

Civil Service LEADER

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More Troop

ALBANY
CAPITOL STATION
P. O. DRAWER 125
F. HENRY GALPIN

DS

See Page 3

Revision of Title, Salary Scale for Mental Hygiene Aides Urged by Assn.

John F. Powers, president of the Civil Service Employees Association, has urged the Department of Mental Hygiene and the Civil Service Department to revise the title and pay structure for the mental hospital attendants.

The Association's proposal provides for a trainee position on the

bottom rung in Grade 6 called "Psychiatric Aide." An employee would be departmentally trained at this entrance level to provide a manpower pool for the basic position for the care of mental hospital patients. The CSEA proposal calls for utilization of a fully developed training course of at least 75 hours in accordance with present practice by the Department. After the employee had completed this training program and had performed satisfactory service for a year, the trainee would then be qualified for the next level position.

The second level position would perform the same basic function as is now performed by Attendants, but with new nomenclatures such as Psychiatric Aide or Psychiatric Technician.

Proposal called for the establishment of a third level position and suggested utilization of terminology such as Staff Psychiatric Aide. This position would be allocated to a grade commensurate with the level of duties and responsibilities in its relationship to lower and higher level positions.

The Civil Service Department has indicated that they are conducting research which includes consideration of Attendant pay scales and rates of pay for related classes according to advice from that Department in the middle of October. It is expected that the Department of Mental Hygiene will go on record shortly calling for higher pay scales for these Attendant positions.

State Offices Close Half Day Before Yule, New Years

ALBANY, Dec. 9 — State employees will receive a special half-holiday on Christmas Eve and New Year's Eve.

Governor Harriman announced plans to close all state offices at 12:30 p.m. on Dec. 24th and Dec. 31st, "insofar as maintenance of essential services will permit."

State employees of state hospitals, prisons and other institutions will be given equivalent compensatory time off by arrangement with their department or institution head.

In notifying Alexander A. Falk, president of the State Civil Service Commission of his authorization of the half-holidays, Governor Harriman pointed out that he had taken this action because these major holidays occur this year in the middle of a work week, which would make it most difficult for many employees whose homes are located distant from their work areas to be able to share the holiness and joy of this season with their families, relatives and friends.

The Governor commented: "I sincerely hope that the additional half-day holidays will enable the men and women who have dedicated themselves to the service of the State to enjoy a very Merry Christmas and a most Happy New Year."

In a letter to the Governor, John F. Powers, president of the Civil Service Employees Association, expressed the gratification of the Association for the holiday time off.

Mr. Powers said further that he hoped the Governor would see fit to allow per diem and hourly employees the same time off with no loss in pay.

The Association president recalled to the Governor that in 1956 "the hourly and per diem paid employees in State service were not paid for the day before Christmas and the day before New Years which you declared as holidays for all State employees."

THRUWAY COST STAYS SAME

ALBANY, Dec. 9 — The State Thruway Authority has announced there will be no increase in price for its annual permits, which went on sale Dec. 16th. The permits, available only to passenger cars, will cost \$20 for unlimited use of the superhighway during 1958.

Say you saw it advertised in The Leader

Health Insurance ID Cards On Way; Aides Reminded To Save Doctor, Drug Bills

ALBANY, Dec. 9 — The State Department of Civil Service and insurance carriers last week began distribution of insurance certificates and identification cards to the 73,583 State employees enrolled in the State's new employee health insurance program which went into effect December 5. Distribution will be completed within a week.

The Department also advised State employees to save all receipts for doctors' and druggists' bills. Without receipts for medical expenses, they cannot be reimbursed for charges covered by the Major Medical Benefits provision of the plan.

The Major Medical Benefits provision applies only to employees enrolled in the Statewide plan. It does not apply to those who selected other options.

Receipts Needed

Employees in the Statewide plan are entitled to partial reimbursement for the cost of doctors' home and office visits, prescribed drugs and medicines, and hospital and medical service charges not covered by either Blue Cross or Blue Shield. Claims, however, must be accompanied by itemized receipts.

