

Civil Service LEADER

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CSEA GAINS VICTORY

State Police Win Grievance Machinery; Right to Join Employee Groups Assured

Harriman Seeks Bipartisan Action to Hold Specialists

Same Problem On All Levels In State, Says Association

ALBANY, Dec. 17 — In an attempt to get new specialists and hold on to present ones needed for vital State projects, Governor Harriman announced last week he was seeking bi-partisan action in the Legislature for a solution to the problem.

The Civil Service Employees Association, which represents the majority of state workers, hailed the Governor's action but declared that the problem was applicable to all levels of state service.

Harriman's Statement

In a news release, the Governor said:

"Several departments of State government are suffering from a shortage of highly skilled professional personnel, such as research scientists, doctors, psychiatrists, engineers and others. In these fields, it is difficult to hold on to the people we have, and even more difficult to recruit new people that we need because of the intense competition from other government agencies, from business, and from the attractions of a lucrative practice.

Highest Priority

"In many ways this is the highest priority personnel problem that we face. At my request, it has been studied over the last few months by members of my Administration in an attempt to arrive at a solution that would be pinpointed to the particular need. In view of the nature of the prob-

U. S. Employees Protest Study Delays Raise

WASHINGTON, Dec. 17 — President James A. Campbell of the American Federation of Government Employees said Federal workers "can't afford to wait" for the Administration to set up a proposed special committee to study salary structures. He said the study would delay raises for at least a year, calling the proposal "indefensible."

"The pattern in private industry," Campbell added, "is for wage increases each year, both to meet higher costs and to improve the nation's standard of living."

lem, it is highly desirable that any action be on a bipartisan basis. I intend to consult with majority leaders as soon as possible in an effort to arrive at an agreed solution."

In Accord

John F. Powers, president of the Civil Service Employees Association, concurred in the statement which Governor Harriman made December 14 recognizing the serious personnel problem existing in State service from the shortage of highly skilled professional personnel.

"The Civil Service Employees

Association is heartily in accord with the Governor's desire to make this personnel problem a bipartisan matter," Mr. Powers stated.

"It is extremely important for workers of the State of New York that the Governor and the Legislature be in complete agreement in resolving any problems involving a State salary plan.

However

"However," continued Mr. Powers, "it is our feeling that as important as this particular problem is, the other categories of employment in State service are in just as much need of upward adjustment and should not be overlooked.

The hiring study just released by the State Department of Civil Service shows a definite lag in the salaries of State workers, when compared with comparable jobs on the outside. Some categories studied in this survey show a substantial lag.

Don't Forget 40-Hour Week

There is also another important phase of this whole salary problem which under no consideration should be neglected; that is, immediate adjustment of all of our workers in institutions to a 40-hour week. While we commend the progress made so far in placing part of the institutional workers on the 40 hour week, we feel it extremely important that the remainder of the job be done this year."

EIGHT INTERNAL REVENUE EMPLOYEES GET AWARDS

Eight employees of the New York regional office of the Internal Revenue Service received awards totalling \$145 for suggestions. The recipients were Celia T. Haber, Alex Wasser, Rudolph J. Puma, Glen R. Gillespie, Leslie O. Wright, Beatrice Jones, Abraham Friedman, and Helen Wolford.

Membership Cardson Way

Membership cards for all members of the Civil Service Employees Association who have signed payroll deduction dues authorizations are in the mail to chapter presidents of the state division, Joseph Lochner, CSEA executive director, announced.

For those who signed authorizations lately, cards will be mailed next week, Mr. Lochner said.

Dickenson Appoints Carlebach Top Aide

ALBANY, Dec. 17 — Commerce Commissioner Edward T. Dickinson appointed William D. Carlebach, 38, of Yonkers as First Deputy Commissioner of the State Commerce Department.

Mr. Carlebach, who succeeds Mario Pittoni in the \$15,000-a-year post, has been serving as executive assistant to Commissioner Dickinson since March, 1955. Mr. Pittoni resigned as First Deputy Commissioner in July to become a judge in the Nassau County Court.

MERRY CHRISTMAS

Let us, this season, be merry and bear glad tidings to all; but let us remember, it is the Birth season of HIM who said "HAVE PEACE, ONE WITH ANOTHER."

JOHN F. POWERS
President, Civil Service
Employees Association

ALBANY, December 17—Troopers in the State Division of Police won a major improvement in working conditions last week with the establishment by Governor Harriman, through an executive order, of new grievance procedures for the division.

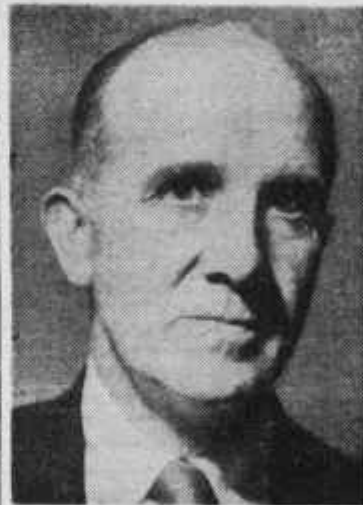
The new executive order was a victory for the Civil Service Employees Association, which had strongly urged the move after Governor Harriman specifically excluded the troopers from State grievance machinery several months ago.

A major point for the CSEA was a directive in the executive order which gave state police the right to join any employee association they so desired.

The Governor's action also was a victory for State Police Supt. Francis S. McGarvey, who has contended his agency should handle its own problems.

The CSEA has felt for some time the need to lend the assistance of the Association to troopers to improve their working conditions. Part of the CSEA legislative program for the coming session of the State Legislature is concerned with bettering the troopers' lot.

John F. Powers, president of the Civil Service Employees Association, strongly commended Gov-



JOHN F. POWERS
CSEA President

ernor Harriman on the release of an executive order establishing grievance machinery for the State Police.

CSEA Activity

"The Civil Service Employees Association has long advocated a modern grievance procedure be established for this important arm of the State government. It has at various times vigorously supported this point of view before the State Grievance Board and also before Governor Harriman's office. It also is one of the subjects of our recent discussion with the Superintendent of State Police early this month.

"We are delighted," continued Mr. Powers, "this grievance procedure gives the State trooper an opportunity to process his grievances outside of the Division of State Police. The procedure now setting up a method of appealing outside an employees' agency closely parallels the procedure now in operation for State employees.

The Right to Join

"We are also very delighted," Mr. Powers concluded, "that Governor Harriman has publicly

stated that the trooper has the right to join any employee organization of his choosing. We commend the Governor again for taking this broad step in establishing a modern personnel procedure for the troopers."

What Happened

The full text of the executive order will appear in a future issue of The Leader. Essentially, here is (Continued on Page 16)

Deductions Due on CSEA Insurance

Insurance deductions for members of the Civil Service Employees Association group life insurance plan will take place on the December 19 State payroll, it was announced in Albany.

The deductions are made in accordance with increased attained ages and to cover increased amounts of insurance to which employees are eligible, based on salaries as of November 1.

The Association announced that headquarters staff is working overtime arranging records to prepare for CSEA refund dividend payments. These will amount to minimum refunds of six week's premiums of not less than \$2.50.

CSEA Digest

1. GOP meets again on legislation for civil service personnel. See Page 2.
2. Shocking housing conditions blamed for high turnover of employees at Green Haven Prison. See Page 3.
3. Troopers, CSEA in grievance machinery victory. See Pages 1, 18.
4. President Powers' column. See Page 2.

An Opportunity to Shoot For Bank Examiner Career

The New York State Banking Department in conjunction with

Federal Group Backs Goals On Legislation

The American Federation of Government Employees, New York and New Jersey (AFL-CIO), approved the national organization's legislation program, James T. Cahun, District Department chairman, announced.

The district department has inaugurated a local legal participation fund drive, to raise legal fees needed to fight employee cases at the local level. Larger lodges of the Federation who contribute to the national legal participation drive will not be expected to contribute to the local drive, Mr. Cahun said. Members of the smaller lodges are requested to contribute at least \$1 each.

When the new Congress convenes on January 3, legislation will be introduced seeking greater fringe benefits for Federal employees, recognition of Federal unions, a shorter work-week, low cost health insurance, greater retirement and survivorship benefits, a promotion system based on merit, and a non-political loyalty program.

The New York-New Jersey district department will ask Mayor Robert F. Wagner to give local approval of January 13 through 19 as National Civil Service Week. A special program has been planned by the department's program committee, consisting of Hy Erdinein, chairman, Annette Strohsahl, Felix Russo, James T. Calvin, Margaret Holmes and Mary McKenna. All local AFGE lodges interested in participating are requested to contact District Department President George Burnes, 72 Winfield Avenue, Jersey City, N. J. Phone Delaware 2-6172.

some banks is offering formal training in the practical operations of a bank and of bank examining. The training program will last two years. During the first year of the training, an appointee will work in one of the banks.

There will be about 25 appointments. Pay is \$4,028 the first year, \$4,228 the second. The next step is normally to junior bank examiner at \$4,430, in New York City, Albany, Buffalo, Rochester or Syracuse.

The application fee is \$4. Qualified residents of New York, Connecticut and New Jersey may apply. Citizenship is required. Other requirements are college graduation by June 30, 1957, and willingness to begin work July 1, 1957.

Still Higher Job

About 18 months after beginning the training program an appointee may compete in a promotion examination for bank examiner at \$5,390 to \$6,620.

Competitors will take a written test and an oral test, equally weighted. A rating of 75 percent in each will be required. The written test will deal with general

abilities, paragraph reading, table interpretation, arithmetic reasoning, and vocabulary.

The eligible list will expire one year after its establishment, but appointments might exhaust it before then.

Not for Everybody

The official announcement says: "The training to be received as a bank examiner trainee should be considered as an extension of academic training in that an appointee is being trained in the practical application of the theoretical training received in college.

Where to Apply

Apply to the placement office of your school or at the State Department of Civil Service, State Office Building, Albany; 39 Columbia Street, Albany; Room 2301, at 270 Broadway, New York 7; Room 212, State Office Building, Buffalo, or at any local office of the State Employment Service. The last day to apply is Friday, February 15.



JOHN E. CARTON

Police Pitch in on Own At Waterfront Fire

More than 800 policemen from 13 precincts in Brooklyn were aided at the recent waterfront fire and explosion when the Patrolmen's Benevolent Association set up an emergency canteen, John E. Carton, PBA president, announced.

Scores of off-duty policemen assisted in rescue operations. The PBA depot also dispensed food to firemen, newsmen, rescue workers and others.

On Their Own Time

Operated on their personal time by officers of the PBA, the canteen served 105 gallons of coffee and more than 2,000 sandwiches and doughnuts.

PBA officers who assisted at the canteen were John J. Cassese, Benjamin Chodar, Walter R. Pensa, Edward Rogers, Stephen P. Crowe, Edward J. Kiernan, Martin J. McDonnell and Donald S. Collins.

