believe that a permanent health insurance board should be established, including employee representatives

Lack of Hotel Space Moves Executive Board Meeting to January 30

Lack of hotel accommodations in Albany on January 23 has caused the Civil Service Employees Association to change the date of its Executive Board meeting to January 30, it was announced this week.

An engineers convention in Albany on Jan. 23 has taken up most hotel space, it was reported.

The Executive Board meeting on Jan. 30 will be held at 6:30 p.m. in the Sheraton Ten Eyck Hotel.

among its members, and I recommend legislation to that end.

"Consideration should be given to extending the State's health insurance program to local governments on an optional basis.

"A major achievement during the last year was the extension to all public employees of the opportunity to join the Federal Social Security program without damage to their State or local retirement benefits.

Retirement Option

"Steps were taken at the Special Session of the Legislature in June to correct certain deficiencies in the original legislation, and additional improvements will have to be made at this Session. There is particular need for legislation to correct the artificial restraints upon entering the State Retirement System which had to be imposed upon certain personnel. These were employees who did not choose to enter the retirement system but who, without the artificial statutory prohibition, would not have been eligible to join the Federal Social Security System.

"Legislation is also needed with respect to the coverage of policemen and firemen and the eligibility for Social Security coverage and retirement benefits of those who enter the State service in the future.

"I also recommend certain improvements in our own Retirement System, including the further extension of last year's temporary provision making the ordinary death benefit equal to one year's salary instead of six months, and improving our Retirement System life insurance loans by increasing the maximum amount insurable from \$2,000 to \$3,000 and extending the maximum age of members to whom insurable loans may be made from 60 to 65 years.

"I also recommend legislation authorizing payment by the State, within reasonable limits, of moving expenses for employees who are required to be relocated.

"There are many other needed changes in the State's outdated Civil Service Law and I trust that a major revision will be possible this year, following the extensive consultations between your leaders and the Civil Service Department which we initiated over a year ago.

Inter-Agency Promotion

"We are constantly in search of ways to make the State's career service more attractive to able and outstanding men and women, and to facilitate their recruitment. For one thing, the Civil Service Department should be permitted to waive the charging of fees for examinations, with the approval of the Director of the Budget, and legislation should be enacted to that end. In order to help us to develop a body of highly trained men and women in top-level administrative positions, I also recommend legislation which will allow the Civil Service Department to certify a general promotion list for filling administrative positions (grade 14 or higher), without preference.

(Continued on Page 16)

Assn. Calls for Action On General Wage Increase

ALBANY, Jan. 13—"The Civil Service Employees Association after carefully examining both the Administrative and legislative civil service programs for this year is certain the employees will be pleased with the positive proposals which they contain for the betterment of the public service," John F. Powers, Association president, declared.

The proposals in the Governor's message are particularly gratifying as they spell out a good civil service program which embodies many of the resolutions adopted

by the CSEA last October, Mr. Powers said.

"The promise of a final solution of the thorny problem of the 40-hour work week for institutional employees is particularly pleasing, and although both messages are silent on the matter, we are certain the reduction will be carried out in the same manner as formerly—by reducing hours with no loss in take home pay," the Association president stated.

While neither party concretely promised a general salary increase this year, the Governor's

statement leaves the door open when he calls in his annual message for the adjustment of existing inequities, said Mr. Powers.

"There is ample justification for a salary raise this year," Mr. Powers said. "It is acknowledged by the State's own hiring study which shows the State's salaries lagging behind those of industry by 14 percent at the entrance level."

Some Omissions

During the past year, Mr. Powers declared, there has been a definite inflationary trend. With every step upward in the cost of living scale, the salaries of the public worker were reduced just that much in real value. The State salary level was below the industrial salary level on April 1, 1957. It is further behind now, the CSEA chief said.

"We also noted in both messages the omission of any reference to the problems of vesting of retirement allowances or of the State Police. We are assuming that during the session there will be legislative proposals dealing with these two important areas of public employment," Mr. Powers said.

Report Finds More Teachers Needed At West Coxsackie

ALBANY, Jan. 13—The State Correction Commission has recommended additional teaching personnel be hired for the State Vocational Institution at West Coxsackie. The institution houses some 782 inmates, most of whom are under 21 years of age.

The commission, after an official inspection, reported that the personnel turnover at the correction institution "continues to be a problem of serious proportions."

Staff turnover also was said to constitute an "obvious obstacle" to a well rounded and uninterrupted training program for the inmates.

The report also noted: "Recommendations have been made that every consideration be given to the need for additional teaching and instructor positions to provide relief personnel when regularly assigned personnel are absent."

"According to the superintendent, these positions have been requested on several budget occasions but never approved. There will be no change in the general situation in the immediate future inasmuch as any like requests have been omitted from the 1957-58 budget on the basis that more pressing educational personnel needs of other institutions should have priority."

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METRO CONFERENCE MEETS ON JAN. 25; ELECTION NEARS

The Metropolitan New York Conference of the Civil Service Employees Association will meet Saturday, January 25, 1:30 P.M., at Brooklyn State Hospital.

Dates Set For Move to Campus Site

ALBANY, Jan. 13—Moving dates have been set for state agencies slated to occupy the new state office buildings in New York's multi-million-dollar "campus development."

The campus, situated on the western outskirts of Albany, has been in the planning and construction stage for about ten years.

State employees will begin the trek from downtown Albany to the campus on January 31, when the Conservation Department moves from its present quarters.

The Banking Department, which is located in the State Office Building, will move to the campus February 8. The Youth Commission vacates its present offices February 12 and the State Board of Equalization and Assessment will move to the campus February 22.

No date has been set as yet for the Civil Service Department to make its change, but it is indicated the move is about "30 to 60 days away."

The opening of the new state office center is expected to open up about 100 new maintenance jobs, as well, most of them in the exempt and non-competitive classes.

State Public Works officials estimate 35 cleaning women will be needed, as well as cleaners, watchmen, guards, store keepers and others.

Top job is that of superintendent of the new building. The position pays \$7,130 to \$8,660. It is non-competitive.

to hear reports of the legislative and nominating committees.

Chapter presidents were asked to send their nominations for Conference officers for the next two-year term immediately to Emil Impresa, nominating committee chairman, at Brooklyn State Hospital, 681 Clarkson Avenue, Brooklyn. The committee will meet soon. All nominations must be sent in in the chapter level.

The January 25 meeting will be held in the Lounge Room of the Brooklyn State Hospital gymnasium. Members should enter the East 49th Street Gate and go to the rear of the drive. The gymnasium is the second building from the left and has parking facilities beyond.

Chapter presidents should notify Edith Fruchthendler, conference secretary, who their delegates to the meeting will be. It is important that every chapter be represented.

Monroe Chapter Sets Membership Meet Jan. 23 in Rochester

The Monroe chapter of the Civil Service Employees Association is planning to hold a county-wide membership meeting in Rochester on January 23, 1958. The meeting will be held in the auditorium of the Rundel Library at 8 p.m.

Phillip Kerker, director of public relations, met with Ruth McFee, president of the chapter, and members of the chapter in the City Hall Annex on Monday evening, January 6, to discuss plans for sending notices of the meeting to all of the city, town, village and county employees.

The membership committee consisting of Gerald Fess, secretary; Wilhelmina Renshaw, treasurer, and Jean Lipsett, Isaac John-Ray Goodrich, Walter Seaman, son Corinne Ryan, Alma Muhs, Edward Bode, and Edward Moore was present.

LEFKOWITZ CLARIFIES LAW ON FIRE HOURS

The amendment to the State Labor Law, establishing maximum hours that firemen may work, applies also to officers, in the opinion of Attorney General Louis J. Lefkowitz.

The law provides that the stated maximum allowable hours shall apply to firemen appointed from a civil service list who are uniformed members of a paid fire department. Mr. Lefkowitz construes the word "firemen" as its generic sense, not as limited to the title or grade, hence includes officers. But he appears to hold that the beneficiaries must be actively engaged in fire-fighting.

Potter Raises Issue

Charles W. Potter, counsel to the Joint Legislative Committee on Fire Laws, wrote the City fire chiefs, stating that some municipalities construed the law as ap-



LOUIS J. LEFKOWITZ

mechanics, drivers, etc., where under the provisions of a municipal charter or ordinance, or under fire department rules and regulations, such other personnel are uniformed members of the force."

Light on Cloudy Point

Mr. Lefkowitz agrees with Mr. Potter on the lack of clarity on the particular provision but doubts that the "other personnel" are included:

"While it seems clear that the term 'fireman,' as used in section 168-a, includes the line officers and firemen . . . there is a question whether it includes other personnel, even though they are members of the uniformed force under the city ordinance."

Mr. Lefkowitz's opinion, in the form of a letter to Chairman Harold L. Peet of the joint committee, continued:

"The Governor's memorandum (issued when the bill was signed last year) appears to construe the law as being applicable to uniformed members of a paid fire department who devote their principal efforts to fire fighting. I am unable to provide any further clarification than that contained in the statutory definition and in the Governor's memorandum."

Two Negative Answers

Mr. Lefkowitz also said that local governments cannot adopt laws setting fire hours in excess of what the amendment permits, and "firemen" cannot waive the benefits.

In New York City the amendment is inapplicable because the working hours are less than the maximum permitted by State law.

plying to firemen only, not officers.

Mr. Potter himself gave the word "firemen" a broad interpretation:

"I believe," he wrote, "the definition includes all line officers (chief, deputy or assistant chiefs, battalion chiefs, captains, lieutenants, etc.), as well as firemen. It is not clear, however, whether the expression 'uniformed member' would include other personnel, such as superintendent of fire alarm, telephone operators,



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ST. GEORGE FIRE GROUP TO BE 20 YEARS OLD

Officers of the St. George Association of the Fire Department will be installed at an open meeting Tuesday, January 21, at 8 p.m. in St. John's Lutheran Church, 83 Christopher St. Scholarships will be awarded at this meeting also.

The association will celebrate 20 years of service with a dinner-dance February 17.

week (for conductor \$1.795 to and including \$2.011 an hour). Average number of appointments per year expected to be approximately 450 of whom 200 are for conductor. Fee \$3. The written test is expected to be held March 15. Candidates must be males not less than 5 feet 4 inches (bare feet) in height. At the time of appointment, candidates must be citizens of the United States. Appointments in the Transit Authority are exempt from New York City residence requirement. At the time of appointment, candidates must be acceptable for bonding. Candidates must have had a motor vehicle operator's license (not necessarily chauffeur's) for at least two years immediately prior to the last date for receipt of applications. Serious traffic violations or accident record may disqualify. (License suspension during the two-year period immediately prior to the last date for the receipt of applications will not automatically disqualify providing the full two-year requirement is otherwise satisfied). At the time of appointment, can-

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Law Cases

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

JUDICIAL DECISIONS Court of Appeals

Robbins v Schechter. Motion for leave to appeal was granted. The court also granted permission to an individual to file a brief amicus curiae. This case involves the use of a conversion formula in rating the examination for promotion to captain (P.D.).

Appellate Division

Travin v Board of Higher Edu-

cation. Petitioners, college administrative assistants, sought to compel the board to pay them in accordance with salary grade 13 of the Career and Salary Plan. Special Term held that the petitioners had not been included by the Board of Estimate among those whom it allocated under salary grade 13 and accordingly the petition was dismissed. The Appellate Division, without opinion, unanimously affirmed the order. The court has now denied a motion for leave to appeal to the Court of Appeals.

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Monday	5:40-7:50	Selected Problems in Personnel Administration
	5:50-7:50	Policy Formulation in Administration
	5:50-7:50	Fiscal Policy
	8:00-10:00	Intergovernmental Relations
	8:00-10:00	Money and Banking
Tuesday	5:50-7:50	Organization and Management
	5:50-7:50	Introduction to Public Administration
	5:50-7:50	Mathematics for Statisticians
Wednesday	5:50-7:50	Legislatures and Legislative Processes
	5:50-7:50	Human Relations in Administration
	5:00-7:00	State and Federal School Administration
	8:00-10:00	(Every second week beginning February 12 for 8 sessions)
	8:00-10:00	Leaders and Landmarks in Public Administration
Thursday	5:50-7:50	Modern Economic Theory
	5:50-7:50	Intermediate Statistics
	5:50-7:50	Constitutional Law-Civil Rights
	8:00-10:00	Research in Public Administration
	8:00-10:00	Organization of Social Services in the U. S.

Registration January 27, through February 3; 10:00 a.m. to 6:00 p.m. at 198 State Street, Albany, New York

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President

Civil Service Employees Association



The Public Employee—An Economic Goat?

The 1958 Legislature is in session and the legislative and administrative leaders have announced their programs. Once again State salaries have become an issue—not because of what has been said but because of what has not been said. While the program of the legislative leaders was silent on the question, the Administration's program did indicate a concern by stating "certain inequities that have developed call for adjustment."

During the past few years, both the Legislature and the Administration have made good progress toward bringing the State salaries into line with their counterparts in industry. However, at no one point in the successive budgets was parity between private and public salaries ever established. The civil service was always lagging. Last year, when Governor Harriman signed the salary bill, his message accompanying it made note of the existing inequities and promised correction in the next budget.

A Peculiar Condition

The State started the 1957-58 budget year in arrears to the public employees. From the start of a new fiscal year until the present, there has been a peculiar economic condition. It has defied exact analysis but has been described as a period during which business has slackened but price rises have continued. Steadily, during the months, the cost of living has edged upward. For only one month was there a period of no change. During this time, also, while State salaries remained fixed, industrial salaries were being advanced to compensate for the cost-of-living rise. These facts are established. A study made by the State testifies to this.

The State employees did not enjoy parity with industrial employees in April and fell further behind by winter. It is in the common interest of everybody that this situation be corrected. If it is true, as some think, that the future direction of our economy is uncertain then certainly the public and private employees should face the tomorrow on equal footing. Public and private employees alike are part of the great working force of America. They are both contributors—equally—to whatever is good and prosperous in the nation. They are both necessary for its survival. They both should share equally of its good and of its ills. Unless the public employee's salary is brought up to the level of his fellow worker he is being asked to meet the future with an economic handicap. This cannot but be detrimental to 90,000 State employees and their families. It will not only affect their purchasing power but also add to their anxieties and lessen their morale and efficiency.

Some Federal Proposals

In his annual message this year, Governor Harriman expressed his desire to make New York State a model employer. In a Congressional document on a personnel program for the Federal service, the author advocates that Government adopt a liberal wage policy comparable to the best wages paid in industry. "To pay a wage comparable with the best concerns in industry" he says "is to follow a practice which can be defended against those who charge extravagance. The Government needs a wage level high enough to draw its applicants from the best workers available." And, to further his argument, he cites a leading economist who had addressed a personnel classification board as follows:

"My own belief is that Government should be a model employer, paying its employees according to the best standards of outside industry and determine this from time to time by surveys. By a model employer I do not mean a Utopian employer setting standards which bear no relevance to outside employment, but an employer who goes as far as he can in advance of the best existing standards."

Correction Dept. Ponders Use of Women Nurses

ALBANY, Jan. 13—State Correction officials are considering a policy change that would be women in nursing positions in state prisons and reformatories.

The reason is a critical shortage of nurses "in every one" of the state's 19 correctional institutions.