Receipts for doctors' bills must indicate the service rendered. Pharmacists' receipts should list prescription numbers or otherwise identify the purchase.

In making a claim for reim-

bursment, it will not be necessary for State employees to deal directly with carriers. Enrollees should save all medical expense receipts until their amount exceeds the initial payment required by Part III of the Statewide plan. Claims should then be submitted to the employee's Personnel Officer or other persons designated by his agency to handle them. Personnel Officers will be able to supply all necessary claims forms.

Option Procedures

Under terms of the Group Health Insurance option, there is no charge to the enrollee for visits to or by a participating family doctor during regular hours or for covered medical services rendered by a participating physician in a hospital. There is likewise no charge to persons who selected the Health Insurance Plan option for visits to a panel doctor or for

medical services provided in a hospital by the medical group of which the insured is a member. Under the HIP option the employee is not required to submit claim forms.

The procedure for admittance to a hospital is the same for all three options. The enrolled employee or dependent simply shows his Blue Cross identification card and that is it. Charges for basic hospital services under all three options are paid directly to the hospital by Blue Cross.

US Calls State Health Insurance 'Most Liberal'

New York State's health insurance plan for its employees has been termed "the most liberal and comprehensive program enacted by a government body to provide its employees with protection against medical costs."

The statement was contained in a survey of the statewide insurance plan conducted by the U. S. Department of Health, Education and Welfare.

The results of the survey were forwarded to The Leader by State Sen. George R. Metcalf, of Auburn, co-author of the plan.

The Federal department survey appeared impressed also by the fact that the State had been able to cope with the varying costs of medical care throughout the state and still maintain evenness in benefits.

Said the report: "Provision of contributory health insurance to a large group of employees located in different areas, some of them in small towns and others in metropolitan areas, including a large group in the largest metropolitan area in the United States, is a complicated undertaking."

The survey declared that the New York program, therefore, has special significance to other governmental agencies at various levels and to private employers with establishments in different areas.

In the main, the survey dealt with the innumerable benefits offered by the statewide plan.

It also reviewed the many and complicated steps leading to development of the final plan.

The health insurance program was originally proposed and argued for by the Civil Service Employees Association, which represents the majority of State workers.

TROOP 'K' MEETS

Troop 'K' chapter of the Civil Service Employees Association will meet at 8 p.m. Dec. 11 in the Peekskill Armory. The recent State Police Division survey on working hours will be discussed.

NYS MENTAL HOSPITALS HOLD SAFETY WORKSHOP



A two-day safety workshop, attended by 51 representatives from all 27 institutions of the N.Y.S. Department of Mental Hygiene, was held at Middletown State Hospital. Dr. Hyman Pleasure, director of the hospital, was host to the group. Among those pictured are, front row, second from left, Dr. Pleasure; L. Laramour Bryan, M.D., Deputy Assistant Commissioner, N.Y.S. Dept. Mental Hygiene; (in back of Bryan) Joseph M. Goewey, Director of Safety Services, N.Y.S. Dept. of Mental Hygiene; Walter Cooley, safety supervisor, Middletown State Hosp.; (in back of Cooley) Charles O'Connell, business officer, Middletown State Hosp.; Lawrence J. Maxwell, business officer, Utica State Hosp.; Stanley Allen, New York State Division of Safety.

National Prevailing Rates Proposed by Committee As U. S. Pay Standard

WASHINGTON, Dec. 9—A proposal to tie postal and classified salaries to prevailing average national rates paid in private industry has been put forward by the steering committee that directed the Eisenhower Administration's study of government salary structures. The proposal contrasts with the system used by wage board employees, which set rates on the basis of prevailing local rates.

Under the plan, Bureau of Labor Statistics surveys of rates paid in private industry would provide the basis for a proposed new Federal Salary Board either to recommend or order appropriate adjustments in government salary rates, depending on the authority given to the Board by Congress. Another point is that raises would not be delayed the way they are when sought through act of Congress.