Two Changes Made In Stockman Key

The New York City Personnel Department released the following changes in key answers for the examination for promotion to railroad stockman, Transit Authority: No. 57, changed from C to C or E; No. 60, changed from E to B or E.

Of the 64 participating, 10 wrote letters of protest, objecting to 14 items.

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INDUSTRIAL HYGIENIST JOBS OPEN AT UP TO \$7,570

Industrial hygienists (health physicists), at \$4,525 to \$7,570 a year, are being sought for positions at the Naval Radiological Defense Laboratory in San Francisco, Cal., although vacancies in other Federal agencies may also be filled. Apply to the Board of U. S. Civil Service Examiners for Scientists and Engineers, Navy Department, 1030 East Green St., Pasadena 1, Cal.

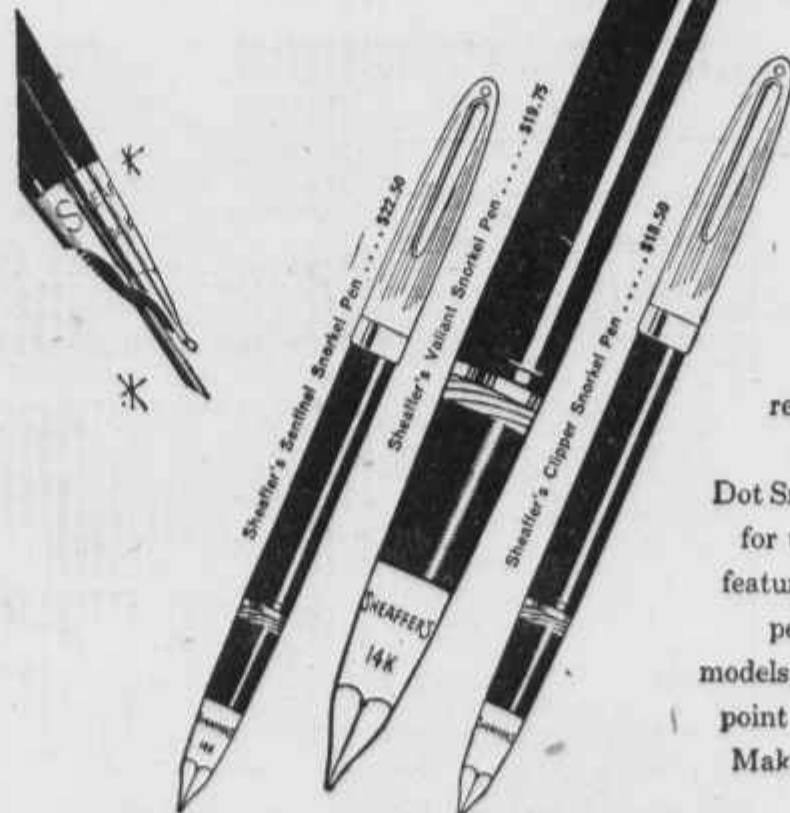
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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Shrinking Dollar. Shrinking Pocketbook

Recently there have been a number of articles in newspapers and magazines indicating that the dollar is shrinking in value. The 1956 dollar when compared to the purchasing power of 1939 is now only worth 50 cents—and it is expected to go lower in the months ahead. The forces of inflation are still at work. From present trends there does not seem to be any lessening of the upward spiral. It cost more to live in 1956 than in 1955, and it is expected to cost more in 1957 than in 1956. All categories of expenditure are reflecting this—food, clothing, rent, health, and transportation.

The continuing inflationary trends are having serious effects upon those who are now working and those who have worked for the government industry. The present employee will have greater trouble with his day-to-day living—and the retired employee will severely feel the economic pinches as his restricted income rapidly loses purchasing power. In fact, it is the retired employee who suffers the most—as he finds it more difficult to supplement his depreciated income from outside sources.

A Governmental Obligation

We feel that the governments of New York—the state, county, cities, etc. have a definite human obligation to relieve the economic strains and stresses of their employees and former employees as much as possible. There is no reason why the public servants should be continually victimized by the inflationary forces without their control. Their right to the good life and share in American prosperity is as great as is that of the corporation employee. However, due to the legal stringencies of the fiscal system under which they operate, the public employees too often are definitely lagging in having either pay or pensions adjusted to these upward rises.

Long Time Inflation

The inflationary period has lasted such a long time that its continuance can be seriously considered as part of our new economy. The things which American industry can produce seem inexhaustible in variety and quantity. High incomes are needed to continually buy and buy the products of our factories.

This constant and rapid interchange between dollars and things has to continue or the economy will seriously falter. It is well then for our governmental fiscal authorities to adjust public employees' salaries realistically in the terms of the new economy—and also, but as importantly, to take a thorough look at the public retirement systems so that pensions will not suffer as drastically as they are today because of the fast shrinking dollar.

Housing Shortage Drives Away Prison Employees; Some Even Live in Cells

ALBANY, Dec. 17 — A scarcity of suitable housing at or near Green Haven Prison has been cited by the State Commission of Correction as the cause of an unusually high turnover rate among employees of the prison.

A report of inspection issued by the Correction Commission said that the situation was without parallel, with institution officials estimating that appointments and transfer since the institution was placed in operation in 1949 will soon reach 1,000.

The report also noted that no change in the situation was expected in the immediate future. The report covered an inspection made on October 17 and 18.

Housed in Cell Block

The Commission said that it had described the conditions in previous reports and was again recommending the construction of additional staff houses.

"It has been necessary to continue to make available for housing purposes a gallery of Cell Block A, and a total of 62 custodial and other staff members were so being housed on October 17, said the report.

"The above is a situation unquestionably without parallel in any of the other Correction Department institutions.

Problem of Vital Importance

"A breakdown of the guard force as of October 16 revealed that 231 were permanent appoint-

(Continued on Page 16)

Republicans Meet Again On Civil Service Program

Special To The Leader

ALBANY, Dec. 17—Top Republican leaders met in this city early this week to advance their civil service legislative program for public employees.

Under consideration were proposals to liberalize provisions of the state retirement law.

Also discussed were plans, announced earlier, to add Social Security coverage to benefits now received under the state pension plan, and the establishment of hospital and medical benefits for state workers on a voluntary basis.

Vested Rights Studied

GOP leaders are also studying the possibilities of adding vesting

provisions to retirement benefits.

The vesting benefits would give participating employees a share of the state's contributions if they elected to leave service before the retirement ages.

At present, employees who leave before the retirement ages receive only their own contributions, plus accrued interest.

Death Provision

The GOP is also studying the state's 30-day death provision, which requires a waiting period of 30 days after an employee has filed for retirement before his pension is secure.

The present law makes it difficult to safeguard pension bene-

fits for survivors. If an employee dies before the 30-day period is up, most retirement benefits are lost.

It is expected that full details of the Republican legislative program for public details will be announced before Jan. 1.

Holiday Changes Office Opening In Rochester

ALBANY, Dec. 17—The granting of extra holiday time off to State employees has changed the dates of opening of the Rochester information office of the State Department of Civil Service, a Department spokesman said.

The office will be open Thursday, December 27. It is usually open on Mondays only, but will be closed December 24 and 31. The office is at 155 West Main Street.

East Aurora Man On Courts Commission

ALBANY, Dec. 17 — Kevin Kennedy, of East Aurora, an attorney and former member of the State Board of Social Welfare, has been appointed as a member of the Temporary State Commission on the Courts.

He succeeds Louis M. Loeb, of New York City, who resigned recently.

HARRIMAN PRESENTS STATE'S \$2,000 TO EMPLOYEE FOR AN IDEA

ALBANY, Dec. 17 — Governor Harriman presented a \$2,000 State Merit Award to Frank W. Springsteen of Troy, an employee of the Department of Public Works. Mr. Springsteen proposed a method of obtaining copies of construction plans and proposals which it is estimated will save the department about \$100,000.

The Governor remarked that Mr. Springsteen's accomplishment "demonstrates the active role State employees are taking in cooperation with department officials to reduce costs, save manpower, and to increase the efficiency of State functions."

Governor Harriman also pointed out that taxpayers have saved well over a million dollars as a result of employees' ideas since the State Employees' Suggestion Program was instituted ten years ago.

Mr. Springsteen is a senior planning delineator.

Mr. Springsteen's award, the second largest granted by the Board, increases to more than \$9,000 the amount won by

State employees during 1956, the total being the largest amount ever received by award winners.

The Certificate of Achievement given in recognition of Mr. Springsteen's achievement was signed by Governor Harriman, and by Chairman Edward D. Igoe, James J. Sullivan, and Robert A. Quinn of the State Merit Award Board.

DONGAN GUILD'S CHRISTMAS PARTY DRAWS 2,000 TOYS

More than 300 State employees attended a Dongan Guild party held at the New York Foundling Hospital in New York City. The Guild is composed of Catholic State Employees.

Catherine Hasele, president, reported that "Operation Santa Claus" drew more than 2,000 packages for orphans and cancer patients, and cash contributions

from State workers of all faiths.

Among the guests were Father James Murphy, assistant chaplain of the Foundling Hospital; Monsignor Daniel A. McGuire, chaplain for the Guild; Miss Hasele, Thomas J. Mahoney, Department of Agriculture & Markets, Guild vice president; Edith May, Division of Employment, secretary; Gertrude Murphy, State Insurance Fund, treasurer; Marie Jackson, Workmen's Compensation, general chairman of the affair, and Lieutenant Edmund G. McGann, president of the New York City Fire Department's Anchor Club.

Catherine Hasele Re-Elected

Featured entertainers were Dan Healy, master of ceremonies; singers, Betty Springsteen and Teresa Roos, both State employees; 12-year-old Joseph Sala, accordionist, and other Guild members. Music was furnished by the orchestra of Peter Grassi, State Insurance Fund. Prizes and refreshments were enjoyed by the guests.

Election of officers was held. Miss Hasele, of Workmen's Compensation, was elected to her fifth consecutive term as president; Mr. Mahoney, re-elected vice president for his second term, and Misses Murphy and May, re-elected for fifth terms as treasurer and secretary, respectively. Elected to the Guild Council were Margaret Broderick, Irene Coffey, and Thomas Calogero. Other council members are William Seldel, Frances Smith, Lawrence Chuen, Joseph McCullough and Mary Galvin.

Employees Are Thanked

President Hasele and Monsignor McGuire expressed their deep appreciation for State employees' contributions to "Operation Santa Claus." Mrs. Hasele announced that cash contributions and packages will be received through Christmas. Givers should contact Mrs. Hasele or Miss Jackson, at WA 5-3014 or WA 5-3016.

Regular Guild meetings are held on the first Friday of each month at the Foundling Hospital, 175 East 68th Street, New York City.