Male nurses presently staff the male prisons in New York State, while women nurses are employed in the women prisons.

Correction Commissioner Thomas J. McHugh said the move is under study, as a means of easing the shortage. At present there are 21 vacancies for permanent nursing jobs in state prisons.

Scholarships Posed

The department is attempting to solve the situation by awarding scholarships to registered nurses. It has a \$45,000 appropriation in its current budget for training purposes. Under the plan, the state pays one-half the tuition expenses.

Mr. McHugh says he will seek additional funds in the department's 58-59 budget to expand the program.

The scholarship program permits nurses working in institutions to enroll in night or summer school graduate courses, leading to professional degrees.

Increasing inmate population, a heavy aged population and a desire for a well rounded medical program for all inmates is behind the present drive.

Nassau Chapter Seeks Own Home

Nassau County chapter of the Civil Service Employees Association has started a building fund to erect quarters for a club house and business office, Irving Flaumenbaum, chapter president, announced following a recent meeting of the chapter.

A Board of Governors meeting will be held Jan. 15 at 6 p.m. in the Elks Club, Hempstead, followed by a general meeting at 8 p.m. Reclassification and other important items will be discussed.

BIAGIO ROMEO ON SAFETY COMMITTEE

Biagio Romeo, institution safety supervisor at the State Psychiatric Institute, New York City, has been designated to serve as a member of the Technical Committee on Safety Services of the Department of Mental Hygiene by Dr. L. Laramour Bryan in charge of the Safety Services Division of the Department of Mental Hygiene.

Central Conference To Hear Kelly Tell Of Legislation's Progress

Official announcement was made this week, upon completion of plans, for the Winter meeting of the Central New York Conference of the Civil Service Employees Association, at the Hotel Onondaga, Syracuse, Saturday, February 1.

Final arrangements were made at a planning meeting held in Syracuse which was attended by the Executive Committee of the Conference, representatives of the Central New York County Workshop group, and the chairman of the Syracuse Chapter Dinner Dance Committee.

All sessions will be held at the Onondaga Hotel.

The Conference business sessions will be held on the mezzanine floor, in the Saratoga room, starting at 1:30 p.m. At the same time, the County Workshop will meet on the same floor, in the Venetian Room. Following the formal sessions, the two groups will join to participate in a discussion on legislative matters to be conducted by John Kelly of the Association's legal staff.

At 6 p.m. the Syracuse Chapter will be host to the Conference and Workshop visitors in the grand ballroom of the Hotel Onondaga in conjunction with the Syracuse

Chapter's 21st annual dinner dance. Dr. Carlyle Jacobsen, dean of the Upstate Medical Center will be the speaker.

Syracuse Chapter arrangements are being conducted under the direction of Henrietta L. Soukup, chairman, and Irving J. Kastenberg, assistant chairman. President of the Syracuse Chapter is Tom Ranger of the Upstate Medical Center. Assisting in arrangements and representing the Conference is Marion Wakin, president of Oneonta Chapter and chairman of the Conference Social committee. Other members of her committee are Elizabeth Groff, Binghamton; Edward Limner, Willard; Florence Drew, Binghamton; Margaret Fenk, Utica State Hospital; Gertrude H. White, Broadacres; Leona Barnholdt, Syracuse Thruway.

Raymond G. Castle, president of the Central New York Conference stated that emphasis for the Conference meeting will be on legislative affairs. Presidents from many chapters in the Central Conference area will be present and will become acquainted with plans and procedures designed to supplement the work being directed from Albany. In furtherance of the Association's legislative program.

Workers' Ingenuity Reaps Cash Rewards From State

Awards totaling \$535 have recently been granted to State employees in recognition of their interest and ingenuity in submitting suggestions which have resulted in increased savings to the State. Edward D. Igoe, Chairman of the New York State Merit Award Board announced.

\$150 lined the pocketbook of Mrs. Janet M. Fabricius, 67 Old Loudon Road, Latham, a Clerk in the Tax Department's Income Tax Bureau. Mrs. Fabricius suggested the use of a special form to eliminate of memorandums. The adoption of this proposal is estimated to result in considerable savings.

Good news in the form of \$100 was received by Maurice Flasterstein, 20 Jermain Street, Albany, a supervising investigator in the Civil Service Department's Administrative Division. Mr. Flasterstein proposed a revision of an investigative form which has resulted not only in a savings of time, but in addition, has made possible the elimination of certain case files. This is the second award earned by

Mr. Flasterstein through submitting his ideas for improvement in the State's operations.

Mrs. Leah A. Kieper, 358 Washington Avenue, Albany, a typist in the Motor Vehicle Bureau of the Tax Department became the recipient of \$75 due to her suggestion proposing a form revision which would consolidate two forms into one, thereby saving considerable time and money.

More Ideas

As a result of his suggestion being adopted, C. Tom Sawyer, 21 Central Avenue, Albany, an account clerk in the Labor Department's Division of Employment was granted an award of \$50. Mr. Sawyer proposed a form revision which has simplified filing and searching and will reduce the correspondence usually associated with the previous form. This makes the third award earned by Mr. Sawyer.

\$50 was presented jointly to John H. Warren, 131 Woodlawn Avenue, Albany; and Bernard J. McHugh, 18 Charles Boulevard, Delmar. Both men are Income Tax Examiners in the Tax Department's Income Tax Bureau. Mr. Warren and Mr. McHugh collaborated on devising two new forms which will eventually reduce the volume of correspondence usually initiated in order to gain the information these forms will supply. Mr. Warren's award brings his total up to two, as he has submitted a previous award-winning idea.

Other Award Winners are as follows:

\$35 to William T. Paley, 269 Third Street, Albany, a senior clerk in the Tax Department's Corporation Tax Bureau. This is Mr. Paley's second award.

\$35 to Mrs. Beatrice L. Sikorsky, 56 Amsterdam Avenue, Menands, a senior stenographer in the Labor Department's Division of

(Continued on Page 16)

TAX COMMISSIONER INSTALLS COLUMBIA ASSOCIATION OFFICERS



New York State Tax Commissioner George Bragalini, far right, is seen giving the oath of office to the new officers of the Columbia Association at a recent installation dinner in New York City. From left are Pete Grassi, sergeant-at-arms; Lucia Pepe, assistant corresponding secretary; Raymond Russo, financial secretary; Viola Dee, corresponding secretary;

Marian Samperi, assistant secretary; Hugh Miranda, secretary; Al Debellas, treasurer; Carmine Orsini, second vice president; Charles Caggiano, first vice president, and Joseph M. Ajello, president. Commissioner Bragalini is an honorary president of the group. Members of the association are State employees.

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1. (a) Days per week car driven to work _____ One way distance is _____ miles.
 (b) Is car used in any occupation or business? (Excluding to and from work) Yes No
 (c) Is car principally kept and used on a farm? Yes No
 2. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	% of Use

GOVERNMENT EMPLOYEES INSURANCE COMPANY
(A Capital Stock Co. not affiliated with the U. S. Government)
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 (N. Y. Service Office) Phone WOrth 2-4400
 Home Office, Washington, D. C.

Many postal districts have issued notices of examinations for substitute clerk and substitute carrier jobs. Local residence is required only when the post office name is starred. However, in establishing the list, local eligibles will be given preference over all non-local eligibles.

In Postal District 1 there are openings at the following offices: Baldwin, Bayport, Bohemia (clerk only), Bridgehampton, Cold Spring Harbor (clerk only), Ciplague, East Hampton, East Norwich (clerk only), East Rockaway, East Williston, Farmingdale, Freeport, Garden City,* Glen Head, Great Neck,* Greenlawn* (clerk only), Greenport, Greenvale, Hempstead, Hewlett, Hicksville, Huntington,* Malverne,* Manhasset,* Merrick, New Hyde Park, Northport, Port Jefferson, Port Washington, Quogue (clerk only), Rockville Center,* Roslyn, Roslyn Heights,* St. James, Syosset, Upton (clerk only), Valley Stream, and West Sayville.

In Postal District 2 there are openings at Akron, Albion,* Angola,* Batavia,* Bath, Belmont, Dundee, Ellicottville (clerk only), Falconer, Geneseo, Houghton (clerk only), Livonia (clerk only), North Chili (clerk only), Ontario, Penfield, Perry,* Phelps, Pittsford, Red Creek (clerk only), Salamanca, Shortsville,* Spencerport, Waterloo,* Wolcott, Youngstown (clerk only).

More Upstate Jobs

In Postal District 3 there are openings at Afton (clerk only), Camillus, Cato (clerk only), Cayuga (clerk only), Chittenango, Cooperstown, Deferiet (clerk only), Endicott, Gouverneur, Groton, Jamesville (clerk only), Liverpool, Lyons Falls (clerk only), Marcy* (clerk only), Massena, Morrisville (clerk only), Norwood, Oswego, Skaneateles, Spencer, Stamford.

In Postal District 4 there are openings at Cairo (clerk only), Chazy (clerk only), Cobleskill, Corinth, Dannemora* (clerk only), Delmar, Elizabethtown (clerk only), Fort Plain, Glens Falls, Greenville (clerk only), Hudson, Keeseville (clerk only), Lake Luzerne (clerk only), Mechanicville, Schoharie (clerk only), Selkirk (clerk only), Stillwater (clerk only), Ticonderoga, and Whitehall.

In Postal District 5 there are the following openings: Amenia (clerk only), Ardsley, Beacon,* Bedford (clerk only), Bedford Hills, Cold Spring, Dobbs Ferry, Ellenville, Elmsford, Ferndale (clerk only), Fishkill (clerk only), Greenwood Lake (clerk only), Harrison, Hartsdale, Highland (clerk only), Hopewell Junction (clerk only), Irvington, Mamaroneck, Marlboro (clerk only), Monroe,* Monticello, Narrowsburg (clerk only), Nyack, Ossining, Otisville (clerk only), Pawling* (clerk only), Pearl River, Pine Bush* (clerk only), Pleasantville, Poughkeepsie, Purchase (clerk only), Red Hook, Saugerties, Scarsdale, Spring Valley, Swan Lake (clerk only), Tappan, Tarrytown, Tuxedo Park (clerk only), West Nyack (clerk only), White Plains, Wingdale (clerk only), Yorktown Heights (clerk only).

Rochester, Syracuse, Yonkers
 Also, examinations are open for jobs in Yonkers, Rochester, Syracuse and Niagara Falls.
 All these examinations are open until further notice.
 To apply, obtain form 5000-AB

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, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

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

NYC Travel Directions

Rapid transit lines for reaching

the U. S., State and NYC Civil Service Commission offices in NYC follow:

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

U. S. Civil Service Commission — IRT Seventh Avenue local to Christopher Street station; IND trains A, E, F, D, AA or CC to Washington Square

Data on Application by Mail

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

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

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

at any of the examining post offices, or from filing address, fill out completely and mail to Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14.

All competitors will be required to take a written examination on general abilities, following instructions, and address checking. Sample questions will be sent with notice of admission to the test. A grade of 70 percent is required.

Applications Interchangeable

At all post offices except where "clerk only" is specified, the applications will be interchangeable for clerk and carrier. At the time of examination candidates will be asked to specify which position they wish to be considered for.

Starting pay is \$1.82 an hour. Substitute clerks handle mail and serve at postal windows. Substitute carriers deliver mail, and may be required to drive motor vehicles. Special delivery messengers will also be taken from the substitute carrier list, but may be

restricted to those who can furnish a suitable motor vehicle.

Applicants must be United States citizens, have reached their 17th birthday (no maximum age limit), weigh at least 125 pounds, and be physically able to perform the duties of the job.

Those who competed during 1957 will be put on the new list, but all who were examined before January 1, 1957, must re-apply.

MADELINE MALCOLM ON STAFF ATTENDANT LIST

Number 111 was inadvertently skipped in the printing of the staff attendant promotion eligible list for Central Islip Hospital in last week's Leader, that number belonged to Mrs. Madeline Malcolm, West Islip, L. I., N. Y. Mrs. Malcolm's score was 83.95.

WOMAN GETS WORK AWARD

Rita C. Chinnery of Brooklyn has received a superior performance award. She is assistant chief in the Supply Division, U. S. Army Engineer Division, North Atlantic. The award was presented by Col. Clarence Renshaw, division engineer.

Professional Directory

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Start Offered In Engineering And Drafting

ALBANY, Jan. 13—High school seniors and graduates anxious to get off to an early start in engineering or drafting careers are being offered opportunity by the State Department of Civil Service.

Examinations to fill at least 200 positions as engineering aides and drafting aides will be held on Saturday, March 22. Applications will be accepted through Friday, February 21.

The starting salary is about \$57 a week. Annual increases bring this to \$72 in five years. Promotion opportunities are reported excellent.

Types of Work

Appointees gain experience by working with engineers and draftsmen on varied projects throughout the State. An engineering aide may act as rodman, chainman, or axe man in addition to performing such tasks as reducing notes, tracing maps and plans, and making simple engineering computations. A drafting aide's work includes such assignments as preparing drawings or tracings, lettering maps and plans, and changing titles and dimensions. He may also make computations in connection with engineering projects.

Required for both jobs is graduation from high school by June 30, 1958, including or supplemented by a mathematics course (a course in mechanical drawing or drafting is also required for the drafting aide position). One year of satisfactory experience as a helper on engineering or drafting projects can be substituted for the required courses.

Where to Apply

Apply to the State Department of Civil Service, Albany, N. Y., or at 230 Broadway, New York City; or at high school placement offices.

9 Out of 10 Eligible For Social Security

ONE OF THE STRONGEST intrenchments against human distress in our country is the federal system of Old-Age and Survivors Insurance. Some years must still pass before the entire impact will be felt, when the first full generation of Americans completes its working life under the provisions of the Social Security Act.

In the past year the Social Security system continued its steady growth toward maturity. By December, 1957, nearly 11,000,000 persons were receiving benefits at a rate of \$5.3 billion a year. Nearly 80 percent were more than 65 years of age, representing three-fourths of our retired aged population.

Legislation was enacted to widen the area of protection even further.

The amendments of 1956, signed by President Eisenhower on August 1 extended coverage to include military personnel, lawyers, dentists, osteopaths, other self-employed persons, and more farm owners and operators. Thus, more than nine out of ten employed persons in the country are eligible for coverage. The broadened pro-

gram includes cash payments for totally disabled workers at least age 50, in specific instances for disabled children more than 18 years of age. Widows are now eligible for Social Security benefits at age 62. Other women may receive reduced benefits at the same age.



Nine representatives of seven foreign countries were greeted by Governor Averell Harriman at the start of a five-week management techniques training course in State agencies. The visiting officials are participating in a program sponsored by the International Cooperation Administration. Prior to their arrival in Albany, the trainees completed ICA courses in Washington, D.C. Front row, from

left, Severino M. Plamenko and Severo P. Asuncion, Philippines; Maria E. P. Baptista, Brazil; Governor Harriman; Carmen Mas White, Peru; Paterno C. Torresyap, Philippines; Prabhand Virodhai, Thailand, and Omar Al-Aidrossi, Iraq. Back row, Jose Vasquez Camacho, Costa Rica, and Fernando Lazarus Cerrato, Honduras. Governor Harriman shook hands with each one of them.