Meteorologists at \$4,480 to \$8,990 are needed for positions with the Weather Bureau in Washington, D.C., and throughout the United

States and its Territories. A few vacancies may also be filled in foreign countries and United States possessions. Applicants must have had appropriate education or experience. No written test is required. Apply to the Civil Service Examiners, Weather Bureau, Washington 25, D.C.

A construction inspector, and electrical, mechanical, and electronic equipment inspectors, \$4,525 to \$7,570 a year are needed for duty at overseas installations of the Department of the Army. Experience or education is required. Apply to the Overseas Board of U.S. Civil Service Examiners, Department of the Army, Room 719, Old Post Office Building, Washington 25, D. C.

The U. S. Army Engineer District, Eastern Ocean, has job openings in Bermuda for a clerk-stenographer, at \$3415 a year and a civil engineer, at \$7,035. A housing allowance will be paid in addition to the base salaries listed. Telephone REctor 2-8000, extension 222.

JOBS OUTSIDE STATE

STATE TESTS NOW OPEN

The New York State Civil Service Commission is accepting applications for the following positions. Test dates are given, followed by the closing date in parentheses. For detailed information on applying see "Where to Apply" on page 10.

OPEN-COMPETITIVE

6181. SENIOR ATTORNEY (Realty). \$7,500 to \$9,090. Positions in Departments of Law and Audit & Control. Fee \$5. Requirements: Admission to Bar of State of New York plus 5 years experience in practice of law including 2 years in work involving real property or trial matters. Test date, January 18. (December 20)

6179. JUNIOR LAND AND CLAIMS ADJUSTER. \$5,020 to \$6,150. 26 vacancies throughout the State. Fee \$5. Requirements: one year of experience in sale, acquisition, appraisal of real estate or in legal matters connected with real estate and either a bachelor's degree or law school graduation or 4 more years of experience or equivalent training and experience. Test date, January 18. (December 20)

6180. PARK PATROLMAN. 15 appointments at \$78 a week in Niagara Frontier State Park Commission. Summer season only. Fee \$4. No special training and experience required. Candidates must have been legal residents for 4 months immediately preceding February 1 of 7th or 8th Judicial District comprising counties of: Allegany, Cattaraugus, Cayuga, Chautauqua, Erie, Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Seneca, Steuben, Wayne, Wyoming, Yates. Test date, February 1. (January 3)

182. TRAFFIC AND PARK OFFICER. About 75 appointments at \$82 a week in Long Island State Park Commission. Summer season only. Fee \$4. No special training and experience required. Applications accepted continuously. Tests held frequently. Apply now for early appointment. Candidates must have been legal residents for 4 months immediately preceding date of examination of 10th Judicial District, comprising counties of Nassau, Suffolk, Queens. Test date, January 18. (December 20)

6169. ASSOCIATE ACTUARY. \$7,890-\$9,540. One vacancy in NYC. Fee \$5. Candidates must meet the following requirements: Three years of full-time paid experience in a casualty or accident and health insurer, in a state insurance department, in an insurance rating or service organization, or with a consultant in the actuarial field, engaged in one or more of the following activities: a) actuarial or statistical work for operat-

ing units or management; b) governmental regulatory functions; and c) directing actuarial computations for reserves and for premium rates of regular and special policy forms; and successful completion of any four of the four parts of the Associateship Examination and/or the four parts of the Fellowship Examination of the Casualty Actuarial Society. Test date, January 18. (December 20)

6168. ACTUARIAL SCIENCE POSITIONS. One year trainee positions at \$4,400. Appointments at end of year at \$4,770 with increases to \$5,860. Open to college seniors and graduates. Several vacancies in Albany and NYC. Fee \$4. Test date, January 18. (December 20)

6178. CANAL PERMIT AGENT. \$5,280-\$6,460. One vacancy in Albany. Fee \$5. Candidates must meet the following requirements: two years of satisfactory responsible business experience which shall involve administrative duties and transactions with the general public. (Ordinary salesman work will not be considered satisfactory experience.) and any one of the following: graduation from a recognized college or university from a four-year course for which a bachelor's degree is granted; or four additional years of experience; or a satisfactory equivalent combination of the foregoing training and experience. (Satisfactory experience may be substituted for college on a year-for-year basis up to the maximum of four years.) Test date, January 15. (December 20)