MOUNTAIN OF TOYS FOR ORPHANS



A bumper crop of toys for orphan children, and gifts for patients, both adult and juvenile, suffering from serious diseases, was received as a result of the Dongan Guild's appeal. From left, Father James Murray, assistant chaplain, New York Foundling Hospital; Don Healy, master of ceremonies at the Guild party; Marie Jackson, general chairman; Monsignor Daniel A. McGuire, chaplain; Catherine Hasele, president; Thomas J. Mahoney, vice president; Gertrude Murphy, treasurer; Edith May, secretary, and Lieutenant Edmund G. McCann, president, Anchor Club, New York City Fire Department.

Court Officer Exam to Open December 26

Residents of New York City and six neighboring counties may begin applying on Wednesday, December 26 for the State court attendant and court officer examination, the first since 1953. Salaries range from \$4,000 in the Queens Supreme Court to \$5,853 in General Sessions courts, varying with the location of the job.

The last requirements: age limits 21 to 41 for Appellate Division jobs, 21 to 46 for all other courts; minimum height, 5 feet 7 inches; 20/30 vision both eyes together, and no worse than 20/40 vision in the weaker eye, glasses permitted in both cases.

Former Requirements

The last experience requirements called for one of the following: three years' experience as a law clerk or public law enforcement officer, including M.P. duty; three years' State court work; graduation from a recognized law school, an equivalent combination of training and experience, or admission to the State Bar.

Do not attempt to apply before December 26.

Application may be made in person, by representative or by mail to the State Department of Civil Service, Room 2301, 270 Broadway, New York 7, N. Y. The closing date is Friday, February 1.

NYC CHECKOFF TO START

The Comptroller's Office will begin deducting union dues of New York City employees who signed authorization cards with the first January pay checks.

Last Day to Use Up Federal Leave Is Jan. 12

WASHINGTON, Dec. 17 — January 12 is the deadline for using up extra annual leave accumulated during 1956 by Federal employees. Those who entered the leave year with more than 30 days' accumulated leave must use it up by that date or forfeit all in excess of the total they had on January 1; those with less than 30 days

must use or forfeit all accumulated leave of more than 30.

Because the leave year contained 27 biweekly pay periods instead of 26, workers eligible for 2 days' leave will get 27, those in line for 20, an extra six hours, and those entitled to 13, an extra four hours.

The 1957 leave year has 2 periods, and begins January 13. It extends through January 11, 1958.

No Key Answers But At Least You Get a Look

The New York City Civil Service Commission amended its general examination regulations to permit inspection of papers by candidates, when key answers are not published in short-answer tests.

The new wording: "In a short-answer type examination, for which tentative key answers are not published, candidates may see their examination papers and the key answers during the appeals period in the Record Room of this Commission provided they produce their result card. A representative of the Department of personnel shall be continuously present at and shall observe said review."

BEAME TO REPORT ON PAY FOR DRIVERS

The Board of Estimate referred to Budget Director Abraham D. Beame a resolution for granting 50 cents an hour differentials to motor vehicle operators of trucks of up to 4 tons capacity, and \$1 for more than four tons. The Salary Appeals Board recommended the differential.

Forestry Trainee Jobs

Student trainees (forestry), at \$3,175 and \$3,415 a year, are needed for duty with the Departments of Interior and Agriculture throughout the United States and Alaska.

Applicants must pass a written test and must have completed or be enrolled in the first year of a four-year college course leading to a bachelor's degree in forestry. Apply to the Executive Secretary, Department of the Interior, Northwest Board of U. S. Civil Service Examiners, 1001 NE Lloyd Boulevard, P. O. Box 3537, Portland 8, Ore., or the Board of U. S. Civil Service Examiners, Department of Agriculture, Washington 25, D. C.

APPLEBY TO RETIRE

ALBANY, Dec. 17—Paul H. Appleby, State Budget Director, announced that he will retire from his post next November.

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Warden Test Result Stands

The New York City Civil Service Commission denied the appeal of candidates for promotion to warden, Correction Department, who protested final key answers and the format of the test.

The examination was made up of 10 essay questions. Questions 1 through 5 comprised Part I of the test, the last five, Part II. Candidates said it was impossible to distinguish between the two parts because the questions were consecutively numbered and were not specific.

Testifying on behalf of the candidates were two examination experts who agreed that the format of the test was contrary to good examining practice.

69 CORRECTION PROMOTIONS

The New York City Budget Director's office will recommend 69 Correction Department promotions, 45 of them to men captain, two to women captain and 22 to assistant deputy warden.

Summer Jobs In L. I. Parks

The State is now issuing and receiving applications for the traffic and park officer exam, from which Long Island State Park will appoint 100 to summer jobs, and some for year-round duty, at \$77 a week to start.

Candidates must have been residents of Queens, Nassau or Suffolk Counties for four months preceding the test date, February 16. Additional requirements are a senior high school or equivalent diploma, State driver's license, age 21 to 32, with concession to veterans; weight 150 pounds minimum, minimum height 5 feet 10 inches, 20/20 vision.

Apply in person by representative or by mail to the State Civil Service Department, Room 2301, 270 Broadway, New York 7, N. Y., through January 18.

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During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$340.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

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

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

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

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CHRISTMAS AT PILGRIM STATE



Employees of Pilgrim State Hospital, L. I. amassed toys for children and distributed the gifts at a Christmas party. The youngsters enjoyed themselves immensely, but no more so than did the employees.

2,500 Enjoy Pilgrim State Holiday Party

On December 12, 1956, Dr. Harry J. Worthing, Director of the Pilgrim State Hospital, welcomed over 2,500 employees, actively employed and retired, and their families to the annual Christmas Party held in the hospital's Recreation Hall.

Entertainment consisted of dancing, music provided by the employees and patients' orchestra; entertainment by the employees' children; a visit from Santa Claus and refreshments.

Dr. Worthing also presented twenty-five year service pins to eighteen employees, two of which had served twenty-five years at Pilgrim State Hospital.

The festivity was also the twenty-fifth anniversary of Pilgrim State Hospital. A special four tier cake was prepared and appropriately designed to commemorate this occasion.

The religious offering was made by Father Forker who offered the opening prayer and Chaplain Anderson who offered a silent prayer in memory of those who died during the year.

The Christmas trees, greens, wreaths, specially prepared rosters gaily decorated, coupled with good will prevalent throughout the afternoon, left everyone imbued with the true Christmas spirit.

NON-TEACHING SCHOOL JOBS OPEN

Residents of Suffolk, Nassau, Rockland, Westchester counties may apply for non-teaching jobs with the State's school districts. Apply to the State Civil Service Department, Room 2301, 270 Broadway, New York 7, N. Y., through Thursday, January 4.

PENSIONERS MEET

The National Association of Retired Civil Employees held an open meeting for Federal retirees in Brooklyn at the War Memorial Building, Fulton and High Streets.

CEIL SET FOR DEC. 22

A special Gaelic Society Christmas celt will be held on Saturday night, December 22 in St. Matthew's Hall, 214 West 68th Street, New York City.

Save time! Save money! Save fuel! Cook with the world's finest, most beautiful utensils!

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NEW 12 PIECE HOMEMAKER SET

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5 quart sauce pot and cover
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9 inch skillet and cover
2 quart double boiler with insert pan and cover
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Rack holds 3 pans, skillet and 3 covers.

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22 1/2 inch stainless steel wall rack

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Still Time to Apply For 700 Positions As Social Investigator

As New York City has 700 vacancies in the social investigator title, it has reopened the test until Tuesday, January 15. The written test is tentatively set for March 2.

The job pays \$4,000 a year to start, rising through annual and longevity increments to \$5,080. Most of the positions are in the Welfare Department.

College Degree Needed

Candidates need a baccalaureate degree from an accredited school by February, 1956, for appointment. Students who have not yet completed their degree may apply for the test. The filing fee is \$3.

Applicants should request a

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

College Series application. Apply in person, by representative or by mail at the Department's application bureau, 96 Duane Street, New York 7, N. Y. No mail application will be honored unless accompanied by a self-addressed envelope at least nine inches wide, stamped six cents for return.

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We invite anyone interested in our courses to call at any of our schools, either day or evening, and consult with one of our registrars. You may visit a classroom and observe the instruction which employs the Yu-Graph, a visual aid which leaves an indelible impression of the subject matter.

STATE COURT ATTENDANT

Starting Salary \$5,790 in most courts. Examination March 2nd.—Classes meet Wednesday and Friday evenings at 7:30 in Manhattan only.

CARPENTER

Salary \$6212 a year. Applications issued and received by the Civil Service Commission until Dec. 27. Evening classes in Manhattan and Jamaica.

PATROLMAN

Applications may be filed until Dec. 27. Only about 9 week remain in which to prepare for the written examination. Classes day and evening. Manhattan and Jamaica.

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Starting salary \$2750—automatic increases until \$3650 is reached. Further advancement through promotional examinations. Classes meeting in Manhattan and Jamaica.

SANITATION MAN

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RAILROAD CLERK

Examination Jan. 19—Classes evenings in Manhattan and Jamaica.

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TUESDAY, DECEMBER 18, 1956

Democratic Heritage

WHILE employee groups may be divided on whether a set government-wide pay plan, or collective bargaining, produces better results for them, nobody can deny that both methods typify democracy in action.

Proponents of the pay-plan method, whereby the government sets up grades, with upper and lower salary limits, and fits titles into those grades, can show that acceptable salary increases have resulted. In connection with any such pay plan there is always a set of attendance rules that set forth particulars about vacations, sick leave, maternity leave, and the like. These rules have been gradually growing more liberal.

Extensive Appeals Opportunity

Another point that pay-plan proponents stress is the appeals procedure. The general rule is that any employee dissatisfied with his grade or title may appeal, or, if duties have changed since the classification, address the budget and personnel directors.

New York City's Career and Salary Plan marks the high point of appeal opportunities. Though the State paved the way, with the Feld-Hamilton Act, appeals procedures are more extensive and also more productive under the City's plan. Even the money to finance prospective raises obtained through appeal is included in the budget in advance. Moreover, the appeals are not perfunctory, nor is predetermination practiced.

Classification Appeals Next

Though the Salary Appeals Board consists of three Administration and two employee members, the Board acted unanimously nearly always, and frequently was unanimous when denying appeals. About half the titles up for consideration were recommended by the Board for upgrading. Final decision rests with the Board of Estimate, which has yet to refuse to go along with an upward reallocation recommendation of the other Board.

Now the Classification Appeals Board is about to begin hearing cases, and, since the membership is the same, the same sense of fairness may be expected.

It is no argument against either Board, or against the Career and Salary Plan under which both Boards function, that some worthy appeals were denied. In all cases in this class there was a minority report.

On behalf of collective bargaining, excellent results may be shown, too. Such bargaining has been going on for years in the Transit Authority and its predecessors. In the New York City Housing Authority a similar situation practically exists. The same is true of the Sanitation Department. Able union representatives have won significant gains for their members through collective bargaining with those agencies and departments.