NYC Jobs

(Continued from Page 2)

8043. **PSYCHIATRIC SOCIAL WORKER.** About 41 vacancies at \$4550 to \$5990 per annum. Annual increments and a longevity increment of \$240 each. Fee \$4. The written test is expected to be held April 30. Candidates must have a baccalaureate degree plus a master's degree from an accredited school of social work including one year in supervised field work in psychiatric social work; or (2) a master's degree from an accredited school of social work plus one year of full-time, paid, satisfactory experience in psychiatric social case work with a social or health agency adhering to acceptable standards; or (3) a satisfactory equivalent. For certification to the Department of Welfare candidates must meet the standards set by the New York State Department of Social Welfare for this position. Form B experience paper must be filed with the application. Written test, weight 70, 70 per cent required; training and experience, weight 30, 70 per cent required. Candidates will be required to pass a qualifying medical test prior to appointment. (January 7-27.)

8151. **ACCOUNTANT.** Salary grade 11, \$4,850 to and including \$6,290 per annum. There are annual increments and a longevity increment of \$240 each. About 33 vacancies. Fee \$4. The written test is expected to be held May 19, 1958. Requirements are a baccalaureate degree issued after completion of a four year course in an accredited college or university, or high school graduation and six years of satisfactory full-time paid accounting experience, or a satisfactory equivalent combination of education and experience. Written test, weight 100, 70 percent required. The written test

will be designed to evaluate the candidate's knowledge of the principles of accounting and auditing. Candidates will be required to pass a qualifying medical test prior to appointment. (January 7-27.)

8232. **AIR POLLUTION INSPECTOR.** \$4,550 to \$5,990 per annum. Annual increments and a longevity increment of \$240 each. 16 vacancies in the Department of Air Pollution Control. Fee \$4.00. The written test is expected to be held March 20. Candidates must have a baccalaureate degree plus one year of experience or senior high school graduation plus 5 years of satisfactory experience or a satisfactory equivalent combination of experience and education. Form B experience paper must be filed with the application. Candidates must possess a valid Motor Vehicle Operator's License. Written test, weight 50, 70 per cent required; experience, weight 50, 70 per cent required. Candidates will be required to pass a qualifying medical test. (January 7-27.)

8052. **REHABILITATION COUNSELOR.** \$4,550-\$5,990; 12 vacancies in Hospitals and Correction. Fee \$4. The written test is expected to be held on April 9. Candidates must have a baccalaureate degree and two years of satisfactory, paid experience in vocational or employment counseling or medical rehabilitation or a satisfactory equivalent combination of education and experience. Form A experience paper must be filed with the application. Written test, weight 50, 70 per cent required; oral, weight 25, 70 per cent required; training and experience, weight 25, 70 per cent required. The factors in the oral test will be speech, manner and judgment; 60 per cent required on each factor. Candidates will be required to pass a qualifying medical test. (January 7-27.)

7969. **VISUAL AID TECHNICIAN.** \$3,500 to \$4,580; 10 vacancies in the Department of Education and the Board of Higher Education. Fee \$3. (Continued on Page 11)

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Men & Women 18 to 70 Years Eligible for Exam Mar. 29 for
STATE CLERK - \$2,720 to \$3,610 a Year
Hundreds of Appointments in New York City
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Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATION, INC.

97 Duane Street, New York 7, N. Y.

BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

H. J. Bernard, Contributing Editor

Sandra Caron, Assistant Editor

N. H. Mager, Business Manager

10c per copy. Subscription Price \$2.00 to members of the Civil Service Employees Association, \$4.00 to non-members.



TUESDAY, JANUARY 14, 1958

Eyes on Legislature Now

PROGRAMS for State employees have been issued by Republican leaders and by Governor Harriman which reflect the probable stand both parties will take on public worker legislation during the current 1958 session of the State Legislature.

We found Governor Harriman's platform a forward-looking one and congratulate him on the many definite measures outlined in his message to the Legislature. His program calls for increased promotional opportunities, recognition of superior work by cash awards, a definite 40-hour week with no loss in take-home pay for some 20,000 institutional employees now working 42 hours a week, and what the Governor terms "wage adjustments where inequities exist."

In addition, the Governor has proposed elimination of two "gadflies" that have long been irksome to State workers—the burden of moving expenses of transferred employees, and some restrictions in amount and age for insurable loans.

These measures are bound to improve the outlook of the State's merit system and we do not foresee any opposition to such a straightforward and legitimate program.

We hope that this preliminary report by the Governor will be further strengthened by a positive, affirmative attitude toward a general wage increase, vested pensions, and general improvement in retirement programs.

In comparison to the vigor shown in legislating for public employees in 1957, the 1958 GOP program was somewhat disappointing and we hope it will undergo some improvement at this session.

Last year, the Republicans pushed through a pay raise for nearly all State workers and granted a two-hour work reduction for institutional employees when all hope on these scores was at a low ebb. GOP boldness in 1957 certainly led public employees to expect a more positive Republican program than was announced last week.

It was disappointing to note that no definite commitment was made on GOP support for a 40-hour week for institutional employees—although we are sure such support will be forthcoming. No mention of salary conditions was made at all, except for a reference to last year increases.

All in all, the GOP statement struck us as being too much a remembrance of things past.

This is not to say that the proposed Republican platform was without merit. We were pleased with proposals on improving the Retirement System and willingness to wrestle with the thorny problem of parking for workers in the Capitol district.

Too, we were happy to see the GOP seeking to insure inclusion of more police and firemen in the Social Security program this year.

There is plenty of time for Republican legislators to put more flesh on their public employee program and we pray that the GOP initiative shown last year will be revived again before the current session ends.

Social Security Questions

I AM A WIDOW. I received a lump-sum death payment when my husband died ten years ago. At that time I was told that I would receive monthly payments when I reach 65. Has there been a change in the law? J.E.

Beginning with November, 1957, a widow may receive full widow's payments at age 62. If you have not remarried and are not earning more than \$1,200 a year, you should file your claim immediately at your nearest social security office.

LETTERS TO THE EDITOR

SOME TAX EXEMPTION ASKED FOR PENSIONERS
Editor, The Leader:

A move has been started in Niagara Falls by pensioners, some of whom are on Social Security, others on other pensions. They have asked for State legislation to exempt their personal homes from real estate taxes on up to \$5,000 of assessed valuation.

During the last few years many retired persons have been living in poverty because their horse-and-buggy-days pensions stay the same but the cost of living goes higher than the Russian sputnik.

All retired or soon-to-be-retired are requested to get in touch with their Assemblyman and State Senator in person or by mail and ask them to support the bill to grant the limited exemption.

JOSEPH KLEIN

PRECEDENT CITED TO PROVE NEED FOR VESTED PENSIONS
Editor, The Leader:

I am deeply grateful for your continuing interest in improving our State Retirement System.

I recently read a report based on a study of 290 pension programs in New York State by the State Labor Department. It shows that 90 percent of the contributory pension plans include vesting privileges.

When so large a degree of the contributory pension plans studied contain vesting, surely there has already been an undue delay by the State, as an employer.

STATE WORKER

EASING OF RETIREMENT AGE FOR POLICEMEN ASKED
Editor, The Leader:

About a month ago you published an article regarding the forced retirement of policemen at the age of 63. In this article you stated that after Social Security goes into effect for members of the Police Department on January 1, 1958, the plan was to have a local law introduced in the Council so that the compulsory retirement age would be changed from 63 to 65. This would make the two retirement ages coincide. A policeman could remain in the department until entitled to retire under social security, and collect his police pension and social security at the same time, just as all other departments are doing now.

The new year is approaching its second month, and more men are reaching the compulsory retirement age.

(Continued on Page 10)

United Nations Votes Dental Insurance

The General Assembly of the United Nations approved a contributory program of dental insurance for 3,500 employees of the United Nations Secretariat and specialized agencies, and their dependents. The United Nations staff will thus become the first large group in the world to subscribe to a voluntary, community-wide dental prepayment plan. Cost of the coverage will be shared by the United Nations and its employees. Enrollment is expected in January.

Coverage is being provided by Group Health Dental Insurance. Secretary General Dag Hammarskjöld said that while the costs of dental treatment are less acute and more predictable than medical costs, they are often a severe financial drain. He cited a survey showing that 20 percent of staff members had dental costs ranging from \$100 to \$200, another 14.5 percent \$200 to \$500, and about 2.5 percent \$500 upward.

LOOKING INSIDE

By H. J. BERNARD
Contributing Editor



Condon-Wadlin Law Heads for Amendment

PUBLIC OFFICIALS of both parties were hoping that the Condon-Wadlin anti-strike law would not become an issue but events having made that impossible, the law is to be amended.

Since the law relates only to public employees, the public is the real sufferer from a strike, sometimes on a large scale. Industrial and commercial enterprises and many other businesses suffer, too, including the performing arts in or outside the commercial theatre.

Public Disfavors Strikes by Its Employees

The public is opposed to strikes by public employees, so when Governor Harriman himself says that such strikes are intolerable, he is echoing popular sentiment, but not that of some labor leaders.

The Federal government has an anti-strike law and it is as effective on its employees as the Condon-Wadlin law in its own field is not.

What makes amendment of the Condon-Wadlin act virtually assured is that both the Democrats and Republicans are now tacitly agreed on that fact, though not on the means. It may be possible, as Governor Averell Harriman hopes, to offer a bi-partisan program, but Republican desire to have the State Labor Relations Board decide the collective bargaining units in the Transit Authority (and of course elsewhere eventually, if not now) does not enhance prospects of unity.

The leaders of employee organizations, and no doubt the membership, too, favor repeal of the Condon-Wadlin Law, though strangely enough, not for the same reason.

Employee Groups Differ

The law, say some of these leaders, deprives public employees of a recourse open to workers in private industry, and therefore is discriminatory, making second-class citizens of public employees when it is the boast of our democracy that there are no degrees of citizenship. This is an unconcealed bid for the legal right to strike and declaration of intention to strike if circumstances warrant.

Leaders of other employee groups like The Civil Service Employees Association, agree that public employees should not strike, oppose statutory prohibitions, and favor voluntary declaration of a no-strike policy. The CSEA has a no-strike clause in its constitution.

Section 22-a of the State Civil Service Law forbids employees of the State and its communities from striking. Any violator "shall thereby abandon and terminate his appointment or employment and shall no longer hold such position, or be entitled to any of the rights or emoluments thereof, except if appointed or reappointed" under conditions whereby his pay shall be no more than it was when he struck. It shall not be increased during the next three years, and for five years he shall be on probation.

Some union leaders steer a middle course. They say that, in general, the right to strike should not be denied to public employees, except for specified groups. The full list of proposed exceptions is never given. The borderline problem is prohibitive, but the police and fire departments are always included, and always first.

Harriman Wants Panel Named

How to reach a conclusion that, if it cannot reconcile these conflicting views at least can offer a tolerable compromise, is a problem for the Legislature. Governor Harriman favors the appointment of a panel of impartial experts, and representatives of labor, business, and government, to weigh the problem and make recommendations to the Legislature.

The problem is complex, even if one agrees that strikes by public employees are intolerable.

So long as public officials turn a deaf ear to the just grievances of employees, the danger of strikes in the State government, and the communities of the State, will always exist, whatever the law may provide, and whatever may be the experience in the Federal government where the deaf ear is found as often. The real responsibility for some prohibited strikes therefore lies deeper than the public may realize.

An excellent labor relations program is as good a strike antidote as amendment of the Condon-Wadlin law, but government hesitates to provide its employees with means of redress equal to that prevailing in private industry. In some instances there is no grievance procedure at all, as in police departments; in others grievances are heard as a matter of condescending indulgence, not as a matter of right, hence not invariably.

The State started its grievance machinery with some toothless gears, improved it somewhat, but still has a long way to go before it reaches par for the course. New York City has done a little better, and promises to do still better, but exclusive collective bargaining is a prime stumbling block. This can be surmounted only when the principal unions agree to the terms under which such preference is to be granted. Progress toward such agreement has been made recently.

The problem of conflict of organizations does not exist in the State government because the CSEA almost saturates the potential; outside of New York City it has large membership in its County Divisions, too. It does not operate among New York City employees.

Exclusive collective bargaining, has worked well in private industry.

(Continued on Page 12)

Highest Pay Ever For U. S. Positions as Beginning Scientist

The federal service has openings for engineers, chemists, physicists, electronic scientists, mathematicians, and metallurgists throughout New York and New Jersey. Salaries are \$4,480 and \$5,335 a year, the highest level for beginning scientists in federal government. Applications will be accepted until further notice.

A college degree in the appropriate field qualifies one, but is

not an absolute requirement. Experience is accepted as a part equivalent, if one has a specified number of hours of college study in the specialty. The number of hours varies with the job.

The government supplies a booklet concerning many of the research and development programs conducted by federal agencies, as well as full information on how to apply for the positions. Apply at main post offices (except Manhattan and the Bronx) or to Director, U.S. Civil Service Commission, 641 Washington St., New York 14. Ask for announcement 2-1(58), junior scientists and engineers.

STANLEY DORE TO RECEIVE ENGINEER GROUP'S MEDAL

Deputy Mayor John J. Theobald will install officers of the Municipal Engineers Friday, January 17, at the Hotel Biltmore. Stanley M. Dore, chief engineer of the Board of Water Supply, will receive the society's medal and a certificate for the best paper presented before the group in 1956.

Arthur C. Ford, president of the Board of Water Supply, will preside.

CHIEF PROBATION OFFICER TEST TO BE HELD BY NYC

The City Civil Service Commission has ordered examination for chief probation officer of the Court of Special Sessions. Application dates have not yet been set.

ROMANO NAMED ASST. ATTORNEY GENERAL

ALBANY, Jan. 13—Joseph A. Romano of Ballston Spa has been named an assistant attorney general in the State Law Department. His salary is \$12,000 a year.

Mr. Romano is former village attorney for Ballston Spa and a graduate of Brooklyn Law School. He has been assigned to the Litigation and Claims Bureau by Attorney General Louis J. Lefkowitz.

THREE IN BRONX OFFICE RECLASSIFIED UPWARD

The City Civil Service Commission has reclassified three employees in the office of the Bronx Borough President. They are George H. Lange, from senior administrative assistant to administrator; Thomas J. Cotter, from administrative associate to senior administrative assistant; and Samuel D. Schwartz, from administrative assistant to administrative associate.

Nation All Set for Rousing 75th Anniversary Of Civil Service Law

Everything is in readiness for the celebration of the 75th anniversary of the signing of the Federal Civil Service Law.

President Eisenhower has prepared a proclamation, calling on all citizens to join in the celebration of the national enactment. Governor Averell Harriman and Mayor Robert F. Wagner of New York City have done likewise concerning celebrations in their jurisdictions of Federal, State and local enactments.

While the federal act was signed on January 16, 1883, by President Arthur, it did not take effect until six months later. This year's celebration, while it starts on Thursday, January 16, will continue almost as long as the interval between signature and effective dates, as all over the nation events are staged by supporters of the merit system.

Well Accepted Now

The peak of the federal celebration will occur on Saturday, January 18.

In the early days those who clamored for reform in hiring had to stand much abuse; today they are a teeming multitude who take the solidly established merit system for granted and recognize it as a benefit to all citizens. Opposition has long since disappeared.