6170. TOLL COLLECTOR. \$3,300-\$4,150. Numerous vacancies. Fee \$3. There are no minimum qualifications of training or experience for this examination. Every candidate who files an application and who meets the usual residence and citizenship requirements will be admitted to the examination. Test date, January 18. (December 20)

6902. FARM EMPLOYMENT REPRESENTATIVE. \$4,300-\$5,310. Numerous vacancies. Fee \$4. Candidates must meet the following requirements: high school graduation or possession of a high school equivalency diploma* and any one of the following: three years of satisfactory experience as a practicing farmer, involving supervision over farm labor; or three years of satisfactory full-time paid experience in the sale or maintenance of farm equipment, sale of farm supplies, or other work involving regular agricultural contacts with farmers and farm groups; or graduation from an accredited four-year agricultural college, including credit for farm practice; or graduation from a two-year agricultural institute and one year of the experience; or a satisfactory equivalent combination of the foregoing training and experience. *Candidates who do not have an equivalency diploma must obtain one and notify the Department of Civil Service during the life of eligible list. Only names of fully qualified individuals will be placed on the eligible list. For information on equivalency diplomas, write to State Education Department, Albany. Test date, January 18. (December 20)

6172. ASSOCIATE CIVIL ENGINEER (Training). \$9,220-\$11,050. One vacancy in Albany. Fee \$5. Requirements: New York State license as professional engineer and bachelor's degree in civil engineering and one year of experience in supervision of employee training program in engineering and related subjects and either 5 more years of experience or 5 years experience teaching engineering or related subjects or 5 years professional civil engineering experience or equivalent training and experience. Test date, January 18. (December 20)

6171. STATISTICAL DRAFTSMAN. \$3,870-\$4,810. 2 vacancies in (Continued on Page 8)

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Retirement Dinner To Honor Dreyfuss

A retirement dinner at Oscar's Restaurant, 56 Beaver Street, will be given to Julius Dreyfuss, 72, who is leaving the Secretary of State's office after serving there since 1928.

It is expected that 100 fellow-employees and other friends of Mr. Dreyfuss will attend the affair, to be held on Thursday, December 12, at 6 P.M.

Among the guests will be: Abraham S. Wechsler, Director of Licenses; Frank Emma, Deputy Secretary of State; Lottie Stillerman, Deputy Secretary of State; A. W. Taylor, Deputy Director of Licenses, and Joseph Singer, counsel. Mr. Wechsler will act as chairman.

Mr. Dreyfuss will receive a gold watch as a farewell gift from his colleagues in the Department of State.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President

Civil Service Employees Association



Even More Troopers Needed

It is good news to read in the New York Herald Tribune of December 1 that the State Police are expected to add 386 men to the force during the coming year. We definitely think the addition should be much greater so the problem of long hours of duty which the trooper must serve can be alleviated.

It is fantastic in 1957 America that a body of workers should have to work over 100 hours per week. The news story spells out that fact when it says "Troopers live in barracks except for 42 hours a week and another four days off monthly..." This work week is almost without precedent in American history. In the middle '90s, the common 12-hour work day only added up to 72 hours per week, and the work week since then has been decreasing steadily. Even the 48-hour work week of the hospital attendant two years back seems like a paradise in comparison.

The continued long work week for the troopers is difficult to understand in the face of the legislative mandate, signed by the Governor in 1956, that a 40-hour week be the maximum for all policemen in all of the cities of the State.

Average Is 48 Hours

The strenuousness of the 102-hour week is further accentuated when it is compared to the police forces in our American cities. The Municipal Year Book of 1957 reports that the median work week for policemen in all cities over 10,000 is 48 hours. A further glance at the table in the same volume listing the data on city police shows out of almost 1,300 cities only 31 are noted as requiring 50 or more work hours per week. Twenty-six of these are for communities in the 10,000 to 25,000 population range and the other five are found in the 25-50,000 population class.