The collective bargaining supporters point to across-the-board pay increases they win, and which they consider extremely important, especially for the lift given to those in the lowest or just low pay brackets. They rely on the numerical strength of their union, as demonstrated in representation elections, one union sometimes pre-empting the others. But even under a pay plan, an employee group may have a majority, and have practically exclusive bargaining, as is the case with the Civil Service Employees Association in the State government.

Both plans may remain popular with their respective advocates and followers indefinitely in our country, but if ever one method excludes the other, it never will be the result of action taken at the point of gun or bayonet. That's one way that the state differs from the police state.

Law Cases

Counsel Sidney M. Stern reported to the New York City Civil Service Commission the following weekly summary of law cases.

JUDICIAL DECISIONS

Appellate Division, First Department

McKeown v. Cavanagh, Special Term granted a motion to enjoin the Fire Commissioner from continuing to designate firemen as acting lieutenants without appointment. The Appellate Division has granted a motion to dismiss the appeal unless the appellant completes his appeal and notices the case for argument at the January, 1957 term.

Press v. Falk. The Appellate Division has denied a motion to dismiss the appeal of petitioner who was transferred in 1951 to an inferior position in the Department of Labor. The Supreme Court held that the transfer was made with the consent of the petitioner and that the proceeding should have been brought within four months.

Court of Appeals

Foy v. Schechter. Motion for reargument denied. The issue was whether the petitioners are to be paid the prevailing rate of wages under section 220 of the Labor Law. The court held that the decision in Corrigan v. Joseph, 304 NY 172, is controlling in the case of Foy who was a party in that proceeding and that the other petitioner, Goldman, is affected by it under the rule of stare decisis. The Corrigan case held that an attempted regarding of positions in 1938 was ineffective, but that a subsequent resolution in 1943 was properly and lawfully adopted and effectively graded the positions in question.

N. Y. County Supreme Court

Trial Term

Verbiest v. Kennedy. Petitioner was honorably discharged from the Navy although he had been subjected to four disciplinary actions. Because of these charges the Police Commissioner passed him over for appointment to the Police Department. The court held that the Commissioner is not prohibited from reviewing petitioner's entire record and is not compelled to accept the honorable discharge as an endorsement wiping out petitioner's offenses as facts for the Commissioner's consideration. Petition dismissed.

PROCEEDINGS INSTITUTED:

Guastella v. Kennedy. Petitioner resigned from Police Department September 1, 1955. His application for reinstatement, made within one year, was denied. He seeks to compel the Police Commissioner to accept his application.

Simon v. Kennedy. Petitioner was appointed probationary patrolman on June 13, 1956, on June 14, 1956, he declined appointment. In September, 1956 he requested restoration of his name and was again certified, but was passed over for medical reasons. He seeks to compel his appointment.

Ozanam Guild Dines

The Ozanam Guild of Catholic employees in the New York City Welfare Department held a dinner meeting on Wednesday, December 12, at 5:30 P.M. at 122 East 22nd Street, New York City.

Guests enjoyed a Christmas party for retired members. Assistant Commissioner John A. Mulaney presented life membership cards to pensioners. Election of 1957 officers followed.

The Guild held its first Friday luncheon of the season. Justice Matthew J. Troy spoke.

LETTERS TO THE EDITOR

STATE RETIREMENT SYSTEM WEIGHS SOCIAL SECURITY

Editor, The Leader:

In your issue of November 6 you published a letter to the editor written by Mark Kormes that compared Social Security coverage on an integration and supplementation basis for present members of the State Employees' Retirement System. We have checked these figures and find that they are inaccurate and that consequently the conclusions drawn by Mr. Kormes from those figures are inaccurate.

Using the same hypothetical examples as Mr. Kormes, we have prepared a set of figures which give a comparison of supplementation and integration. In each of the 12 examples used by Mr.

Kormes, he assumed that the member would retire at a final average salary of \$4,200 and that he would have 30 years of member service. Our figures as based on the actuarial tables now in use by the Retirement System for determining its reserves and its contributions from employees and employers.

Table I compares the reduction in the annuity under supplementation with the corresponding reduction in the pension under integration, for each of the 12 hypothetical examples used by Mr. Kormes. We have used this method because the benefit provided by Social Security would be the same in either event.

TABLE I

Reduction in Annual Allowance				
Retirement Plan Age	Retirement Age	Years Under S.S.	Under Supplementation	Under Integration
55	55	5	\$ 38	\$150
55	60	5	44	150
60	60	5	44	150
60	65	5	52	150
55	55	15	135	450
55	60	15	165	450
60	60	15	165	450
60	65	15	201	450
55	55	30	205	900
55	60	30	312	900
60	60	30	312	900
60	65	30	445	900

You will note that the reduction is greater under integration in each case.

Since the reduction under supplementation would occur before

age 65 in the case of those members who retire before 65, we also computed the present value, (P.V.), at age 65, of all the reductions in each case. The following table shows the results.

TABLE II

P.V. of Reduction at Age 65				
Retirement Plan 2	Retirement Age	Years Under S.S.	Under Supplementation	Under Integration
55	55	5	\$ 849	\$1,605
55	60	5	708	1,605
60	60	5	708	1,605
60	65	5	556	1,605
55	55	15	3,014	4,815
55	60	15	2,654	4,815
60	60	15	2,654	4,815
60	65	15	2,151	4,815
55	55	30	4,576	9,631
55	60	30	5,018	9,631
60	60	30	5,018	9,631
60	65	30	4,762	9,631

You will note that the present value of the reduction under integration is greater, in each case, than the present value of the reduction under supplementation.

These figures indicate that, in the examples chosen by Mr. Kormes, supplementation would be

better than integration. If any further proof were needed, we might mention that supplementation would cost the State more than integration.

WILLIAM M. GIRDEN
Deputy Comptroller

NYC SENIOR CLERKS LOSE PATIENCE OVER DELAY

Editor, The Leader.

We senior clerical employees of New York City are getting petitions signed urging the Board of Estimate to give us a public hearing on our pay appeal at its next meeting on December 13. We are

also putting our case before the Board members individually.

We have gone through the appeals rigamarole. We have appeared at every public meeting of the Board of Estimate for the past seven months.

BART LANIER STAFFORD, III

QUESTION, PLEASE

AFTER HAVING worked from 1951-1954, I was stricken with muscular dystrophy. Am I eligible for disability payments now that I am 55?

J. B. E.

In addition to meeting the medical requirements, you must have a certain amount of credit under Social Security. If you were covered for 20 out of 40 calendar quarters before the established beginning date of your disability, and six out of the 13 quarters before that, you would have enough to qualify.

MY HUSBAND worked under Social Security from 1938 until his death in 1950. What can I do to collect his Social Security?

E. P.

You may be eligible to receive widow's benefits at age 62 based on your husband's Social Security record. You may file an application when you reach 62 for these monthly payments.

HOW CAN I OBTAIN a refund on excess Social Security tax paid for 1956?

J. J.

If you have more than one employer, each employer must deduct the tax on the first \$4,200 of wages he pays you in a year. If you pay the tax on total wages of more than \$4,200 because of multiple employment you may claim the excess tax as credit on your income tax return for the year.

NEW YORK STATE JOB OPENINGS

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

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

Apply at one of the following: State Department of Civil Service, Room 2301, at 270 Broadway, New York City, corner of Chambers Street; Examinations Division, 89 Columbia Street, or lobby of State Office Building, Albany; State Department of Civil Service, Room 212, State Office Building, Buffalo, State Office Building, Buffalo or at local offices of the New York State Employment Service.

OPEN-COMPETITIVE

4209. SENIOR CURATOR (geology), \$4,880-\$6,030. One opening, Albany. Open to any qualified U.S. citizen. Fee \$4. Bachelor's degree in geology and either two years' experience in curatorial or research geology or teaching geology; two years' graduate study in same or an equivalent combination of training and experience. (Friday, January 18).

4617. SENIOR SANITARY ENGINEER, \$6,030-\$7,770. One opening, Westchester County. Open to any qualified U. S. citizen. Fee \$5. State engineer's license and a bachelor's degree in engineering plus one of the following; undergraduate work in sanitary, public health or civil engineering (public health option) and four years' sanitary or public health engineering experience; doctor's degree in sanitary or public health engineering and two years' experience, or a time-equivalent combination of training and experience. (Friday, January 18).

4616. SANITARY ENGINEER, \$5,000-\$6,400. Several vacancies, Westchester County. Open to any qualified U. S. citizen. Fee \$4. Certification by State Public Health Council as assistant public health engineer, bachelor's degree in engineering, one year's experience and one of the following: undergraduate work in sanitary, public health or civil engineering (public health option) plus one more year's experience; master's degree, or an equivalent combination. (Friday, January 18).

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

4212. TRAFFIC AND PARK OFFICER, \$77 weekly to start. About 100 appointments expected in Long Island State Park. Fee \$4. Same general requirements as for 4211, park patrolman. Residence requirements: four months' legal residence preceding test date in Nassau, Queens, or Suffolk counties. (Friday, January 18).

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

4213. LIBRARIAN, \$6,030. One opening, Kings County Supreme

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

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

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

4208. SENIOR PHYSICIAN, \$7,000-\$9,190. One opening at Albany, one at Auburn, N. Y. Fee \$5. State M.D.'s license, graduation from medical school and completion of internship, plus two years' general practice, preferably with experience in surgery, or an equivalent combination of experi-

ence and training. (Friday, January 18).

4619. ANESTHETIST, \$5,000-\$5,480. One opening, Wyoming County. Fee \$4. State professional nurse's license, and either completion of a specialized anesthesia course plus one year's general

nursing experience or an equivalent combination of training and experience. Open to any qualified U.S. citizen. (Friday, January 18).