In the early days the men in the milliners by politicians who fought forefront were ridiculed as male

(Continued on Page 8)

NYC Joins With Pride

By JOSEPH SCHECHTER

New York City Personnel Director and Chairman, City Civil Service Commission

New York City is proud to be a participant with the federal government and New York State in celebrating the 75th anniversary of the signing of the Civil Service Act and adoption of the civil service merit system.

We are also proud of the fact that New York City was the first municipality to follow the lead of the federal government and New York State in this important step. We will strive toward continuous improvement in our merit system.

The federal government is about to begin its celebration and continue throughout the year, and the State will start its activities on May 4. The City will join in at the end of the year with a month-long celebration. December 15 is our birthday.

THE UNIFORMED FIREMEN'S ASSOCIATION IS PLEASED TO EXTEND ITS CONGRATULATIONS TO ALL CIVIL SERVICE EMPLOYEES ON THE OCCASION OF THE SEVENTY-FIFTH ANNIVERSARY OF THE ESTABLISHMENT OF CIVIL SERVICE.

LITTLE WAGNER ACT

COLLECTIVE BARGAINING

The Condon-Wadlin Law prohibits civil service employees from striking. What is the alternative for civil service employees if it is not strike?

There must be some recourse for civil service employees who have legitimate grievances in this day of progressive labor relations.

We expect the enlightened administration of Mayor Robert Wagner to supply that recourse by accepting the "Little Wagner" Report issued by the City Labor Commissioner, and by implementing it.

THE FIREFIGHTERS OF THE CITY OF NEW YORK, THROUGH THE UFA LOCAL #94, I.A.F.F., AFL-CIO, URGE ALL CIVIL SERVICE GROUPS TO PUBLICLY SUPPORT THAT REPORT WHICH INCLUDES A PROGRAM OF TRUE COLLECTIVE BARGAINING FOR ALL CIVIL SERVICE EMPLOYEES.

LITTLE WAGNER ACT

COLLECTIVE BARGAINING

UNIFORMED FIREMEN'S ASSOCIATION
38 PARK ROW, N. Y. C.

DE 5-1810 Established 1926
ABRAHAM H. HOLLANDER
HIGH GRADE MEMORIALS
Spec. Discount to Civil Service Employees
Write for Free Yartzelt Calendar
Bring this Ad with you for discount.
122 CHESTER STREET
Nr. Pitkin Ave. B'klyn 12, N. Y.

Fire Chiefs Association
Fire Department
City of New York
Salutes
the 75th Anniversary
of Civil Service
PRESIDENT:
Charles E. McKaugh
VICE PRESIDENT:
John T. Browne
SEC. TREASURER:
Edwin F. Schneider

UNIFORMED FIRE OFFICERS ASSOCIATION
NEW YORK
FIRE DEPARTMENT
LOCAL 854 I.A.F.F., AFL-CIO
140 Chamber St., New York 7
"REPRESENTING ALL OFFICERS FROM LIEUTENANT TO CHIEF OF DEPARTMENT"
Is Proud to Mark
This 75th Anniversary of
Civil Service in the U.S.

Local 237 Rejoices
Over the advances made by the Merit System in the first 75 years and hopes the GAINS will be even greater in the next 75.
The limited hope of the past has been realized. The hope of the future has no limit.
Local 237
International Brotherhood of Teamsters
HENRY FEINSTEIN, President
170 Nassau Street New York 38, N. Y.

The **POLICE CONFERENCE**
STATE OF NEW YORK
composed of police organizations throughout the state is most happy to join the **CIVIL SERVICE LEADER** in commemorating the **75th ANNIVERSARY** of the introduction of **Civil Service in the United States.**

The board of officers of the **Patrolmen's Benevolent Association of the City of New York, Inc.**
Salutes the **Civil Service System** on its 75th Anniversary
PATROLMEN'S BENEVOLENT ASSOCIATION
OF THE CITY OF NEW YORK, INC.
JOHN E. CARTON President—Pension & Relief Bureau
JOHN J. CASSESE 1st Vice-Pres.—Chief Clerk's Office—HIP
VINCENT J. STEIN 2nd Vice-Pres.—Queens Prop. Clk's Of.
WALTER A. GORMAN Treasurer—Traf. Div.
JOHN F. HARNIG Recording Sec.—1st Dist. Traf.
HERBERT L. MASSETT Financial Sec.—41st Pot.
WALTER A. ASKLUND Financial Sec.—67th Pot.
EDWARD ROGERS Financial Sec.—5th Pot.
WALTER B. PENNA Financial Sec.—60th Pot.
EDWARD P. FERLING Financial Sec.—70th Pot.
BENJAMIN CHODAR Trustee: Brooklyn—60th Pot.
PATRICK H. FITZPATRICK Trustee: Bronx—52nd Pot.
STEPHEN P. CROWE Trustee: Richmond—120th Pot.
MARTIN J. McDONNELL Trustee: Manhattan—34th Pot.
EDWARD J. KIERNAN Trustee: Queens—119th Pot.
DONALD S. COLLINS Sergeant-at-Arms—D.D.—B.Hg.

Government Units and Many Groups Unite to Plan Celebration of Merit System Anniversary

(Continued from Page 7)
hard to retain the spoils system. Today civil service reformers and administrators have a less hectic task.

The big event on the national scene will be a dinner at the Sheraton Park Hotel, Washington, D. C., at which Vice President Richard Nixon will speak. Govern-

nor Harriman, Mayor Wagner, and Chairman Joseph Schechter of the City Civil Service Commission are expected to attend. Other speakers will be John Coleman, ex-pres-

ident of the U.S. Chamber of Commerce, and William C. Doherty, vice president of the AFL-CIO and president of the National Association of Letter Carriers.

Cooperating in the banquet are, among others, the Brookings Institution, the Society for Personnel Administration, and the Federation of Letter Carriers.
(Continued on Page 9)

(Continued from Page 8)
eration of Government Employees. Chairman of the dinner committee is Daniel Bell, who was a career federal employee until he became president of the American Security and Trust Company, Washington, D. C. He is a member of the executive committee of the National Civil Service League, a fact that fits well into the celebration, since the original draft of the federal law, as well as of the state and city civil service laws that went into effect in the same year, was prepared by the New York Civil Service Reform Association, precursor of the National Civil Ser-

vice League.
The association now functions as a New York adjunct of the league; in the old days the New York League also functioned nationally. Much of the coordination of the national and New York events is the work of Thomas R. Watson, executive director of the CSRA.
In speeches throughout the nation the days in which reformers were trying to get a civil service law enacted will be recalled, and tribute paid to the leaders of that early movement, who included Dorman B. Eaton, George William Curtis, Carl Shurz, Everett P.

Wheeler, and Orland P. Potter.
The U.S. Civil Service Commission will conduct various events at its Washington office during the first celebration week particularly.
Other States Join In
The struggle for reforms in New York State had a history of about equal duration and succeeded for much the same causes. The need for reform was acute, but getting politicians to renounce the authority to fill jobs with persons of their own choice was difficult. After President Garfield was fatally shot by a disappointed office seeker, the public for the first time became aroused to the necessity

of reform of the appointment method. The federal law was voted by Congress and President Arthur signed it. Soon thereafter Governor Grover Cleveland signed the New York State law.
In other States of the Union the enactment of their own civil service laws will be celebrated close to their own anniversary dates. In New York State the date of the 75th anniversary is Sunday, May 4. During May there will be a series of celebrations that the State government is actively promoting, starting on Monday, May 12, this year. Open house, an annual event, will be in commemoration of Governor Grover Cleve-

land's signing of the State law, and will start on that date.
Governor Harriman will be the principal speaker at a celebration banquet on Thursday, May 15.
Cooperation All Around
The Governor is being aided in plans for the State's vast celebration by a sponsoring committee. The State Civil Service Commission, Alexander A. Falk, president, and the Civil Service Employees Association are cooperating wholeheartedly.
Events will be held in New York City, too, under joint arrangements of Chairman Schechter and the Civil Service Reform Association.

NEW YORK STATE JOB OPENINGS

Applications may be filed now for all of the following New York State jobs. The detailed announcements and application forms may be obtained from any of these addresses: Room 2301 at 250 Broadway, New York 7; Examinations Division, 39 Columbia St., Albany; State Department of Civil Service, State Office Building, Room 212, Buffalo; or from New York State Employment Offices in the counties concerned.
Specify the number and title of each examination in which interested and enclose a self-addressed envelope at least nine inches long, bearing six cents in postage.
Do not include application fee with request for application form. It is to be returned with the filled out application.
Candidates must be U.S. citizens and must have been legal residents

of New York State for one year immediately preceding the examination date. Many of the counties have additional county residence requirements. Starting salary is given. The closing date appears at the end of each notice.

Open-Competitive

6195. SUPERVISING THERAPIST (PUBLIC HEALTH), \$5,020-\$6,150. Requirements: license or eligibility for license to practice physical therapy, bachelor's degree including or supplemented by program of instruction in physical therapy, and 2 years of physical therapy experience including one year of public health experience. Fee \$5. Examination, Saturday, March 1, (January 31.)

6198. ASSISTANT SUPERINTENDENTS, Westchester County Women's Prison and Reformatory, \$8,310 to \$10,020. Orleans County Women's Reformatory, \$7,890 to \$9,540. Requirements: bachelor's degree and two years of experience in a supervisory or administrative capacity working with delinquent girls or women offenders in a public or private correctional agency in the fields of probation, custody, rehabilitation, parole, social work, or education, plus either four years of experience in the above fields or three years of such experience and 30 graduate credit hours in such fields or equivalent training and

experience. Fee \$5. Examination, Saturday, March 1, (January 31.)
6196. SUPERVISOR OF SOCIAL WORK (ADOPTION), \$5,840 to \$7,130. Requirements: two years of graduate study in a school of social work and four years of experience in child welfare work, including one year in a supervisory capacity and one year involving adoption work. Fee \$5. Examination, March 22, (February 21.)
6197. SUPERVISOR OF SOCIAL WORK (MEDICAL), \$5,840 to \$7,130. Requirements: two years of graduate study in a school of social work and two years of medical social work experience, including one year in a supervisory, consultative, or administrative capacity, and either one more year of medical social work experience or one more year of social case-work experience and specialization in medical or psychiatric social work in the graduate school or equivalent training and experience. Fee \$5. Examination, Saturday, March 22, (February 21.)
6225. CASE WORKER, 150 vacancies in various counties and cities throughout the State. Salaries vary according to location. For details, write New York State Department of Civil Service or inquire at local civil service commission. (No closing date.)
6189. SALES FINANCE REPRESENTATIVE, \$4,530 to \$5,580. Requirements: two years of experience with a sales finance or loan company, retail installment seller, bank, or similar organization, and either two more years of same experience or bachelor's degree or equivalent training and experience. Fee \$4. Examination, Saturday, March 1, (January 31.)
6188. BANK EXAMINER TRIANEE, \$4,400 to start. For college seniors or graduates. After two-year training program, candidates will be appointed as junior bank examiners at \$4,770, with opportunity for promotion to bank examiner, salary \$5,840 to \$7,130. Fee \$4. Examination, Saturday, March 1, (January 31.)
6190. TRUCK WEIGHER, \$3,140 to \$3,960. Requirements: two years of business experience dealing personally with the public, such as salesman, filling station attendant, etc. Fee \$3. Examination, March 1, (January 31.)

6206. BEGINNING OFFICE WORKER, \$52 to \$55 weekly. Several hundred appointments in New York City, Albany, and elsewhere throughout the State, as file clerks, account clerks, statistics clerks. No special education or experience required. Fee \$2. Examination, Saturday, March 29, (February 24.)

6191. ENGINEERING TECHNICIAN and 6192. DRAFTSMAN, \$3,470 to \$4,360. College training or experience. 260 openings. Open to any qualified citizen of the United States. Fee \$3. Examination, March 1, (January 31.)

6193. ASSISTANT SIGNAL ENGINEER, \$6,140 to \$7,490. Requirements: two years of experience in installation, maintenance and inspection of railway signal systems and either a bachelor's degree in engineering or three years of supervisory or engineering railroad experience plus one more year of first named experience or equivalent training and experience. Fee \$5. Examination, March 1, (January 31.)

6194. MARKET REPORTER, \$4,770 to \$5,860. Requirements: high school graduation or equivalent diploma and five years of experience in producing, selling, shipping, market reporting, etc., of fruits, vegetables, livestock, or poultry. Education in a college or in an agricultural or technical institute with specialization in agri-

culture may be substituted for some of the above experience. Fee \$4. Examination, March 1, (January 31.)

COUNTY

Open-Competitive

6608. ASSISTANT CHEMIST, Town of Tonawanda, Erie County, Salary \$5,618. Fee \$5. (January 31.)

6609. CHEMIST, Town of Tonawanda, Erie County. Salary \$7,950. Fee \$5. (January 31.)

6610. JUNIOR SANITARY CHEMIST, Erie County. Appointment expected at \$3,845. Fee \$3. (January 31.)

6611. CLERK, County Service, Towns and Villages, Rockland County, Salary \$2,400. Fee \$2. (January 31.)

6612. SENIOR CLERK, Rockland County, Salary \$3,500. Fee \$3. (January 31.)

6613. SENIOR FILE CLERK, Rockland County, Salary \$3,500. Fee \$3. (January 31.)

6614. SENIOR STENOGRAPHER, Rockland County, Salary \$3,500. Fee \$3. (January 31.)

6615. SENIOR TYPIST, towns and villages, Rockland County, Salary \$3,500. Fee \$3. (January 31.)

6616. TELEPHONE OPERATOR, Rockland County, Salary \$3,500. Fee \$3. (January 31.)

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GHI finds it significant that, in this year which marks the 75th Anniversary of the establishment of a merit system of employment for the employees of the State of New York, those employees for the first time enjoy a state sponsored program of health insurance.

Health insurance under the N. Y. State program has been offered to employees with a choice of coverages. This choice program is the most democratic, the most advanced of any government sponsored program in the United States. In effect, the offer of alternative coverages places each insurance plan in the program on a merit basis.

In this program, our non-profit organization, which exists to demonstrate the efficacy of voluntary insurance techniques in meeting the health needs of the community, is proud to have a part. We hail its establishment as an important and forward looking event in public administration, just as was the establishment of a merit system of employment seventy-five years ago.

GROUP HEALTH INSURANCE, INC.
221 Fourth Avenue
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The oldest non-profit medical care insurance organization serving the New York community.

Ter Bush & Powell, Inc.

General Insurance Agents

Salutes the 75th Birthday of the creation of the Merit System in the United States.

Ter Bush & Powell are justly proud of their long-standing association with and service to thousands of members of the Civil Service Employees Association of New York State, America's largest public employees organization.

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The Blue Cross - Blue Shield Plans of New York State
Congratulate the Career Servants of the State in This 75th Anniversary of The Founding of Civil Service in America!

Through establishment of the Merit System in Government, public workers enjoy benefits unheard of before the creation of Civil Service. Among these is a health insurance program for New York State Employees unrivalled in the nation. Blue Cross and Blue Shield are proud to participate as carriers in this program designed to make our State's Merit System the leader in the nation.

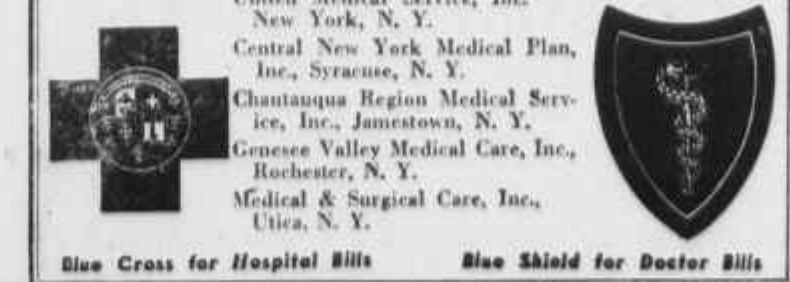
NEW YORK STATE PLANS
Associated Hospital Service of Capital District, Albany, N. Y.
Hospital Service Corp. of Western New York, Buffalo, N. Y.
Chautauque Region Hospital Service Corp., Jamestown, N. Y.
Associated Hospital Service of New York, New York, N. Y.
Rochester Hospital Service Corp., Rochester, N. Y.
Group Hospital Services, Inc., Syracuse, N. Y.
Hospital Plan, Inc., Utica, N. Y.
Hospital Service Corp. of Jefferson County, Watertown, N. Y.
Northeastern New York Medical Service, Inc., Albany, N. Y.
Western New York Medical Plan, Inc., Buffalo, N. Y.
United Medical Service, Inc., New York, N. Y.
Central New York Medical Plan, Inc., Syracuse, N. Y.
Chautauque Region Medical Service, Inc., Jamestown, N. Y.
Genesee Valley Medical Care, Inc., Rochester, N. Y.
Medical & Surgical Care, Inc., Utica, N. Y.

The Civil Service Employees Association

And Its 75,000 State, County, and Municipal Public Employee Members
Salute the 75th Birthday of Civil Service in America

As the largest public employee organization in America, the Civil Service Employees Association is dedicated to the continued improvement of the Merit System and devoted to the interests of the civil servant on all levels.

The creation of the Civil Service System has brought America's ablest to government employment and the Civil Service Employees Association is proud to act as their voice in the State of New York.



Letters to the Editor

(Continued from Page 6)

irement age of 63 every day. These men have to work until 65 to collect Social Security benefits, and who hires a man over 63?

Enactment of the coinciding legislation is important but I haven't even heard that any bill was introduced.

PAUL QUARTERS

TEACHERS' ANNUITY CASE STIRS PRESIDENT'S COMMENT

Editor, The Leader:
I read your story of December 31 concerning our pending Court

of Appeals action on the reduced annuities with great interest and found it lucid and accurate except for one detail. The total membership quoted for the Empire State Federation of Teachers is less than half of the membership of only one of our affiliates, the New York Teachers Guild, and we have 18 upstate locals.

I presume that you received the estimate from the so-called State Teachers Association. That group fought Social Security coverage for teachers throughout the 1957 legislative session. State employ-

ATTORNEY GENERAL TO AID IN LAKE CHAMPLAIN FETE

ALBANY, Jan. 13 — Attorney General Louis J. Lefkowitz has pledged "all possible assistance" to the Interstate Commission on the Lake Champlain Basin in its preparation for the 350th anniversary celebration of the discovery of Lake Champlain. The festival will be held in 1959.

ees who were members of our Teacher Retirement System forehandedly separated themselves, for OASI referendum purposes, from the State's teachers. The Empire State Federation of Teachers alone and unaided obtained the inclusion of teachers in the State Social Security Law just as our national affiliate, the American Federation of Teachers, obtained it on the national level.

Does it not seem strange that the State Teachers Association has not entered our case, amicus curiae, on our side?

ELIOT BIRNBAUM
President

INSTITUTIONAL TEACHER APPRECIATES A LIFT

Editor, The Leader:
I commend you for your article on the institutional teacher published in the December 24 Leader. Institution teachers are the forgotten educators of today. They enjoy fewer and shorter vacations than their counterparts in the public school system, and their pay is much lower. There is no financial encouragement for teachers with experience to teach for the state; nor is there monetary encouragement for institutional teachers to improve their academic training.

It certainly is of great concern that all institutional teachers work together to remedy these inequities.

ROBERT W. KAELIN
Institution Teacher,
Napanoch, N. Y.

WANTS PENSIONERS PAID EVERY TWO WEEKS

Editor, The Leader:
Why are retired employees paid only once a month? Why cannot these employees be paid every two weeks like employees?

I think it is shameful that we pensioners are relegated to the rear. I wish I could cancel my retirement and resume my position.

RETIRED

Tompkins Chapter Honors Roberts

At a recent meeting of Tompkins Chapter, CSEA, Ithaca Postmaster Stanley Shaw and CSEA Field Representative Ben Roberts were guests of the chapter.

President Herrmann presented Mr. Roberts a honorary life membership in the chapter in appreciation of his outstanding work for the Association as field representative and for his continued interest in the Chapter. Mr. Roberts was first vice president for five years, previous to his of-and representative in the chapter office of field representative.

KOREAN BONUS BILL

ALBANY, Jan. 13—A bill to grant a war bonus to Korean War veterans has been reintroduced in the Legislature by Assemblyman Charles D. Henderson of Steuben County.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

THEY'RE GIVING JOE A PARTY

And why not? Joe is retiring after 30 years of faithful service to the State. Everybody in the Department likes him because he was a friend in every situation. The kind that slipped a fellow worker a ten when paychecks were late, that took on a double load when a pal was in the hospital. So nothing but the best is good enough for Joe. The Department crowd will dine and wine him as he was never dined and wine before. And that means PETIT PARIS. Cost per plate may be a few cents higher than in places more accustomed to serving coffee and cruetters than group dinners. But Joe's Retirement Party planners know that at PETIT PARIS the night will be a success. Reason? Central Albany location a few minutes drive from the State Office Building, plenty of parking, food and service tops, and that special know-how of handling group dinners triumphantly. And if a few extra-old bottles of spirits are needed to liven up the occasion they can be had from PETIT PARIS wine cellars. . . . If you have a Joe who is retiring from your department, you'll want to hold his farewell gathering at PETIT PARIS, 1000 Madison, Albany, N. Y. Tel. 2-7864 for reservations.

YANKEE TRAVELER TRAVEL CLUB

R.D. 1, Box 6 Remsen, N. Y.

Sunday trips to the best dinner spots within driving distance of Albany. See the Hudson Valley and the hills in their winter dress.

Look younger, feel younger. This time be good to yourself. Enjoy life more, eat out often. Live a little, go Yankee Traveler.

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Troy Albany 3-0080

CENTER OF ALBANY

Completely New & Redecorated COCKTAIL LOUNGE and BANQUET HALL Accommodation up to 110 CENCI'S
Open 4 P.M. Daily
234 WASHINGTON AVE. Albany, N. Y.
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In Time of Need, Call M. W. Tebbutt's Sons

176 State 12 Colvin
Alb. 3-2179 Alb. 89-0116
420 Kenwood
Delmar 9-2212
Over 107 Years of Distinguished Funeral Service

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

NEWEST BANQUET ROOM IN THE ALBANY AREA. OPEN FOR STATE EMPLOYEE GROUP DINNERS.

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WEDDINGS — DINNERS — BANQUETS
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YOU NAME THE TERMS
YOU BUY HERE
SIGN HERE AND PAY HERE
OUR INSPECTION — YOUR PROTECTION
ARMORY GARAGE 39th Year
DE SOTO PLYMOUTH DEALER
Home of Tasted Used Cars
926 CENTRAL AVE. COLVIN 2-3381
Open Even. Till 10 P.M.

Franz Zwicklbauer's
LITTLE BAVARIA
Private Parties • Sauerbraten & Potato Pancakes a Specialty • Imported Beer
221 N. ALLEN STREET
Albany, N. Y.
Aib 2-9893 or 89-4231

WE'RE GLAD!!! TO WELCOME YOU TO THE

DeWitt Clinton
ALBANY, N. Y.
They all speak well of it
Knoth Hotel John J. Hyland Manager
FREE SAMPLES

1000 Embossed business cards \$4.95 post-paid. Prompt delivery. H. SHARPE SERVICE, 103 Hudson Ave., Albany, N. Y.

CHURCH NOTICE ALBANY FEDERATION OF CHURCHES

72 Churches united for Church and Community Service.

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

APTS. FOR RENT Albany

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

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

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CIVIL SERVICE BOOKS and all tests
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Shoppers Service Guide

INDIVIDUAL INSTRUCTION

CIVIL SERVICE EXAMS — H.S. equivalency, AH H.S. and elementary subjects by certified experienced teacher. OL 7-5851

HELP WANTED

WOMEN — Earn part-time money at home, addressing envelopes (typing or longhand) for advertisers. Mail \$1 for instruction Manual telling how (Money-back guarantee) Starline, Vaile Co., Corona, N. Y.

HELP WANTED Male & Female

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(Continued from Page 5)

qualifying written test, if given, is expected to be held May 3. Graduation from high school is required plus one year of full time paid experience in the operation, repair and maintenance of slide, strip or opaque projectors and/or 16 mm. motion picture equipment. Performance test, weight 100, 70 percent required. In the performance test candidates will be required to demonstrate their ability to operate visual aid equipment as well as indicate their ability to repair and maintain such equipment. Candidates may be required to pass a qualifying written test. Candidates will be required to pass a qualifying medical test. (January 7-27.)

1. BRICKLAYER. 8 vacancies at \$28.35 a day in various City departments. Fee 50 cents. The qualifying written test, if given, will be held March 29. Candidates must have not less than five years of full-time paid experience as a bricklayer; or a total of five years of acceptable experience. Performance test, weight 100, 70 percent required. In the performance test the candidate will demonstrate his manual skill with tools in the production of a work sample. Candidates may be required to pass a qualifying written test. Candidates will be required to pass a qualifying medical and physical test. (January 7-27)

7910. PUBLIC HEALTH PHYSICIAN. District Health Administration. City Residence Requirement is waived. \$9,400-\$11,500 per annum. 6 vacancies in the Department of Health. Fee \$5. The written test will be held March 21. Candidates must be graduates of

an approved School of Medicine, must have one-year's internship, a Master's degree in Public Health, and satisfactory experience. Candidates must possess a valid New York State license to practice medicine. Candidates who hold a license to practice medicine in states other than New York may be appointed to the position but must present a New York State license to practice medicine at the end of the third month of the probationary period. Written test, weight 40, 70 percent required; oral, weight 30, 70 percent required; training and experience, weight 30, 70 percent required. The factors in the oral test will include manner, speech, judgment and technical competence. Candidates will be required to pass a qualifying medical test. (January 7-27)

8234. SENIOR TABULATOR OPERATOR (IBM). \$3,500-\$4,580 per annum. 6 vacancies in various City departments. Fee \$3. Written test is expected to be held May 24. Candidates must possess a high school equivalency diploma or certificate, and one year of satisfactory full-time paid experience in the operation of IBM tabulating and associated equipment; or two years of satisfactory full-time paid experience, or four years of satisfactory full-time paid clerical experience; or a satisfactory equivalent. Written test, weight 100, 70 percent required. (January 7-27)

8235. JUNIOR PLANNER. \$4,550-\$5,990 per annum. Four vacancies in the Department of City Planning and one in the Department of Education. Fee \$4. Written test is expected to be held March 27. Candidates must have a baccalaureate degree in related field, and one year of experience, or satisfactory equivalent. Written test, weight 80, 70 percent required. (Continued on Page 15)

LEGAL NOTICE

At a Special Term, Part II thereof, of the City Court of the City of New York, held in and for the County of New York, at the Court House, 52 Chambers Street, Borough of Manhattan, City, County and State of New York, on the 10th day of January, 1958.

Present: Hon. HAROLD BAER, Justice. In the matter of the application of HALDY FREDERICK for leave to change his name to HARRY DORSEY. UPON READING AND FILING the petition of HALDY FREDERICK, duly verified the 8th day of January, 1958, and entitled as above, praying for leave to assume the name of HARRY DORSEY in place and stead of his present name of HALDY FREDERICK, and the Court being satisfied that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed.

NOW, ON MOTION OF ANGELO V. RUBINO, ESQ., attorney for said petitioner, it is ORDERED, that HALDY FREDERICK, born April 9, 1928, in New York City, certificate number 19014, is authorized to assume the name of HARRY DORSEY, on and after the 19th day of February, 1958, upon condition, however, that the petitioner shall comply with the further provisions of this order; and it is further ORDERED, that this order and the aforementioned petition be filed within 10 days from the date hereof in the office of the Clerk of this Court and that a copy of this order shall within 20 days from the entry thereof be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within 40 days after the making of this order proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York in the County of New York; and it is further

ORDERED, that following the filing of the petition and order as hereinabove directed and the publication of such order and the filing of such proof of publication thereof, that on and after the 19th day of February, 1958, the petitioner shall be known by the name of HARRY DORSEY and by no other name.

Enter
H. R.
J. C. C.

LEGAL NOTICE

1925, 1957. 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, Joseph T. Trachtenman, Esq. (Lettell) Kintner, New York Public Library, Gordon J. Campbell, Josephine Haldin, Allen Dautler, Ann Olin, Johnson Brisson, Frank Edmondson, Dean Lawson Edmondson, August Wessels, Edgar Dandley, Actors Fund of America, Inc. And to the unknown heirs at law, next of kin and distributees of Josephine Cheney, deceased, who and whose name and places of residence are unknown and cannot after diligent inquiry be ascertained and, if dead, to their legal representatives, their husbands or wives, if any, and their distributees and successors in interest, all of whom and whose names and places of residence are unknown and cannot after due diligence be ascertained, the executor, legatees and the next of kin and heirs at law of Josephine Cheney, deceased, and greeting:

WHEREAS, the Public Administrator of the County of New York, who has his offices in the Hall of Records, 31 Chambers Street, 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 January 7, 1957, relating to both real and personal property, duly proved as the last will and testament of Josephine Cheney, deceased, who was at the time of her death a resident of 350 West 58th Street, the County of New York.

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Hall of Records in the County of New York, on the 7th day of February, 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, and why Letters of Administration c.t.a. should not be granted to the Public Administrator of the County of New York.