4613. ASSISTANT SUPERVISOR OF CASE WORK (P.A.), \$5,000-\$6,400, Westchester County. (Continued on Page 12)

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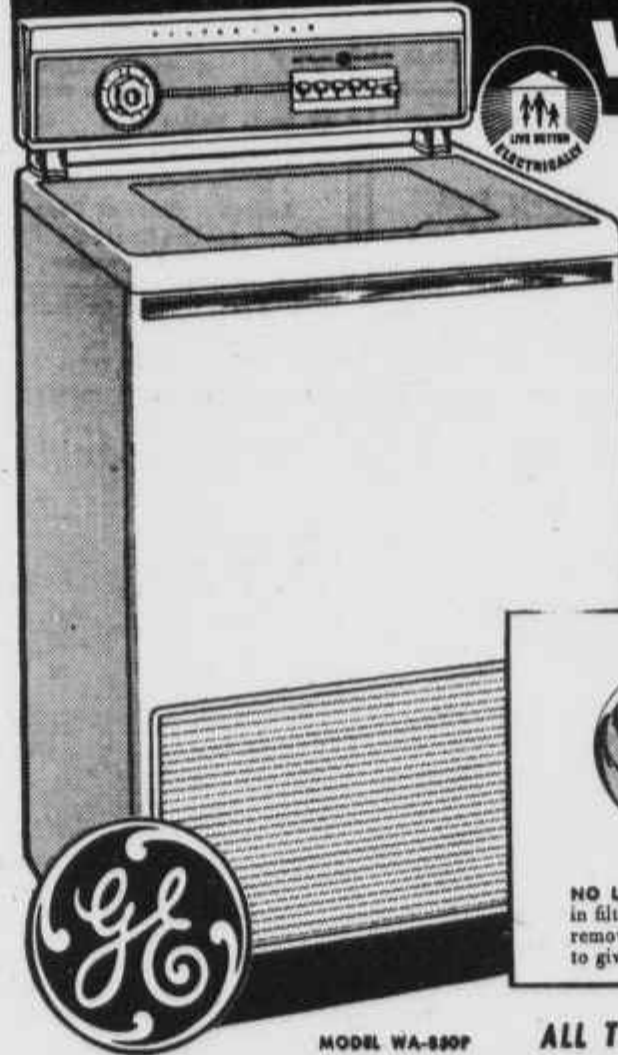
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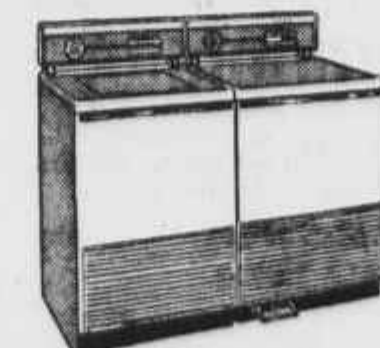
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7774. ACCOUNT CLERK, \$3,000-\$3,900. 24 vacancies, various City departments. Fee \$2. High school or equivalency diploma by June, 1957, and knowledge of

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bookkeeping. (Thursday, December 27).

7011. ASSISTANT MEDICAL EXAMINER, \$8,200 to \$10,300. Seven openings, Office of Chief Medical Examiner. Fee \$5. M.D. degree registered with the State University, one year's internship in an approved hospital, two years' training or experience in gross and microscopic pathology in a pathological laboratory, an approved medical school, hospital or medical examiner's office, or an equivalent; evidence of having performed and protocolled 150 autopsies. Form C experience paper required. (January 24).

7687. HOUSEKEEPER, \$3,250-\$4,330. Six openings, Department of Hospitals. Fee \$3. High school or equivalency diploma plus two years' experience supervising a housekeeping unit of 100 or more rooms. Experience Form A needed. (Thursday, December 27).

7867. PIPE CAULKER, \$6,250 for 250 8-hour working days; about 18 vacancies, Department of Water Supply, Gas and Electricity. Fee \$5. One of the following: five years' paid appropriate experience, or at least two-and-a-half years' such experience plus enough additional experience as a helper or related training to equal five years' experience. (Thursday, December 27).

7824. SENIOR PHYSICIST, \$7,100-\$8,900. One vacancy, Department of Hospitals. Fee \$5. One of the following: baccalaureate degree in physics or electrical engineering registered by the State University and 10 years' appropriate experience, four years of which must have been in radiological physics and four years in a supervisory capacity; a Ph.D. or

equivalent degree in electrical engineering or physics, and seven years' experience (three in radiological physics, three supervisory), or an equivalent combination of education and experience. (Thursday, December 27).

7842. SUPERVISOR OF MOTOR TRANSPORT, \$5,150-\$6,590. One vacancy, Department of Education. Fee \$5. Five years' experience supervising motor transport operations comparable to those of an institution or large garage, or an equivalent, plus a State chauffeur's license for appointment. (Thursday, December 27).

7877. TITLE EXAMINER, \$3,750-\$4,830. About 12 vacancies, various City departments. Fee \$3.

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One of the following: two years' full-time experience searching or examining titles to real property with a title company, lawyer, governmental agency or conveyancer; two years at a recognized law school, or an equivalent combination of education and experience. (Thursday, December 27).

7774. ACCOUNT CLERK, \$3,000-\$3,900; 24 vacancies, various City departments. Fee \$2. High school or equivalency diploma by June, 1957, and knowledge of bookkeeping. (Thursday, December 27).

7694. ASSISTANT HOSPITAL ADMINISTRATOR, \$9,000-\$11,100. Vacancies from time to time.

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Fee \$5. Baccalaureate degree registered with the State University, and one of the following: master's degree in hospital administration and two years' administrative experience, six years' hospital administrative experience, two years of which must have been as an administrator or assistant administrator, or an equivalent combination of education and experience. (Thursday, December 27).

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

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

NYC Jobs

(Continued from Page 8)

7011. ASSISTANT MEDICAL EXAMINER, \$8,200 to \$10,300. Seven openings, Office of Chief Medical Examiner. Fee \$5. M.D. degree registered with the State University, one year's internship in an approved hospital, two years' training or experience in gross and microscopic pathology in a pathological laboratory, an approved medical school, hospital or medical examiner's office, or an equivalent; evidence of having performed and protocolled 150 autopsies. (January 24).

7837. PATROLMAN, New York City Police Department, \$4,000 base starting pay. Fee \$3. Minimum height, 5 feet 7 1/2 inches; 20/20 vision, no glasses allowed, good character and physical condition. Age limits 19 to 29 for application, 21 for appointment. High school or equivalency diploma required for appointment. (Thursday, December 27).

7687. HOUSEKEEPER, \$3,250-\$4,330. Six openings, Department of Hospitals. Fee \$3. High school or equivalency diploma plus two years' experience supervising a housekeeping unit of 100 or more rooms. (Thursday, December 27).

7789. SUPERVISING CHILDREN'S COUNSELOR, \$4,550-\$5,990. Four vacancies, Department of Welfare. Fee \$4. Baccalaureate degree registered by the State University, three years' full-time experience in a child-care institution or in children's group work in an agency; a master's degree or certificate representing two years' graduate work in a school of social work plus one year as above; master's degree in early childhood education, education, guidance or psychology and two years' experience as above. (Thursday, December 27)

7842. SUPERVISOR OF MOTOR TRANSPORT, \$5,150-\$6,590. One vacancy, Department of Education. Fee \$5. Five years' experience supervising motor transport operations comparable to those of an institution or large garage, or an equivalent, plus a State chauffeur's license for appointment. (Thursday, December 27).

7877. TITLE EXAMINER, \$3,750-\$4,830. About 12 vacancies, various City departments. Fee \$3. One of the following: two years' full-time experience searching or examining titles to real property with a title company, lawyer, governmental agency or conveyancer; two years at a recognized law school, or an equivalent combination of education and experience. (Thursday, December 27).

7817. DEPARTMENT LIBRARY AIDE, \$2,750-\$3,650. Two openings, Departments of Correction and Hospitals. Fee \$2. High school or equivalency diploma by February 28, 1957. (Thursday, December 27).

7574. ELEVATOR MECHANIC, \$24.80 a day for 240 8-hour working days, 19 openings, various City departments. Fee 50 cents. Maximum age, 50; good physical condition. Five years' experience within the last 15 as elevator mechanic, or 2 1/2 years within the last ten years, plus enough related training to equal five years' work. Six months' experience will be credited for each year's training or experience as elevator mechanic's helper. (Thursday, December 27).

7573. CARPENTER, \$24.85 a day for 250 7-hour working days; 19 vacancies, various City departments. Fee 50 cents. Age limit, 50, except for veterans; good physical condition, five years' experience within the last 15 as carpenter, or 2 1/2 years' experience within the last 10 as carpenter's helper plus enough related training to equal five years' experience. Six months' experience will be credited for each year's related training or experience. (Thursday, December 27).

7890. SOCIAL INVESTIGATOR, \$4,000-\$5,980. About 700 vacancies, Departments of Welfare and Correction. Fee \$3. Baccalaureate degree by February, 1958 for appointment. (Tuesday, January 15).

7853. PROBATION OFFICER, \$4,550-\$5,990; 102 vacancies, City

Magistrates' Courts, Court of Special Sessions and Domestic Relations Court. Fee \$4. Open to all qualified U. S. citizens. Age limits 21 to 55 for appointment; no minimum age for application; age concessions to veterans. Baccalaureate degree by February, 1958, plus one of the following: certificate or master's degree from an approved school of social work, two years' casework experience in a recognized agency, or master's degree in sociology, psychology, or criminology plus one year's experience as above. Experience as social investigator in Welfare De-

partment acceptable. (Tuesday, January 15).

Promotion

7827. ASSISTANT PHYSICIST, Department of Hospitals, \$4,550-\$5,990. Fee \$4. Permanent employment in the above department as junior physicist for six months preceding the test date (February 15) to apply, two years for appointment. (Thursday, December 27).

7828. BACTERIOLOGIST, Department of Water Supply, Gas and Electricity, \$5,750-\$7,190. One vacancy. Fee \$5. Permanent em-

ployment in the department as assistant bacteriologist for six months preceding the test date (March 7) to apply, two years for appointment. (Thursday, December 27).

7846. RESIDENT BUILDINGS SUPERINTENDENT, Housing Authority, \$6,050-\$7,490. Sixteen vacancies expected within the next two years. Fee \$5. Permanent employment in the Authority as assistant resident buildings super-

intendent for six months preceding the test date (March 18) to apply, two years for appointment. (Thursday, December 27).

7784. SENIOR INSPECTOR OF BOROUGH WORKS, Manhattan and Queens Borough President's offices, and Department of Parks, \$5,150-\$6,590. Vacancies from time to time. Fee \$5. Permanent employment in the above departments as inspector of borough (Continued on Page 10)

Civilians Get More Military Jobs

WASHINGTON, Dec. 17 — At a hearing before a House manpower utilization committee, Colonel John M. Hutchison, deputy director of AF manpower and organization, told of the increase in the number of civilian employees, replacing military personnel. Colonel Hutchison said training costs were cut and that greater the monthly need for enlistment is 12,000 to 10,070 compared to previous 14,000.

DR. MICHAEL HEADS REHABILITATION REGION

Salvatore G. DiMichael, executive director of the National Association for Retarded Children, Washington, D. C., was appointed regional representative of the Office of Vocational Rehabilitation in the New York City regional office of the Department of Health, Education and Welfare.

LIQUOR ADMINISTRATORS TO MEET IN ATLANTIC CITY

The convention of the National Conference of State Liquor Administrators, previously set in New Orleans, La., will be held May 5 through 9 in Atlantic City.