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 Di Falco, Surrogate of our said County of New York, at said county, the 18th day of December in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE
Clerk of the Surrogate's Court

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LEGAL NOTICE

ZERVOS, SPYROS—CITATION—P 2265 / 1956—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, To Nicholas Zervos, residing at Manhattan, 25 St. Albans, Greece; Efthymia Rafanopoulos, Olen Deronaktion 12, Athens, Greece; Christos G. Zervos, Lixourion, Cephalonia, Greece; Olga Andritsis, Lixourion, Cephalonia, Greece; Evangelos G. Zervos, Lixourion, Cephalonia, Greece; Katerina G. Zervos, Lixourion, Cephalonia, Greece; Dionysios G. Zervos, Lixourion, Cephalonia, Greece, the next of kin and heirs at law of SPYROS ZERVOS, deceased, and greeting:

WHEREAS, Argiris Fantis who resides at 0801 Shore Road, Brooklyn, New York and Theodoros Drivas, who resides at 560 W. 155th St., New York City, the City of 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 April 18th, 1955, relating to both real and personal property, duly proved as the last will and testament of Spyros Zervos, deceased, who was at the time of his death a resident of 14-16 Roosevelt St., New York City, 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 7th day of February, 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 Di Falco, Surrogate of our said County of New York, at said county, the 27th day of December in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE
Clerk of the Surrogate's Court

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LEGAL NOTICE

CITATION — P3300, 1957 — The People of the State of New York By the Grace of God Free and Independent, To LILLIAN NICHOLS GRAHAM, 44 Stone Lane, Shoreham-by-the-Sea, Sussex, England, the next of kin and heirs at law of WILLIAM E. GRAHAM, deceased, and greeting:

Whereas, FLORENCE GRAHAM, who resides at 153 East 18th 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 two certain instruments in writing bearing dates May 28th, 1952 and December 17th, 1952 respectively relating to both real and personal property, duly proved as the last will and testament of WILLIAM E. GRAHAM, deceased, who was at the time of his death a resident of 153 East 18th Street, Borough of Manhattan, 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 the Hall of Records in the County of New York, on the 7th day of January, 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 and Codicil thereto 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 Joseph A. Cox, Surrogate of our said County of New York, at said county, the 4th day of November, in the year of our Lord one thousand nine hundred and fifty-seven, Philip A. Donahue, Clerk of the Surrogate's Court

(L. S.)

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Looking Inside

(Continued from Page 6)

dustry, for the employer as well as for the employee. There is no good reason why the same satisfaction should not mark the introduction of the same policy in the public personnel field.

Tax-Exemption Issue Before Congress

The Tax Study Committee of the House has recommended repeal of a portion of the Internal Revenue Code under which subsistence allowances may be tax-free though included in what committee members regard as salary.

Columbia, S. C., enacted an ordinance whereby policemen would get \$5 per day for each work day, that amount to be designated as and constitute a statutory subsistence allowance.

The ordinance explained: "The purpose of this action is to give police officials . . . the tax benefits provided for by Section 120 of the 1954 Internal Revenue Code . . ."

The City made no bones about the fact it intended to afford policemen Federal tax exemption on \$1,250 or so a year, not as a direct raise but by segregation of the amount from regular salary, and applying the term "subsistence allowance" to the subtrahend.

A policeman made the deduction but the claim was disallowed by the Commissioner of Internal Revenue on the ground that a subsistence allowance must be a separate amount, distinct from salary, and mere terminology used in splitting salary into two supposedly different parts would not suffice.

The policeman sued in the U. S. District Court and won.

The case has attracted wide attention because Columbia is far from the only city that enacted a local law with the intention of affording employees an opportunity to escape paying a Federal tax averaging \$250 a year.

Now that Congress has resumed its sessions, the focus is on that legislature, which is expected to act before there would be any decision on an appeal by the Commissioner from the District Court decision. However, the Columbia case would remain important as to the taxable amount for past years during which the local laws were in effect. Congress itself could annul the benefit only for the present and future, in case of final court decision against the Commissioner.

Probationers Need Some Protection, Too

Probationary employees are entitled to more and better protection in their jobs than they now have. They have virtually none. No doubt a most conscientious appointing officer will be loftily motivated and yet could inflict an injustice.

The need of the probationer is for protection against the effects of good intentions as well as bad. The fact must always be kept in mind

that a probationer as a new appointee is under severe scrutiny, anyway. Everybody remembers his own first job and how closely he was watched. The new employee's situation could become nerve-wracking.

There are two time areas: (1) prior to appointment and (2) during probation. Acts may be of commission or omission.

There should be ample protection against accusations arising from acts committed prior to appointment, since they could be offensively selected from a long period; a thing or two picked out that way could begiven a most exaggerated effect. Besides, they did not even occur under the eye of the accuser. The protection during the probationary period is important, too, because the purpose of the probationary period is mainly to discover whether the appointee is capable of discharging the duties satisfactorily.

The Federal government is showing the way toward improvement. While probationers won't get status until the period, usually a year, is satisfactorily completed, they would not be subject to being dropped willy-nilly, and without recourse.

What Protection Is Proposed

If the act or acts charged against the employee were committed prior to his being hired by the government, the agency would have to notify him of the charges in writing, giving him a bill of particulars, and afford an opportunity to answer the charges. Any decision in by the agency would have to be in writing and a copy would have to be supplied to the employee. If the decision is to dismiss the employee, he would have to be informed of his privilege of appealing on procedural grounds to the U.S. Civil Service Commission. The Commission would not pass on the merits of the case, on appeal.

If during the probationary period an employee is guilty of misconduct, or his work is unsatisfactory, about the same remedies and protection would be afford.

It's a move toward a semblance of job rights for probationers.

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43. Johnson, Frederick, Brentwood ... 9205
44. Leber, Carrie, Bay Shore ... 9200
45. Smith, Ruth, Bay Shore ... 9075
46. Torres, Carlos, Brentwood ... 9070
47. Alejandro, Isidoro, Bay Shore ... 9060
48. Rivera, Evelyn, Bay Shore ... 9060
49. Tangie, Emma, Brentwood ... 9050
50. Anderson, E., Hingham St ... 9045
51. Pean, Vincenza, Lindhurst ... 9040
52. Pears, Robert, Brentwood ... 9040
53. Lopez, Louis, Brentwood ... 9040
54. Figueroa, Alvaro, Bay Shore ... 9040
55. Woodburn, Rosalyn, Medford ... 9030
56. Clements, Margaret, Schen ... 9015
57. Clifford, Clarence, Deer Pk ... 9015
58. Bean, Ralph, Amityville ... 9005
59. Cavaglia, Teresa, Lindenhurst ... 9005
60. Deaux, Pauline, Islip ... 9000
61. Perrone, Matthew, Bay Shore ... 8995
62. Baria, Edna, Hight Watrs ... 8985
63. Sperrazza, Sam, Shirley ... 8980
64. Eisenberg, Edna, Farmingvl ... 8975
65. Billquist, Dorothy, W. Babylon ... 8975
66. Summers, Wanda, Brentwood ... 8975
67. Juhlin, Ingrid, Islip ... 8975
68. Delaney, Claudia, Brentwood ... 8945
69. White, Thomas, Deer Pk ... 8940
70. Perkowski, Mary, Northport ... 8930
71. Mueller, Isabelle, Coram ... 8925
72. Burton, Winifred, Bay Shore ... 8925
73. Volal, Gerardo, Bay Shore ... 8920
74. Slattery, Thomas, Bay Shore ... 8895
75. Tartano, John, Middle Isl ... 8890
76. Perrone, Anna, Bay Shore ... 8890
77. Kalmayk, Steve, Islip ... 8885
78. Foley, James, Deer Pk ... 8885
79. Carwell, Louis, Brentwood ... 8885
80. Travis, James, Brentwood ... 8850
81. Tennie, Mildred, Bay Shore ... 8840
82. Harrison, Dorothy, Bay Shore ... 8835
83. Oberon, James, W. Babylon ... 8835
84. Travis, Eleanor, Brentwood ... 8820
85. Yolas, Margaret, W. Babylon ... 8820
86. Swenson, Josephine, Deer Pk ... 8820
87. Duerwald, Miriam, Wyandanch ... 8820
88. Swenson, Elizabeth, Brentwood ... 8805
89. Swenson, Leonard, Brentwood ... 8805
90. Gerena, Iranda, Brentwood ... 8800
91. Keicham, George, Islip ... 8790
92. Doring, Albert, Copiague ... 8790
93. Bollbruch J., Amityville ... 8775
94. Davies, James, Islip ... 8775
95. Rodriguez, Mary, Amityville ... 8745
96. Grudis, Eleanor, Hempstead ... 8745
97. Casella, Robert, Islip ... 8730
98. Collins, Anna, Bay Shore ... 8730
99. Riddick, Edgar, Medford ... 8720
100. Legron, Hazel, N. Babylon ... 8720
101. Carmona, James, Islip ... 8720
102. Santago, Charles, Brentwood ... 8710
103. Taylor, John, E. Northport ... 8700
104. Terry, Mary, Amityville ... 8700
105. Rivera, Paul, Bay Shore ... 8685
106. Manz, Joseph, Ronkonkoma ... 8680
107. Beckner, Kathryn, Massapequa ... 8670
108. Reed, Maria, Bay Shore ... 8655
109. Deangela, A., N. Babylon ... 8645
110. Sheldon, Herward, Hingham St ... 8635
111. Koehn, Albert, Brentwood ... 8635
112. Wolf, Winifred, Lindenhurst ... 8635
113. Sotkowski, Elaine, Brentwood ... 8635
114. Howell, Charlotte, Brentwood ... 8635
115. Rausa, Peter, Brentwood ... 8630
116. Bennett, Mildred, Babylon ... 8620
117. Hagen, Karl, Lk Ronkonkoma ... 8620
118. Schermus, Frank, Islip Terr ... 8620
119. Smith, Margaret, N. Babylon ... 8620
120. Fordham, Morgan, Brentwood ... 8620
121. Potter, Horace, Brentwood ... 8600
122. Dornaciel, Lester, Brentwood ... 8590
123. Hair, Opal, Bay Shore ... 8585
124. Jennings, Helms, Amityville ... 8580
125. Jones, John, Brentwood ... 8580
126. Royer, Charles, W. Islip ... 8515
127. Megna, James, Brentwood ... 8505
128. Devey, Adeline, Brentwood ... 8490
129. Hefner, John, Smithtown ... 8490
130. Feistel, Florence, Brentwood ... 8475
131. Rowe, Margaret, Brentwood ... 8475
132. Travers, Robert, Bay Shore ... 8470
133. Johnson, Edgar, Bay Shore ... 8455
134. Vogel, Janice, Lindenhurst ... 8445
135. Falano, Salvatore, Blue Pt ... 8430
136. Correnti, Theresa, Bay Shore ... 8430
137. Lippincott, Metazo, Brentwood ... 8400
138. Walters, John, Deer Pk ... 8385
139. Demont, John, Bay Shore ... 8380
140. Hunt, Robert, Brentwood ... 8380
141. Garcia, Joseph, Brentwood ... 8380
142. Baker, James, Bay Shore ... 8370
143. Salerno, Frank, N. Babylon ... 8365
144. Altanovic, Mary, Lk Ronkonkoma ... 8355
145. Pantano, John, Deer Pk ... 8355
146. Everett, Caroline, W. Islip ... 8355
147. Larefice, Charles, Bay Shore ... 8355
148. Samples, Rebecca, Bay Shore ... 8340
149. Boyd, George, Bay Shore ... 8335
150. Morris, Harry, Hingham St ... 8330
151. Salzman, Carl, Islip ... 8325
152. Hilbert, Edna, Wyandanch ... 8325
153. Thain, Barbara, Bay Shore ... 8325
154. Jimenez, Fernando, Bay Shore ... 8320
155. Potter, Clarence, Bay Shore ... 8310
156. Cottle, John, Floral Pk ... 8295
157. Cammarano, A., Islip ... 8295
158. Browning, Margaret, Babylon ... 8280
159. Naylon, Yvettte, Brentwood ... 8280
160. Rooney, Josephine, Buhemia ... 8265
161. Galvani, Paula, Lk Ronkonkoma ... 8260
162. Sesterci, Joseph, N. Babylon ... 8255
163. Vanhousen, William, Huetons ... 8250
164. Hamaikan, Joy, Brentwood ... 8220
165. Rice, Josephine, Bay Shore ... 8220
166. Conlon, Hazel, N. Babylon ... 8200

- 107. Aufrere, Florence, Babylon ... 8190
108. Suvovico, Vincent, Bay Shore ... 8170
109. Mercedina, Eugene, Bellport ... 8170
110. Beck, Margaret, Bay Shore ... 8160
111. Gibb, James, Amityville ... 8155
112. Geitz, Michael, Bellbrook ... 8155
113. Albanino, Julia, Bay Shore ... 8145
114. Smith, Susan, Lk Ronkonkoma ... 8145
115. Ross, Josephine, Bayport ... 8140
116. Kobleski, Anna, Southtown ... 8130
117. Duerwald, Charles, Wyandanch ... 8130
118. Ragnos, Ronald, Islip ... 8130
119. Carmona, Gerlando, N. Bay Shore ... 8130
120. Farsese, Alfredo, Islip ... 8130
121. Rooney, Helen, Bay Shore ... 8120
122. Grubona, Jose, N. Bay Shore ... 8110
123. Lashwek, Lester, W. Brentwood ... 8110
124. Davis, Thomas, Bay Shore ... 8110
125. Jenkins, Irene, Brentwood ... 8110
126. Richardson, Aona, N. Babylon ... 8070
127. Sorrell, Sarah, Amityville ... 8055
128. Geertz, Charles, Brentwood ... 8030
129. Rowe, Deliah, Brentwood ... 8010
130. Westbrook, Lella, Wyandanch ... 7990
131. Winkler, Eugene, Southtown ... 7980
132. Michalsky, Frank, Islip ... 7970
133. Steigerwald, J., Ronkonkoma ... 7950
134. Winkler, Mary, Smithtown ... 7950
135. Garner, Verena, Babylon ... 7935
136. Francis, Mary, Bay Shore ... 7935
137. Rice, Michael, Deer Pk ... 7935
138. Romano, Virginia, Lk Ronkonkoma ... 7935
139. Mason, Helen, Farmingvl ... 7920
200. Price, James, N. Bay Shore ... 7920
201. Cahill, Oliver, Newsmar ... 7905
202. Delmor, Larry, Islip Terr ... 7905
203. Adams, Shirley, Brentwood ... 7875
204. Schabel, Albert, Brentwood ... 7875
205. Gershevan, Dorothy, Smithtown ... 7845
206. Inland, Ruth, Brentwood ... 7845
207. Ventura, Mae, Lk Ronkonkoma ... 7845
208. McLamb, Ethma, Bay Shore ... 7830
209. Lausck, John, E. Islip ... 7830
210. Taylor, Mary, Babylon ... 7800
211. Miller, Yolanda, Bay Shore ... 7770
212. Hicks, George, Islip ... 7770
213. Gregory, Louise, Brentwood ... 7770
214. Carrillo, Canillo, Brentwood ... 7770
215. Pean, Nicholas, Lindenhurst ... 7755
216. Wasio, Kathryn, Brentwood ... 7755
217. Florio, Michael, Brentwood ... 7705
218. Hagen, Inger, Lk Ronkonkoma ... 7685
219. Brown, Gloria, Brightwater ... 7680
220. Barbavetti, F. M., Brentwood ... 7645

- 121. Cusick, Frank, Garnerville ... 8435
122. Schenckmann, Thilda ... 8435
123. Gale, Edith, Thiells ... 8400
124. Owen, James, Garnerville ... 8300
125. Walley, Mary, Stony Pt ... 8250
126. Robinson, Mary, Thiells ... 8165
127. Johnson, Beatrice, Nanuet ... 8105
128. Lynch, John, Garnerville ... 8100
129. Rowley, Sophie, Islip Terr ... 8090
130. Waller, Doris, Haverstraw ... 8045
131. Cason, Willie, Thiells ... 7940
132. Clancy, Agnes, Haverstraw ... 7800

New Cells Asked For NYC Police Headquarters

ALBANY, Jan. 13—The State Correction Commission has recommended more modern detention facilities be constructed for police headquarters in Manhattan.

After an inspection, the commission has reported of present detention quarters at 240 Centre St.:

"On an overall basis, it does not seem unreasonable to conclude that the outmoded type of cell construction with its attendant difficulties, combined with an obvious inadequacy to properly cope with the number of prisoners to be detained and processed are factors which point up the need for the eventual provision of an enlarged and more modernly constructed detention unit in connection with headquarters' operations."

Viola Appointed As Acting Head Of Examinations

Deputy Personnel Director Theodore H. Lang announced the designation of Felix Viola as acting director of the New York City Department of Personnel's bureau of examinations. Mr. Viola fills the vacancy caused by the death of Samuel H. Galston.

Mr. Viola for the past four years has served as assistant director. He first entered City service in 1927 and resigned in 1929 to work for the New York Central Railroad. In 1938 he returned to City employment as an engineering examiner, and, in 1946, was designated examiner-in-charge of the skilled trades and licenses division.

A native of New York City, Mr. Viola is a mechanical engineering graduate of Stevens Institute of Technology, with a civil engineering degree from Polytechnic Institute of Brooklyn. He did graduate work in civil engineering at Columbia University. He is a licensed professional engineer and land surveyor.

Mr. Viola is 1st vice president of the New York chapter of the State Society of Professional Engineers, and a member of Alpha Phi Delta Fraternity, Public Personnel Association, the American Academy of Political and Social Sciences, Stevens Alumni Association and Polytechnic Alumni Association.

NEGRO GROUP'S OFFICERS INSTALLED BY SCREVANE

The Negro Benevolent Society of the Department of Sanitation entertained 1,700 at its annual installation of officers in the Audubon ballroom.

Hulan E. Jack, borough president of Manhattan, served as master of ceremonies.

District Superintendent William J. Hart was installed for his fourth consecutive term as president. The other officers inducted were John B. Skeete, 1st vice president; Joseph Skinner, 2nd vice president; Charles Owens, 3rd vice president; James Barnes, treasurer; Samuel Devonish, financial secretary; George Morse, corresponding secretary; Wittie McNeil, recording secretary; Arthur V. Schmidt, file clerk; the Rev. Walter E. Blake, chaplain; James Pennington, sergeant at arms. New board of directors consists of Robert Beldo, chairman; Charles Pinckney and Longworth Bodden, Frank Dancy is chairman of the welfare board and Adolphus Harewood and Chester Lewis are members.

Commissioner Paul R. Screvane did the installing.

KEATING BILL WOULD SPED EMPLOYEES APPEALS

U.S. Rep. Kenneth B. Keating (R., N. Y.) will offer a bill in Congress to allow U.S. employees to appeal dismissals to federal district courts and permit those courts to consider back pay claims at the same time. At present all appeals must be filed in Federal Court in Washington, D. C., and separate suits for back pay brought in the Court of Claims.

BILL WOULD AID VETERANS

ALBANY, Jan. 13—A bill has been introduced in the State Senate by Senator Harry Kraf (D., Bronx) providing that no veteran of World War I or II or the Korean conflict shall be charged a filing fee for any civil service examination by the State Civil Service Commission or any municipal civil service commission.

Alphabetical List of Tests Open in NYC

The following is the complete alphabetical list of New York City examinations now open, with salary range and last day to apply if any has been set. The lower is the starting pay.

- Accountant, \$4,850-\$6,290; Jan. 27.
\$5,990; Jan. 27.
Air pollution inspector, \$4,550-\$5,990; none.
Bricklayer, \$28.35 a day; Jan. 27.
Civil engineering draftsman, \$4,790-\$5,990; none.
Dental hygienist, \$3,250-\$4,330; none.
Dentist, \$7,100-\$8,900; Jan. 29.
Electrical engineering draftsman, \$4,790-\$5,990; none.
Junior civil engineer, \$4,790-\$5,990; none.
Junior electrical engineer, \$4,790-\$5,990; none.
Junior landscape architect, \$4,790-\$5,990; none.
Junior mechanical engineer, \$4,790-\$5,990; none.
Junior planner, \$4,550-\$5,990; none.
Mechanical engineering draftsman, \$4,790-\$5,990; none.
Occupational therapist, \$3,750-\$4,830; none.
Planner, \$7,100-\$8,900; Jan. 27.
Psychiatric social worker, \$4,550-\$5,990; Jan. 27.
Public health nurse, \$4,000-\$5,080; none.
Public health physician, (district health administration), \$9,400-\$11,500; Jan. 27.
Rehabilitation counselor, \$4,550-\$5,990; Jan. 27.
Senior planner, \$8,200-\$10,300; Jan. 27.
Senior tabulator operator (IBM), \$3,500-\$4,580; Jan. 27.
Stenographer, \$3,000-\$3,900; none.
Surface line operator, \$2.04-\$2.28 an hour expected; Jan. 27.
Typist, \$2,750-\$3,650; none.
Visual aid technician, \$3,500-\$4,580; Jan. 27.
(See requirements, beginning on Page 2.)

CENTERS ANNOUNCED FOR CORRECTION OFFICER EXAMS

Locations have been announced by the New York City Department of Personnel for the correction officer examination to be given on Saturday, January 25.

All women will take the examination at Charles Evans Hughes High School, 351 West 18th Street, Manhattan.

Men candidates from Manhattan, the Bronx, and Staten Island will take the exam at Seward Park High School, 350 Grand Street, Manhattan. Men candidates from Brooklyn and Queens will go to Brooklyn Technical High School, Fort Greene and South Elliott Places and DeKalb Avenue, Brooklyn.

SANITATION MECHANICS GET SUGGESTION AWARDS

Three Sanitation Department mechanics have received cash awards from the DS suggestion program. They are Jules Brite, \$100; David Ruffino, \$75; and Irving Hudis, \$25. Mr. Brite also received a \$25 award for a second suggestion on which he collaborated with Mr. Hudis.

DATE YET TO BE SET FOR LABORER PHYSICALS

No date has yet been set for physical examinations for laborer candidates. The closing date for applications was extended and caused a postponement of the physicals.

NYC POLICE AID CHARITIES

The Police Department Charity Fund gave \$500 to the Jewish Chronic Disease Hospital and \$250 to the U.S.O. Fund.

RETIREMENT PARTY AT ROCKLAND



Supervisor Charles Davidson presents a gold wrist watch to retiring Joseph Murray, senior launderer, on behalf of the Rockland State Hospital laundry employees at a farewell party. Looking on are Mr. Murray's wife and their two grandchildren, Andrew Seidel and Linda Murray. A buffet luncheon was served.

STATE ELIGIBLE LISTS

Table containing various state eligible lists including Associate Personnel Technician, Senior Engineering Technician, Senior Draftsman, Income Tax Examiner, and Corporation Tax Examiner. Each list includes names, locations, and identification numbers.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Mt. Morris

Mt. Morris chapter, CSEA, announces with regret the death of Audrey Donnan, a charge nurse at the Mt. Morris Tuberculosis Hospital from 1936 to October, 1957.

The sympathy of the membership goes also to Helen Bennett on the sudden death of her mother, Mrs. Grace Hall, and to Bee Constantino on the death of her brother, Henry Perkins.

Best wishes for a rapid recovery to Elsie Kocher, director of nurses, who has entered Strong Memorial Hospital in Rochester for observation and treatment.

Double Ring Wedding

Sandra Margaret Fancher was married to Herbert D. Heins in a double ring ceremony at the Lutheran Church in Bay Shore on December 23.

Dorothy Pink spent the holidays at Saratoga, Glens Falls, and Albany. Carl Prietag visited Albany, Catherine Chiolino went to Vermont, and Phoebe Smith to Oneonta and Kingston.

Mr. and Mrs. Tony Lopez and Mr. and Mrs. Constantino are on a two-week trip to Florida. Helen Fagan has moved into her new home at Perry, New York.

Alice Ace, Margaret Mann, Howard Andrew, Jane Misiretta, Ruby Bryson, and Jessie Smith are on the sick list.

Evelyn Roberts of the nursing department has returned to her duties after a leave of absence. She has a new daughter.

Leona Rossborough and Kathryn and Lewis Eaton are owners of new cars.

The chapter reports that its Christmas party was well attended and most enjoyable.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

Oyster Bay

James Gildersleeve has been elected to head the Oyster Bay Incinerator Unit of the Civil Service Employees' Association for 1958.

The officers were installed by Irving Flaumenbaum, president of the Nassau County chapter, CSEA. Special guests were Henry Benowitz, president of the Oyster Bay Highway Department CSEA unit.

Manhattan State

President Jennie Allen Shields urges members to exercise a deep interest in nominations and elect officers and delegates best able to serve and work for their chapter during the coming year.

Recently several members of the registered nurse group have resigned to accept other jobs.

It is with deep sorrow that the chapter learned of the death of two of its co-workers, James Burns and Mathew Ryan.

Metro Public Service

James Casey, field manager of the New York City office of the Civil Service Employees Association, spoke to the executive council of the Metropolitan Public Service chapter on membership.

The executive council voted to start a membership drive. Nathan Elgot, treasurer, and Francis DuCharme, secretary, will be co-chairmen of the membership committee.

A regular council meeting will be held during the week of February 10.

The executive council expressed its sympathy to Charles Kenny, chapter president, on the sudden death of his wife.

St. Lawrence

The employees extend their best wishes for a long and happy future to Laura Hackett, Laura Sutherland, and Matt Roshirt who recently retired.

Congratulations to Roy Wood who has completed twenty-five years of State service.

We were pleased to hear that Mr. and Mrs. Robert Seymour,

Mr. and Mrs. "Mac" MacGregor, Mr. and Mrs. Ernest Lindenmayer, and Mr. and Mrs. William Wood welcome new members to their families.

The employees' Recreation Club and the Employees' Association donated four new lamps and six chairs to the employees' infirmary.

The employees' holiday party was held recently. Thirteen employees with 35 years or more of State service were honored by their fellow workers at the party.

Brooklyn State

A number of patients were pleasantly surprised by a Christmas visit from Lillian Levy and Andy Prainito who distributed gifts and spread cheer throughout the hospital.

The chapter wishes to congratulate Nellie McCarry, who was a clothing clerk at the hospital for a number of years.

Welcome back to Elizabeth Kabak Burkhardt, Winifred Cawley, and Barbara Haggerty who recently returned from sick leave.

Deepest sympathy to Mary Kearns and Kitty Thompson on the recent death of their father in Ireland.

It is good to see Rhea Coffey, head nurse back at the hospital again.

Deep sympathy goes to the family of the late Ida Ruffin who had been an employee of the hospital for a long time.

An interesting letter was received from Thomas Shirts who is studying at Northwestern University.

The chapter again urges all employees to contact their legislators concerning the 40-hour week and a salary increase for all grades.

Members are asked to help increase the membership in the Civil Service Employees' Association because a large membership helps

the status of the organization in the present legislative session.

Livingston County

Kenneth Merriman, president of the Livingston County chapter, and many members led by Welfare Commissioner J. Donald Root and County Court Judge George D. Newton who are active Civil Service Employees Association members.

As a result of this march on the Court House, all county employees were granted a \$100 to \$200 cost-of-living increase in their salaries.

Recent Florida vacationers were J. Donald Root and Estelle Gibson and husband of the Public Assistance Division.

Welcome to Irene De Kruger, new case worker in the Welfare Department.

A meeting of all non-teaching employees of the Danville School System was held at the Danville Elementary School to explain the mechanics of CSEA and to attempt to organize those employees.

TRUCK MILEAGE TAX EXAMINER (Prom.)

Table listing names and numbers for Truck Mileage Tax Examiners, including Jacoby, Edward, Rahmsdorf, 10000 and Lovine, Irving, Bronx, 9930.

COMMODITIES TAX EXAMINER (Prom.)

Table listing names and numbers for Commodities Tax Examiners, including Bulman, Thomas, Albany, 9765 and Busch, Mary, Bklyn, 9430.

Exam Study Books

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y.

NYC Jobs

(Continued from Page 11)

quired; experience, weight 20, 70 per cent required. (January 7-27.)

8206. SOCIAL INVESTIGATOR, \$4,000-\$5,080; 279 vacancies. Fee

\$3. Written test March 1. Candidates must have a baccalaureate degree issued after completion of a four-year course in an accredited college or university. Candidates who expect to receive their degree by June, 1958, will be admitted to the examination. Such candidates should state this fact in their experience page. However, they will not be appointed unless they present evidence to the Investigation Division that they

had received the degree by June, 1958. For certification to the Department of Welfare, candidates must meet the standards set by the New York State Department of Social Welfare for this position. Open only to persons who shall not have passed their 55th birthday on the first date for the filing of applications. Exceptions for war veterans and persons who served in recognized auxiliaries of the armed forces during war. (Closes January 10).

8159. JUNIOR LANDSCAPE ARCHITECT, \$4,550-\$5,990 per annum. Three vacancies, one in the New York City Housing Authority and two in the Department of Parks. Fee \$4. The written test is expected to be held March 26. Candidates must have a baccalaureate degree in landscape architecture, or graduation from a senior high school and four years of satisfactory landscape architectural experience, or a satisfactory equivalent. Written test, weight 100, 70 per cent required. Candidates will be required to pass a qualifying medical test. (January 7-27.)

8236. PLANNER, \$7,100-\$8,900 per annum. Two vacancies in the Department of City Planning and two in the Department of Education. Fee \$5. The written test is expected to be held April 25. Candidates must have a baccalaureate degree in related field, and six years of progressively responsible experience, or a satisfactory equivalent. Written test, weight 50, 70 per cent required; experience, weight 50, 70 per cent required.

Candidates will be required to pass a qualifying medical test. (January 7-27.)

8237. SENIOR PLANNER, \$8,200-\$10,300 per annum. Three vacancies in the Department of City Planning. Fee \$5. Candidates must have a baccalaureate degree in a related field, and eight years of progressively responsible experience. Written test, weight 50, 70 per cent required; training and experience oral, weight 50, 70 per cent required. (January 7-27.)

PROMOTION
The promotion examinations are open only to qualified present New York City employees. Opening and closing dates end each notice.
8322. TRANSIT CAPTAIN (Prom.), Transit Authority, \$8,324-\$8,854 for 40 hours; \$8,740-\$9,297 for 42. Eligible title, transit lieutenant. (January 7-27.)
8217. PHYSICIST (Prom.), Department of Hospitals, \$5,750-\$7,190. Eligible title, assistant physicist. (January 7-27.)