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 <p>8-1 Electric Utility Table: Double convenience outlet. 29 1/2" high, 16" x 22". Chromium legs. Two-coat baked-on enamel finish, three colors. Price \$10.95</p>	 <p>4-A Step Stool: 24" high. Rubber-treaded "swing-away" steps. All-enamel finish, three colors. Price \$9.95</p>	 <p>5-D Special Steel Seat: 24" high. Chromium finish. Dura upholstery, six colors. Price \$9.95</p>	 <p>8-T Drop Leaf Utility Cart: 31" high. Top leaves up, 24" x 41". Chromium, with COSCOAT finish in wood grain pattern, three colors. Price \$20.95</p>
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State Clerk Test Opens On Jan. 7

Applications will open January 7 for State clerk jobs in four options—general and file, at \$2,620-\$3,340, and account and statistics, \$2,750-\$3,490. No experience is necessary, and men and women from 18 to 70 may apply.

The test is set for Saturday, March 30. Applications close February 25.

Hundreds of jobs will be filled from the test — office machine

positions from the clerk list, audit clerk and bookkeeping machine operator jobs from the account clerk and calculating key-set machine operators from the statistics clerk roster.

Apply on or after Monday, January 7 to the State Department of Civil Service, Room 2301, 270 Broadway, New York 7, N. Y. Applications may be made in person, by representative, or by mail. The closing date is February 25.

184 Eligibles On Oiler List

The New York City Personnel Department issued a 184-name eligible list for oiler on Wednesday, December 12.

Cornelius McLean, a non-veteran, topped the list with an earned score of 97.5. The next highest scores were those of veteran Vincent Liguori, whose earned score was 95, and disabled veteran Peter T. Farrell, with 93.

The list may be inspected through Friday at The Leader offices, 97 Duane Street, two blocks north of Chambers, just west of Broadway.

Pay Every Two Weeks Weighed by NYC

Pay checks every two weeks, 26 times a year, instead of twice a month, 24 a year, is a possibility for New York City employees, said the Civil Service Forum, after its representatives conferred with John J. Carty, chief budget examiner.

"Problems discussed," said President Frederic Q. Wendt, "include possible changes in increment dates, adjustment of pension contributions, and a carry-over period which may occur when the new system is adopted."

He expects the change.

NYC Jobs

(Continued from Page 9) works for six months preceding test date (February 28) to apply, two years for appointment. (Thursday, December 27).

7831. SENIOR PHYSICIST, Hospitals Department, \$7,100-\$8,900. One vacancy, others from time to time. Fee \$5. Permanent employment in the department as isotopes or radiation physicist for six months preceding the test date (February 15) to apply, two

years for appointment. (Thursday, December 27).

7894. SENIOR TITLE EXAMINER, Departments of Tax, Welfare and Law, \$4,850-\$6,290. Vacancies from time to time. Fee \$4. Permanent employment in the above departments as title examiner (old title, title examiner grades 1 and 2) for six months preceding the examination date (March 21) for application, two years for appointment. (Thursday, December 27).

770. PHYSICIST, Hospitals Department, \$5,750-\$7,190. One vacancy, others from time to time. Fee \$5. Permanent employment in the Department as assistant physicist or assistant physicist (isotopes or radiation) for six months

preceding the test date (February 15) to apply, two years for appointment. (Thursday, December 27).

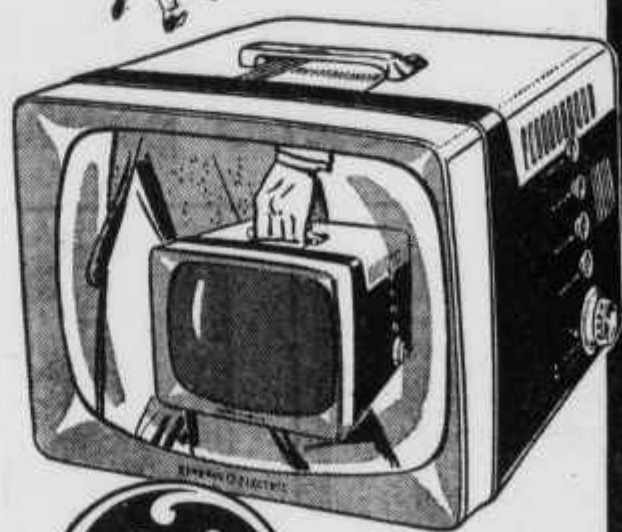
7608. MECHANICAL MAINTAINER (Group B), Transit Authority, \$2.07-\$2.31 an hour, beginning July 1, 1957. Fee \$4. Six vacancies, others from time to time. Permanent employment in the Authority as maintainer's helper (Group B) in the elevator and escalator section of the maintenance of way department for six months preceding the test date, April 2. (Thursday, December 27).

Fine REAL ESTATE buys. See Page 11.

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BOOKS

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WHITE SWAN RESTAURANT, 215 Lark St. (2 doors south of State), Albany, N. Y. Lunches 11:30-2, dinner 5:7:30, Monday thru Fri. Home cooking away from home. All pastry & rolls baked here. Available for banquets and parties on Saturdays, 90-30 capacity. Phone 62-3235 for reservations.

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Do you want a part time bookkeeper? I can serve you evenings and Saturdays — reasonable. Call BE 3-6009 or write Box 201 c/o Civil Service Leader, 97 Duane St., NYC.

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

Clerk-Stenos Sought by U. S. In a Hurry

The U. S. Department of Agriculture seeks clerk-stenographer applications in a hurry.

Vacancies are in New York City. Starting salaries in Grades GS-3 and GS-4 are \$3,175 and \$3,415 annually. Requirements include dictation and typing. Successful applicants will be given appointments looking toward permanency, and will be eligible for Federal employee benefits.

Applicants should fill out Federal Form 57 and send it to Philip B. Hearn, Food Distribution Division, Agricultural Marketing Service, U. S. Department of Agriculture, 139 Centre Street, New York 13, N. Y. Mr. Hearn's phone number is REctor 2-3100. Extension 291. A personal interview will be arranged.

Form 57 may be obtained at local post offices or from U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., on statement of purpose.

More Liberal Plan Of Life Insurance Asked

WASHINGTON, Dec. 17—A proposal that the Senate study the Federal employee life insurance program with an eye toward liberalizing benefits was made by Senator Frank Carlson (R., Kan.).

The Senator said that the fund's reserve, now \$75 million, will increase to \$160 million by 1958. The program, covering 2,050,000 Federal workers with more than \$10 billion in insurance, was initiated by President Eisenhower in 1954. The employee pays only 25 cents for each \$1,000 of coverage on each pay period.

POLICE COURSES TO START
Police Commissioner Stephen P. Kennedy announced that an in-service training course for all 787 acting lieutenants and captains, New York City Police Department, will begin on Monday, January 7. The eight-month course will cover public relations and administration, recent law revisions and up-to-date police techniques.

ROOM FOR RENT
EASTERN PARKWAY - Large single room, private entrance, elevated kitchen privy. Also, single person - STerling 9-5012.

LEGAL NOTICE
HARPER, ELIZABETH BURNIE—CITATION—P. 2060, 1954—The People of the State of New York By the Grace of God Free and Independent, To DAVID J. BURNIE, 314 Irving Street, Apt. 64, Cambridge, Mass.; DR. JOSEPH R. PEDEVILL, of No. 232 Highland Avenue, Palisades Park, N. Y.; FLORENCE LENNOX COOPER, of No. 144 East 39th Street, New York City; AMERICAN FOUNDATION FOR THE BLIND, INC., of No. 15 West 10th Street, New York City, and ELIZA BETH COLLINS of No. 53 Kirkliston Park, Bloomfield, Belfast, Ireland; HUGH YOUNG, of Johnstown Lodge, Johnstown, Mass.; County Killara, Eire, and CATHERINE AGNES YATES, of Clock House, Biddell Road, Barnt Green, Birmingham, England, the next of kin and heirs at law of ELIZABETH BURNIE HARPER, deceased, and greeting:

Whereas, IRVING TRUST COMPANY, having its principal office at No. 1 Wall Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing bearing the date December 5th, 1955, relating to both real and personal property, duly proved as the last will and testament of ELIZABETH BURNIE HARPER, deceased, who was at the time of her death a resident of the Borough of Manhattan, City and State of New York, 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 25th day of December, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 20 day of November, in the year of our Lord one thousand nine hundred and fifty-six.

(New York Surrogate's Seal.)
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

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Price
\$12,800

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CAMBRIA HEIGHTS—Colonial—Brick, 6 bedrooms, knotty pine basement with bar, oil heat, wall to wall carpeting, 2 car garage, many other extras, \$2,500 down.
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ST. ALBANS

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TO EDITOR

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State Jobs

(Continued from Page 7)

Fee \$4. Open to any qualified U. S. citizen. Bachelor's degree with courses in sociology, psychology, and allied social sciences and one of the following, four years' social case work including two years in family welfare; two years' case work in family welfare plus two-year course in school of social work, or an equivalent combination. (Friday, January 18).

4628. **CASE SUPERVISOR**, Grade B. (P.A.), \$4,700-\$5,100. One opening, Rockland County. Fee \$4. High school or equivalency diploma, and one of the following: bachelor's degree plus four years' social case work; eight years' experience including four in social case work or supervised teaching, or an equivalent combination. (Friday, January 18).

4216. **ASSISTANT DIRECTOR OF SOCIAL STATISTICS**, \$7,600-\$9,190. One opening, Albany. Open to any qualified U. S. citizen. Bachelor's degree and five years' social welfare experience, including three in public assistance research, Graduate study and field

experience as regional consultant may be substituted for these requirements. Test set for March 2. (Friday, February 1).

Promotion

(Promotion examinations are open only to qualified state employees).

3161. **SENIOR ELECTRICAL DRAFTSMAN**, Department of Public Works, \$3,840-\$4,790. Several vacancies anticipated in Albany. Permanent employment in the above department as junior draftsman for six months preceding the test date, January 26 (to apply), one year for appointment. (Friday, December 28).

3162. **SENIOR MECHANICAL DRAFTSMAN**, Department of Public Works, \$3,840-\$4,790. Several vacancies in Albany. Same time requirements as for 3161, with specialization in mechanical drafting. (Friday, December 28).

3212. **PRINCIPAL ACCOUNT CLERK, PRINCIPAL AUDIT CLERK** (Interdepartmental), \$4,430-\$5,500. Permanent employment in a State department or institution other than the Thruway Authority in a grade 7 or higher clerical position for three months preceding the test date (January 26) to apply, one year to be appointed. (Friday, December 28).

3213. **SUPERVISING BANK EXAMINER**, Banking Depart-

ment, \$10,250-\$12,230. Permanent employment in the above department as principal bank examiner for two years preceding the test date (about January 26). (Friday, December 28).

3214. **PRINCIPAL BANK EXAMINER**, Banking Department, \$8,390-\$10,100. Permanent employment as senior bank examiner in the department for two years preceding the test date (January 26) to apply, three years for appointment. (Friday, December 28).

3215. **SENIOR BANK EXAMINER**, Banking Department, \$6,890-\$8,370. Permanent employment in the department as bank examiner for six months preceding the test date (January 26) to apply, three years for appointment. (Friday, December 28).