HERE IS A LIST OF ARCO PREPARATION BOOKS for PENDING EXAMINATIONS INQUIRE ABOUT OTHER STUDY BOOKS

FREE BIG BOOK OF Practice Clerical Questions With Every Book Purchased

- | | |
|---|--|
| <input type="checkbox"/> Administrative Asst. \$3.00 | <input type="checkbox"/> Librarian \$3.00 |
| <input type="checkbox"/> Accountant & Auditor \$3.00 | <input type="checkbox"/> Maintenance Man \$3.00 |
| <input type="checkbox"/> Apprentice \$3.00 | <input type="checkbox"/> Mechanical Engr. \$3.00 |
| <input type="checkbox"/> Auto Engineman \$3.00 | <input type="checkbox"/> Maintainer's Helper (A & C) \$3.00 |
| <input type="checkbox"/> Auto Machinist \$3.00 | <input type="checkbox"/> Maintainer's Helper (E) \$3.00 |
| <input type="checkbox"/> Auto Mechanic \$3.00 | <input type="checkbox"/> Maintainer's Helper (B) \$3.00 |
| <input type="checkbox"/> Ass't Foreman (Sanitation) \$3.00 | <input type="checkbox"/> Maintainer's Helper (D) \$3.00 |
| <input type="checkbox"/> Ass't Train Dispatcher \$3.00 | <input type="checkbox"/> Messenger (Fed.) \$3.00 |
| <input type="checkbox"/> Attendant \$3.00 | <input type="checkbox"/> Motorman \$3.00 |
| <input type="checkbox"/> Bookkeeper \$3.00 | <input type="checkbox"/> Motor Vehicle License Examiner \$3.00 |
| <input type="checkbox"/> Bridge & Tunnel Officer \$3.00 | <input type="checkbox"/> Notary Public \$2.50 |
| <input type="checkbox"/> Captain (P.D.) \$3.00 | <input type="checkbox"/> Oil Burner Installer \$3.50 |
| <input type="checkbox"/> Car Maintainer \$3.00 | <input type="checkbox"/> Park Ranger \$3.00 |
| <input type="checkbox"/> Chemist \$3.00 | <input type="checkbox"/> Patrolman \$3.00 |
| <input type="checkbox"/> C. S. Arith & Voc. \$2.00 | <input type="checkbox"/> Patrolman Tests in All States \$4.00 |
| <input type="checkbox"/> Civil Engineer \$3.00 | <input type="checkbox"/> Playground Director \$3.00 |
| <input type="checkbox"/> Civil Service Handbook \$1.00 | <input type="checkbox"/> Plumber \$3.00 |
| <input type="checkbox"/> Claims Examiner (Unemployment Insurance) \$4.00 | <input type="checkbox"/> Policewoman \$3.00 |
| <input type="checkbox"/> Clerk, GS 1-4 \$3.00 | <input type="checkbox"/> Postal Clerk Carrier \$3.00 |
| <input type="checkbox"/> Clerk 3-4 \$3.00 | <input type="checkbox"/> Postal Clerk in Charge Foreman \$3.00 |
| <input type="checkbox"/> Clerk, Gr. 2 \$3.00 | <input type="checkbox"/> Postmaster, 1st, 2nd & 3rd Class \$3.00 |
| <input type="checkbox"/> Clerk, Grade 5 \$3.00 | <input type="checkbox"/> Postmaster, 4th Class \$3.00 |
| <input type="checkbox"/> Correction Officer \$3.00 | <input type="checkbox"/> Power Maintainer \$3.00 |
| <input type="checkbox"/> Dietitian \$3.00 | <input type="checkbox"/> Practice for Army Tests \$3.00 |
| <input type="checkbox"/> Electrical Engineer \$3.00 | <input type="checkbox"/> Prison Guard \$3.00 |
| <input type="checkbox"/> Electrician \$3.00 | <input type="checkbox"/> Probation Officer \$3.00 |
| <input type="checkbox"/> Elevator Operator \$3.00 | <input type="checkbox"/> Public Health Nurse \$3.00 |
| <input type="checkbox"/> Employment Interviewer \$3.00 | <input type="checkbox"/> Railroad Clerk \$3.00 |
| <input type="checkbox"/> Federal Service Entrance Exams \$3.00 | <input type="checkbox"/> Railroad Porter \$3.00 |
| <input type="checkbox"/> Fireman (F.D.) \$3.00 | <input type="checkbox"/> Real Estate Broker \$3.50 |
| <input type="checkbox"/> Fire Capt. \$3.00 | <input type="checkbox"/> Refrigeration License \$3.00 |
| <input type="checkbox"/> Fire Lieutenant \$3.50 | <input type="checkbox"/> Rural Mail Carrier \$3.00 |
| <input type="checkbox"/> Fireman Tests in all States \$4.00 | <input type="checkbox"/> School Clerk \$3.00 |
| <input type="checkbox"/> Foreman-Sanitation \$3.00 | <input type="checkbox"/> Sergeant (P.D.) \$3.00 |
| <input type="checkbox"/> Gardener Assistant \$3.00 | <input type="checkbox"/> Social Investigator \$3.00 |
| <input type="checkbox"/> H. S. Diploma Tests \$4.00 | <input type="checkbox"/> Social Supervisor \$3.00 |
| <input type="checkbox"/> Home Training Physical \$1.00 | <input type="checkbox"/> Social Worker \$3.00 |
| <input type="checkbox"/> Hospital Attendant \$3.00 | <input type="checkbox"/> Senior Clerk NYS \$3.00 |
| <input type="checkbox"/> Hospital Asst. \$3.00 | <input type="checkbox"/> Sr. Clk. Supervising Clerk NYC \$3.00 |
| <input type="checkbox"/> Housing Caretaker \$3.00 | <input type="checkbox"/> State Trooper \$3.00 |
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MENTAL HYGIENE MEMO

By A. J. COCCARO

Pay Talk

In dealing with state employee pay problems we often talk in millions of dollars. Whenever millions of dollars are discussed we should also bring up the fact that our state employees have lost millions of dollars in the "salary lag." Our raises have been too little and too late.

Some of the problems our employees face are:

Salary: Attendant working day shift, small child 3 years old, wife working. He has 10 years service and is finally promoted to staff attendant. Because of his promotion he has to accept a night shift, he has difficulty sleeping now. Take home pay: less than \$60.00 a week.

Salary: Attendant, nine years service, steady, sober worker, he has five dependents, works on the side. Last Christmas he found a basket of food and clothing for his children on the doorstep. He was selected by a charitable organization as a needy family. Take home pay: \$57.00 a week.

Retirement: Nurse, 35 years old, stopped by with his problem. He has worked with mental patients for 17 years and must work an additional 20 years before he can retire. He doesn't feel that he can take the strain of 37 years with this type of patient. If he leaves service 19 years from now with 36 years service, he loses all pension rights.

Classification: Print Shop Foreman—32½ years service was offered a higher starting salary at the V.A. hospitals than his maximum salary in N. Y. State Service. He is titled industrial shop worker and a sufferer of improper classification. If they called him a painter his salary would be more in line with his work. U.S. Govt. is now offering a printer-proofreader \$3.13 an hour, \$3.60 for night work. Our printers take home pay less than \$62.00 a week.

Classification: Boss man in shop, State pay grade 10, his assistant State pay grade 11. Inequalities such as these hurt morale considerably. There are other similar examples.

Take Home Pay: The cost of living went up in 1954, 1955, 1956, 1957 and is expected to go up in 1958. Our attendants have not had a raise in take home pay since 1954. Their standard of living has gone even lower in 1957 than in 1954.—Same money, higher prices.

Retirement: Employee 15 years State Service retired on pension of \$46.00 a month. He was advised to apply for welfare.

Turnover: One of the most costly items our institutions face today is the great turnover of personnel. One of our hospitals alone had 585 employees leave service in one year.

NEEDED: Fair salaries, promotional opportunities, proper classification and improved pension plan.

These are real live cases and real live problems. They are not isolated cases.

It is important that Governor Harriman and the State Legislature take a good look at them, weigh the situations and then consider what would be fair. We don't want high salaries. We don't want the taxpayer to go broke. But in all fairness to the State employee they should not be expected to subsidize the taxpayer by accepting sub-standard salaries.

ACTIVITIES OF EMPLOYEES IN STATE

St. Lawrence

The Christmas party for the personnel of the St. Lawrence State Hospital enjoyed dancing to music by Harry Ingram and his orchestra. About 250 employees attended.

The highlight of the evening was the presentation of certificates of service to 13 who have worked at the hospital for more than 25 years. They are Ira Holmes, Henry Bergeron, Lee Keyes, Irene Cunningham, Ernest Downey, Claude Middlemiss, William C. Mitchell, William Rehome, Lawrence McDonald, Edgar Costigan, Howard Raymo, Grace Kelly, and Verna Stokes.

The certificates were signed by Dr. Herman B. Snow, director; and G. Albert Barton, president, board of visitors.

The 13 represent a total of 514 years of service.

Mr. Holmes has the longest record, 47 years and eight months. He is a graduate registered nurse, and is the chief night supervisor.

Among those honored was Lee W. Keyes, Mayor of Ogdensburg, who has 1 year and seven months service with the hospital.

Harlem Valley

A party was held at Harlem Valley State Hospital in honor of the employees who retired during the year and, in addition, a group who have completed 25 years of service.

Dr. Leo P. O'Donnell, director, introduced Dr. Paul H. Hoch, Commissioner of the Department of Mental Hygiene, who addressed a large gathering of employees and their guests. Dr. Hoch commented on the advancements in the care of the mentally ill during the past 25 years, and congratulated the honored guests.

Mrs. Edward P. Preziano, president of the board of visitors, presented certificates to the retired employees. Mrs. Thomas Boyce, member of the board, presented merit buttons to the 25-year male employees, and James M. Duffy, secretary of the board, presented merit pins to the 25-year-female employees.

Smith Hall was decorated in keeping with the holiday season. The table decorations were made by the Occupational Therapy Department. Mrs. Walter Madden entertained with organ music. A buffet meal was served by the Food Service Department. Music for dancing was furnished by Thomas Adams' Orchestra.

The employees who have retired are Rose Roe, Susan Funk, Leona Hunt, Signe Mosier, Florence Sheldon, Armond Snoeck, Florence Turner, Eleanor Atford, Clifford Bissell and Margaret M. Sullivan. The employees who have completed 25 years are Dr. James Gaetaniello, Josephine Wright, Alfred Eckert, Helena Hansen, William Murray and Arline Sherow.

Syracuse Armory

The Syracuse and Vicinity Armory Employees chapter, CSEA, has elected the following officers: Arthur W. Delany, Hancock Field, president; A. E. Brown, Binghamton, vice president; and Francis F. Farmer, Hancock Field, secretary-treasurer.

Michael Sobol of the Binghamton Armory was recently awarded a 25-year pin and certificate.

The chapter is sorry to report that Ward Brown, superintendent of the Binghamton Armory, has been sick. The members wish him a speedy recovery.

Clever Aides Make Ideas Pay

(Continued from Page 3)

Employment. Mrs. Sikorsky's award-winning ideas now total three.

\$25 to Joseph W. Styno, 124 Hill Street, Troy, an income tax examiner in the Income Tax Bureau of the Tax Department. This is Mr. Styno's second award-winning suggestion.

\$15 to Role J. Kingsley, 389 4th Avenue, Troy, a motor vehicle license examiner in the Tax Department's Bureau of Motor Vehicles. Mr. Kingsley's consistency in winning awards raises his total to three.

The awards granted for these and other adopted suggestions since the Suggestion Program began are in excess of \$75,000 while the savings derived from adopted suggestions are over one and one-half million dollars with the resultant benefit to both the taxpayer and the suggester.

Participation in the program is unlimited and Chairman Igoe urges all State employees to avail themselves of this opportunity to share in awards for adopted suggestions.

New Housing In State Schools

ALBANY, Jan. 13—By Spring, the State Dormitory Authority will have completed eight new buildings at various State Teachers Colleges and institutes in the State University system.

Governor Harriman reported a new dormitory to house 200 students at the Alfred Agricultural and Technical Institute was completed at a cost of \$868,760 last week. Here is the spring completion schedule for seven others:

A dormitory for 200 women at Oswego State Teachers College; a dormitory for 150 men at Farmingdale Agricultural and Technical Institute; a dormitory for 200 women at Brockport Teachers College; a dormitory for 200 women at Geneseo Teachers College; a dormitory for 200 women at Albany State Teachers College; a dormitory for 200 women at Buffalo Teachers College; a dormitory for 200 women at Oneonta Teachers College.

Six additional projects are slated for occupancy by the end of 1958.

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Harriman's Civil Service Message Given In Full

(Continued from Page 1)

ference to departmental lists or eligibles holding lower grade positions in the individual department in question.

"This will facilitate the creation of a state-wide administrative service and afford greater opportunities for advancement to several hundreds of employees in the personnel, budgeting and management fields. At the same time it will reduce the number of promotion examinations which are in effect non-competitive because of the scarcity of eligible persons. It will be a desirable step in the direction of the more flexible promotion practices followed by the federal government in which employees may move more easily from one agency to another. I am sure that this procedure will contribute to efficiency in State government.

"One of our pressing needs is to devise a means by which superior accomplishment can be encouraged and rewarded among employees who for various reasons, most often the limited number of positions above them, cannot expect to be promoted or to receive further salary increments. An interdepartmental group is developing a program of cash awards for superior service which I expect to be able to announce in the near future.

"The recent subway strike in New York City again brings vividly before us the problem of the relationship of government with its employees. I have consistently stated that strikes of public employees cannot be tolerated and at the same time that grievances of employees must be dealt with fairly and equitably. In 1955 in my first annual message to the legislature, I stated:

"By very reason of the fact that strikes by public employees cannot be tolerated, such employees should have the right to have their grievances presented by representatives of their own choosing. Their grievances should be considered and mutually adjusted in an amicable manner, consistent with accepted principles of collective bargaining. There must also be effective mediation procedures for resolving critical disputes."

"Again in 1956, in my annual message, I stated:

"Since all are agreed that governmental employees may not strike, it is all the more important to devise means of settling the inevitable differences between management and workers with justice to all parties, including the public."

"A strike against government, including public authorities, is illegal, and our law should be completely definite on that point. Yet it has been my opinion, and still is, that the rigid penalties of the Condon-Wadlin Law are impractical and unenforceable. Any unenforceable provision of a law does more damage than good. Thus I believe that these unworkable provisions should be repealed.

It is high time that this entire subject be taken out of politics, and that sober consideration be given to the manner in which this problem so vital to the public and employees alike can be effectively and fairly dealt with. Appropriate legislation should be enacted to these ends. The advice of impartial experts, as well as representatives of labor, business and experienced government officials should be obtained.

"I urge that your Honorable Bodies give this subject your attention."

Harriman Names Six To Appellate Division

ALBANY, Jan. 13—Governor Harriman has designated six Supreme Court Justices to serve as associate justices of the Appellate Division.

The Governor also named Justice Bernard Botwin as president justice of the Appellate Division, First Department.

Other designations: Harold A. Stevens, First Department; Henry J. Kimball, Fifth; Philip Halpern, Eighth; Henry G. Wenzel Jr., Tenth; Harry D. Goldman, Fourth; George J. Beldock, Second.

DR. CRAWFORD ON POWER AUTHORITY BOARD

ALBANY, Jan. 13—Dr. Finla G. Crawford of Syracuse University is the newest member of the State Power Authority. The position pays \$10,000 a year. He succeeds John E. Burton, former budget director in the Dewey Administration.

The appointment, announced by Governor Harriman, is subject to confirmation by the State Senate. Dr. Crawford is vice chancellor of the University.

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Thirteen employees of St. Lawrence State Hospital, Ogdensburg, were honored for at least 25 years' State service. They are shown above. Dr. Herman B. Snow, the director of the hospital, congratulated them.