3218. **ASSISTANT LIBRARIAN (TECHNICAL PROCESSES)**, State Library, Education Depart-

ment, \$4,430-\$5,500. One vacancy, Catalog Section, Albany. Permanent employment as junior librarian in the department (exclusive of the schools and State University for six months to apply, for one year to be appointed. (Friday, December 28).

3217. **SENIOR MECHANICAL ESTIMATOR**, Department of Public Works, \$6,890-\$8,370. One vacancy anticipated in Albany. Permanent employment as assistant mechanical estimator or in a grade 19 or higher engineering job for two years preceding the test date (January 26). (Friday, December 28).

3218. **SENIOR RENT INSPECTOR**, Temporary State Housing Rent Commission, \$4,220-\$5,250. One vacancy, New York Metropolitan Area Office. Permanent employment in the office as rent inspector for one year preceding the test date (January 26). (Friday, December 28).

Theobald Is Voted Classmate of Year

Dr. John J. Theobald, Deputy Mayor of New York City, was voted classmate of the year by Columbia University's class of 1925. Dr. Theobald was a Columbia track star.

He's now wrestling with heavy municipal problems.

2,228-Name List For Trackman Job

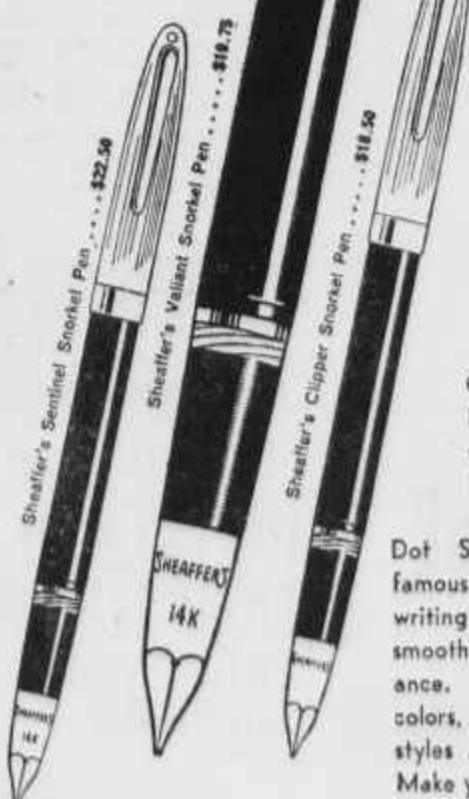
The New York City Personnel Department will issue a 2,228-name eligible list for trackman, during the latter part of January. Of the original 2,933 candidates who passed the medicals, 383 failed and 231 were absent from the physicals.

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WATER DEPT. GUILD GIVES TOYS TO INDIANS

Commissioner Arthur C. Ford presented toys collected by the Catholic Guild, New York City Department of Water Supply, Gas and Electricity, to Mayor Robert F. Wagner, for transfer to Monsignor Bernard A. Cullen, director general of the Marquette League. The organization does work at Indian missions in the United States and Alaska.

1,000 TO RECEIVE POSTAL PROMOTIONS

About 1,000 rank-and-file career employees of the New York Post Office will be promoted to supervisory jobs from the new January 11 eligible list, said Postmaster Robert H. Schaffer.

The third nationwide postal field service test ended November 24.

Some promotions will also be

Key Answers

KEY ANSWERS TENTATIVE BRIDGE OPERATOR

New York City Promotion Test held December 1.

- 1. C; 2. B; 3. A; 4. D; 5. A; 6. C; 7. B; 8. C; 9. D; 10. A; 11. C; 12. A; 13. D; 14. C; 15. A; 16. D; 17. B; 18. C; 19. A; 20. B; 21. B; 22. A; 23. C; 24. B; 25. C; 26. B; 27. A; 28. C; 29. D; 30. C; 31. C; 32. B; 33. C; 34. C; 35. B; 36. B; 37. D; 38. D; 39. J; 40. A; 41. M; 42. G; 43. Q; 44. L; 45. R; 46. D; 47. B; 48. B; 49. C; 50. C; 51. D; 52. B; 53. C; 54. B; 55. D; 56. D; 57. D; 58. B; 59. C; 60. D; 61. B; 62. D; 63. C; 64. D; 65. A; 66. B; 67. D; 68. A; 69. C; 70. D.

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Monday, December 24.

SENIOR SEWAGE TREATMENT WORKER

New York City Promotion Examination held December 8.

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

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., Thursday, January 3.

Humor Surplus At Budget Party

ALBANY, Dec. 17 — There was a surplus of humor in Albany last week when State Budget Division employees held their annual Christmas office party at an American Legion Post in Delmar.

Highlight of the affair was a gridiron skit which took executives of the division over the coals for a good-natured ribbing.

Cast of characters for the play, which provided the "formal" entertainment, included Dan Klepak, Dave Magill, John Flandreau, John Burke, Len Brodsky, Dot Wheeler and Frank Collins.

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U. S. Studies Pay As Raise Is Asked

WASHINGTON, Dec. 17—The U. S. Civil Service Commission revealed tentative plans for the creation of a senior civil service, liberalization of travel costs, and changes in the employee appeals procedures and the job rating system.

Spokesmen for the Commission reported that studies of pay rates and the various salary systems are continuing. Employees already are pressing for a raise.

Delehanty Students To Give Musical Show

A musical show, "The 20th Century Revue," will be presented by the Music Club of Delehanty High School, Jamaica, on Thursday evening, December 20 at the RKO-Alden Theatre, 165th Street and Jamaica Avenue. The script was written by Barbara Platt, a graduate of the class of 1956. An all-student cast directed by Frederick P. Fenter, a member of the faculty, will perform. Faculty members assisting Mr. Fenter are William B. Dowling, musical director; Dolores Conklin, dramatic director; Patrick Servillo, art exhibition, and Edna Cunningham, service club.

The revue is a musical reminiscence covering 1900 to the present.

Members of the cast who will give impersonations include Geo. Metz, Charles Obermeyer, Vicent Sica, Curtis Brown, Janet Murphy, Marilyn Kick, Mary Lou Ebner, Anne Meade, Raquel Cellario, Patricia Doyle, Phyllis Di Stasi, Mary Gettier, Maureen Shea, Pauline Lee, John O'Dowd, George Deering, James Hogan, Phillip Kuhns, Emile Delesandro, Patricia Walz, Donald Santaseriero, Mary Heilly, Elizabeth Presen, Joni Sleybough, Eugene Walsh, Larry Brady, Nancy Rosato and Thomas Knust.

The show's musical accompaniment will be provided by members of the school band and orchestra, including William Heffernan, Robert Goodwin, John Nicholson, John Berdue, John Krystof, Blaise Glove, Paul Lepkowski, Richard Callagy, John Rodgers, Henry Meudt and Albert Casacaina.

Tom Knust is chairman of the ticket committee.

ANALYSTS TO MEET

The Municipal Association of Management Analysts, consisting of representatives from more than 10 City agencies, will meet Thursday, December 20 at 6 P.M. in the Civil Service Commission's board room, 299 Broadway, New York City. Albert A. Hacker, Board of Education, is president.

Union Asks Vote On Teachers' Bargaining Agent

The Teachers Guild, Local 2, American Federation of Teachers (AFL-CIO), wants a bargaining agent election held in the New York City school system.

The Guild asked the Board of Education to back proposed legislation granting teachers collective bargaining rights.

"Organization rivalries," said Charles Cogen, president of the

Guild, "have been one of the chief causes of disruption in the school system. Neither the Board nor the City knows who represents the 35,000 pedagogical employees. A vote will give them the answer."

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Sing Sing

Sing Sing Prison chapter held its regular monthly meeting December 4 at the Moose Hall, Ossining. President Fred Lorz chaired.

At an executive session preceding the regular meeting, members approved a recommendation to purchase Formica-top tables for the officers mess, and to donate \$100 to the Sing Sing Officers Post, American Legion, for its building program.

James Anderson, chapter delegate, gave a resume of the contemplated workshop of the Metropolitan and Southern Conferences to be held at the Concord Hotel, Monticello, in May. Mr. Anderson and President Lorz will attend. Mr. Anderson also reported on the Southern Conference meeting in Newburgh and requested that items to be placed on the Commissioners' Conference agenda be submitted as soon as possible.

Frank Puglia, welfare committee chairman, reported on baskets of fruit that were presented to ill members.

Charles Lamb, chairman of the membership committee, revealed that paid-up membership exceeds that of last year, and said he believed it would top all previous years. Mr. Lamb also reported that life insurance refund checks will be received before Christmas and that free insurance coverage is now 30 per cent of the policy's face value. New applicants under 60, he said, will be permitted to sign up during February without a physical examination.

James Adams, Correction Department representative of the CSEA, explained the action of the legal committee and CSEA Board of Directors in approving the \$585 payment for legal fees expended by prison officers at Attica State. Messrs. Adams and Lamb reviewed their activities as members of the statewide grievance committee of the CSEA.

A letter from the CSEA requesting information in reference to out-of-title work was read. The information will be sent to headquarters.

A committee will be appointed to meet with other groups to formulate plans for honor guards, etc., at employees' funerals.

Discussion was held on the new attendance rules for State employees which Governor Harriman approved, effective January 3.

Mr. Lamb stated that a survey will be conducted of the various institutions in the Correction Department to ascertain the number of office employees who are not now working a 37½-hour, five-day week.

A standing vote of thanks was given Mr. Lamb for requesting that Governor Harriman give employees additional time off for Christmas and New Year's, which request the Governor granted. A discussion of holidays followed, including the subject of Attendance Rule No. Two in reference to holidays and Sundays.

Another topic discussed was that of the employment of non-uniformed personnel as prison wardens and superintendents. The chapter voted to take action through various uniformed associations to restrict hiring only to uniformed persons.

Mr. Lamb stressed the fact that any employee wishing to sign up for chapter membership must do so before December 31. At that time the membership plan will be closed to everyone except employees with less than one year's service.

Refreshments were served at the adjournment of the meeting.

Kings Park

During the past year of 1955, a committee known as the "Advisory Committee" was appointed by past President Peter Pearson. The purpose of this committee was to create a closer relationship of the employees with the director and the administration. This committee met with the director, Dr. Francis J. O'Neill, on a monthly basis to discuss matters of mutual interest to the employees and the hospital, also to present their problems and suggestions.

Through the cooperation and understanding of the director, Dr. O'Neill, the committee was able to bring to a successful cul-

mination its year of service, with the following suggestions presented and approved:

(1) A walk-in gate was requested for the east side of the hospital grounds, to eliminate expense and inconvenience to employees living in the Lowell Avenue area.

Disposition (1) - This gate was installed and is being used daily.

(2) A request was made for reflectors to be installed on the trees at entrances to the hospital grounds to eliminate hazard of possible accidents at night and in foggy weather.

Disposition (2) - These reflectors were installed at entrances also on various curves throughout the grounds.

(3) A sliding door was requested for kitchens to eliminate hazard of employees working in a draft while trucks were making deliveries.

Disposition (3) - A door has been installed in Kitchen No. 7.

(4) Enlargement of parking areas was requested.

Disposition (4) - Several areas have been enlarged and new parking space has been made in other areas.

Several personal problems were also handled by the committee with satisfactory results in all cases. This year again a committee has been appointed by President Pierce, in accordance with the Governor's directive on grievance machinery.

This committee is known as a "Grievance Committee". The first meeting of 1956 was held in the director's office on October 24, 1956, at which time a request was made that all employees be informed as to the amount of sick time they have accumulated. This suggestion was favorably accepted by the director, Dr. O'Neill.

In the near future supervisors and heads of departments will be informed as to the amount of time each employee in their department has accumulated, and it will be the responsibility of department heads to inform the employee. Each employee must assume the responsibility of keeping their own records of sick time after they have been told of the amount accumulated to their credit. Once a year, thereafter, this information will be issued to the department heads by the payroll office. The chapter wishes to express its thanks on behalf of the employees to the staff of the payroll office for their indulgence and cooperation.

State Insurance Fund

Al Greenberg, president of State Fund chapter, and chairman of the Statewide Membership Committee, CSEA, attended a series of Association meetings in Albany, November 29 and 30.

All employees of the State Fund who have not as yet signed payroll deduction authority cards are urged to do so.

The chapter has signed up 102 new members since October 1. Welcome to the latest group: Richard Burke, Barbara Freeman, Even E. Godfrey, Edward Henry, Irving Welch, Mary Warner and Dr. Zeff. The chapter's goal for 1956 is 1,000 members.

Bowling League

Standing as of December 4, 1956

	W	L	Pt.	G.
Cls. Seniors	24	15	32	20
Personnel	23	16	32	15
Accounts	22	17	28	13
Policyholders	20½	18½	27½	20
Cls. Examiners	18½	20½	25½	17

	W	L	Pt.	G.
Payroll	19	20	23	18
Safety	19	20	25	13
Actuarial	18	21	24	7
Medical	18	23	22	13
Payroll Jrs.	15	24	19	13

Weekly High Scores

Individual high - Summers - 227
 Team high - 37th Game - CIs. Seniors - 918
 Team high - 38th Game - Payroll Jrs. - 907
 Team high 39th Game - Payroll Jrs. - 924
 Best wishes to Delores Sneed, Evelyn Major and Freida Kalz, Underwriting, on their recent marriages. Freida is an active member of the Jewish State Employees Association.

Congratulations to Evelyn Polkinghorne on her promotion to

senior tabulator (IBM). She has been transferred to the machine accounting project.

Best wishes to Julia Bramson on her 25th wedding anniversary.

Happy birthday to Marion Byfield.

Welcome back to Joyce Gillam, Claims Administration, and to Sarah Gerson, who's just returned from a sojourn in Florida.

Chapter Treasurer Moe Brown is contemplating a trip to that state.

Get-well wishes to Ben Steiger, senior underwriter, who is in the hospital.

Members extend their deepest sympathy to John Accardo on the death of his father, and to the family of Shirley Dryer.

Onondaga

The executive committee of Onondaga chapter held its regular meeting December 4. President Dave Rogers introduced several important issues, among them a request that all chapter members write personal letters or cards to their own Assemblymen and State Senators, asking that they strongly support the enactment of a bill to provide Social Security coverage for all public employees, and that they request that such legislation embody the provision that a preparatory referendum be made of all employees in the State and political subdivisions.

The chapter's regular quarterly meeting is set for Wednesday, December 12 at 8 P.M. at Meacham Field House, Syracuse. An interesting program has been planned and refreshments will be served. Chapter members are urged to attend.

Congratulations and best wishes to Adelaide Hopkins Ealy and her husband, Robert. They were married November 10 in Holy Cross Church, DeWitt, N. Y. Mrs. Ealy is a graduate of LeMoyne College, a member of Gamma Pi Epsilon, national Jesuit honor society, and is now a case worker in the children's division of the Onondaga County Department of Public Welfare.

The chapter is happy to report that George Traister and Grace Drynan are both convalescing. Mr. Traister, Onondaga County treasurer, was in the hospital for several weeks; Grace, an employee of the Veterans' Department, suffered a long illness. Their business associates and friends will be glad when they're well enough to come back.

A speedy recovery to Leon Abbott, Commissioner of Public Welfare, now in University Hospital, is wished by all Association members and his host of friends.

A speedy recovery, too, to Louis Kreach, Jamesville Highway Department, who suffered a cerebral hemorrhage. All the boys in the department miss him.

Dannemora

Dannemora State Hospital has been buzzing with activity lately—chest X-rays for both patients and employees were the cause. More than 1,200 patients and nearly 250 workers were examined. Robert Jones and Earl Winters from the State Health Department in Albany visited the hospital. Dr. Francis Shaw is to be commended for obtaining this valuable service for the people at Dannemora.

The most recent retiree is Homer Vaughan, who left State service after 36 years' loyal work. He started at Dannemora in 1917 as an attendant, and except for three years' service at St. Lawrence, all his years of work were spent here. Homer was presented with a billfold and money by his fellow-workers and friends, who wish him the best of luck in the years to come.

A stag party was held for Donald Jordan and Peter Keenan at the American Legion Rooms, in honor of their forthcoming marriages. About 30 guests attended the affair. Everett Peno, Herb Rok and Lynn King were the entertainers. Jerry Kennedy, Adrian King and Les Jordan led the committee in charge.

The members of the Grand Jury, District Attorney Thomas North and Police Chief Clem Young, Plattsburgh, were recent visitors. With Dr. Shaw, Dr. Ross E. Herold, assistant director, and

Priority Given Specialists; All Need Help, Says CSEA

(Continued from page 1)

what happened and what the order contained.

Governor Harriman established new grievance procedures for the Division of State Police.

Revoking an earlier system set up by former Governor Dewey in 1951, Mr. Harriman laid down the rules by which state troopers can air their gripes or complaints under his administration.

But the Governor warned: "Orders must be obeyed and grievance procedures invoked later" in holding that the State Police is a semi-military organization. He added "it is the duty of every member to obey every lawful command . . ."

Several months ago Mr. Harriman specifically exempted State Police from the jurisdiction of the State Grievance Board, which hears employee complaints for the other state agencies and departments. At the time, it was said the State Police should have separate grievance machinery.

Basic Principles

Mr. Harriman said basic principles of the new order included:

The right of every member of the division to join or refrain from joining any employee organization or association, provided, however, that it is not subversive.

The right of the State Police to present their grievances through the proper channels without fear of discrimination or reprisal.

Mr. Harriman said the superintendent of State Police would be responsible for carrying out the new order and notifying employees of their rights.

Two Steps Involved

Mr. Harriman also stressed that "the informal resolution of differences prior to initiation of action under formal grievance pro-

cedure is encouraged."

Two steps are involved in the presentation and settlement of grievances under the new order. If a settlement made under these provisions is not satisfactory to the member of the division involved, an appeal may be made to the Governor for review.

A grievance may first be reported orally to an immediate superior. Group grievances will be reported to the lowest ranking superior common to all members of the group.

Supervisory personnel will, if necessary, allow the individual to consult with any of his superiors up to troop commander.

If the complaint is not resolved at this level, the grievance will then be submitted, in written form, to the superintendent.

A five-day limit for settlement is provided at this level.

Choice of Representative

If the trooper involved is not satisfied with the results at the first stage, he has 30 days in which to submit his written complaint to the superintendent.

The superintendent, within five days, will then make arrangements for processing the grievance, so that a final determination can be given.

If the member is not satisfied with the final decision, he can then make an appeal for review by the Governor.

Other provision of the new order include time off from regular duties if necessary for the processing of the grievance. Time off will be given to both the member involved and his representative, if the representative is a state employee.

Division employees are entitled to a representative of their own choosing during all stages under the order.

Chief Supervising Attendant Owen Brooks as guides, the group was taken on a tour of the institution.

Dannemora employees who help collect, pack and ship the local contributions to the Bishop's clothing drive are Bernard Breen, Edgar Kennedy, Lyndon LaBarge, and Stephen Mullady.

On sick leave: Arthur Rabideau, Wilfred Brunell, Clifton Everleth, Carol Siskavitch, and Ruth Mitchell. Welcome back to Raymond Downs, Vincent Boswell and Betty Carter from hospitalization.

The patients and personnel of the occupational therapy department are getting a real "bang" out of participating in the Christmas toy project. They are repairing and painting broken toys for distribution to the needy children of Clinton County.

Albany Public Service

All the employees of the Albany Public Service Office chapter are looking forward to the Christmas party, set for Wednesday, December 19 in the Empire Room of the Sheraton-Ten Eyck Hotel, from 4:30 to 9:30 P.M. Tickets for the buffet and dancing may be obtained from Laura Walrath, chairman of the committee in charge, or one of her assistants—Patricia Belleville, Betty Kieran, Willis Van Cott, James Waltersdorf and Don Williams.

It's good news that Evelyn Healy, Ruth Mesick and Madeline Rice are convalescing, and that Peg Bauer, Ed Jannott and Bob Nielson are back on the job.

A speedy recovery to Laura Walrath, who has the virus.

Welcome aboard to Edward M. Mullen of Troy, new assistant secretary.

The chapter wishes to commend Membership Chairman Ken Gendron for doing such an excellent job.

Sophie King Retires to Run Antique Shop

After 26 years of service to the State, Sophie King retired as cooking instructor at Westfield State Farm. Mrs. King was honored by her fellow-workers at a farewell dinner held recently at Berry's Restaurant, Bedford Hills, N. Y.

Among the diners were Joan O'Brien, Muriel Westover, Phyllis Butten, Adella Dalrymple, Mary Kane, Mary O'Connor, Lavina Towey, Mary Maher, Evelyn Bradley, Mrs. William Nilligan, Elsie Davitt and Mrs. Joseph Spencer.

Following dinner, Mrs. King was presented with gifts of jewelry and an electric mixer.

The retiree plans to conduct her own antique business at Bramble Farm, Leban, Connecticut, her home town. Mrs. King, whose motto in dealing with her charges was "A firm hand and a kind heart," will be greatly missed by her co-workers and friends.

Green Haven

(Continued from Page 3)

ments and 39 temporary, and that "With a steadily rising inmate 198 were assigned on a 48-hour and 72 on a 40-hour basis.

population, the factor of a stabilized custodial force, particularly at the guard level, represents a problem of increasingly vital importance."

The report noted that members of the custodial force observed or interviewed were correctly uniformed, their bearing and demeanor commendable, and knew exactly the nature of their duties.