Duties Growing More Complex

One of the reasons for the exceptionally long work hours of the State police may be the growing complexities of their duties. No longer are they a corps dealing with crime prevention or detection alone. The automobile and highways with all their problems have added the onerous burden of traffic control to their shoulders.

It is apparent that this valuable corps of men should be viewed in the light of their present day duties. The demands of 1957 are quite different from those of 1917 when the police were first organized. Not to face up to the problem realistically is only to aggravate the restiveness and loss of morale among the men.

Title Changes Announced By Civil Service Dept.

The New York State Department of Civil Service has made the following changes in the State title structure:

The following titles have been reallocated upward:

Assistant director of psychological services, from Grade 22, \$7,130-\$8,660 to 25, \$8,310-\$10,020.

Community mental health representative, from 21, \$6,780-\$8,250 to 22.

The minimum salary has been increased temporarily for the following titles. New minimums and areas affected are given.

Assistant cook, \$3,154, Pilgrim including Edgewood Division.

Assistant librarian, \$5,206, Kings Park State Hospital.

Associate in English education, \$8,454, Statewide.

Boys' supervisor, \$3,468, Highland Training School for Boys.

Pasteurization plant operator, \$3,306, Agricultural and Technical Institute at Alfred.

COCA COLA OFFICER ON YOUTH COMMISSION

ALBANY, Dec. 9 — William E. Robinson, president of the Coca Cola Company, has been appointed a member of the State Youth Commission. Mr. Robinson succeeds John Hay Whitney, who resigned to become ambassador to Great Britain.

RICHMOND HILL MAN TOPS LIST

ALBANY, Dec. 9 — John H. Schumacher of Richmond is first on a State civil service eligible list for appointment as safety service representative, \$4,300 to \$5,310 a year. Fourteen candidates qualified out of 35 taking the test.

Supervising medical social worker, \$6,614, N.Y.S. Rehabilitation Hospital, West Haverstraw.

New Titles

The following titles have been added to the State title structure:

Air commerce consultant, Grade 26, \$8,750-\$10,520.

Assistant hospital equipment advisor, Grade 14, \$4,770-\$5,860.

Associate clinical psychologist, Grade 22, \$7,130-\$8,660.

One Title Eliminated

The following title has been eliminated from the State title structure:

Psychiatric museum curator, Grade 9, \$3,670-\$4,580.

New Thruway Chairman Named

ALBANY, Dec. 9 — Quinton B. F. Brill of New York City is the new chairman of the State Thruway Authority at \$19,500 a year. He succeeds the late David J. Martin of Rye.

Mr. Brill will take his new office about Jan. 1 and act as a special assistant to Governor Harriman in connection with the State's construction program.

Until his death, Mr. Martin had been acting chairman of the authority and a member since its creation. There still is one vacancy on the three-member authority. The other member is R. Burdell Bixby of Hudson, a former aide to Thomas E. Dewey.

Mr. Brill is head of a New York City engineering firm.

Auburn and Clinton Prison Conditions Called Satisfactory

ALBANY, Dec. 9 — State inspections of two prisons, Auburn and Clinton, have indicated generally satisfactory conditions of cleanliness and order.

The State Correction Commission, in releasing the reports, listed these staff vacancies for each prison: At Auburn, nine correction officer vacancies, three registered nurse positions, education supervisor, psychologist and several clerk and stenographer items.

At Clinton, the inspectors listed one correction officer vacancy, three head nurses, one X-ray technician and one stenographer. Personnel changes for the past year were itemized as 89 appointments, three transfers, five retired and 21 resigned and four died.

CSEA Sought Improvements

The commission remarked in its Auburn report that "all wall posts are now provided with satisfactory sanitary facilities, a commendable improvement." Completion of the improvements follows a long campaign by the Civil Service Employees Association.

Of the Auburn school for inmates, the inspectors found the "efficient administration of the school is hampered by a deficiency of trained personnel."

The commission commends construction of an additional sewerage disposal plant at Clinton Prison, which was begun in September.

Employees at Clinton are being given a six-week course in Spanish for correctional personnel, the report cited, saying: "A basic understanding of Spanish by the personnel should prove of considerable value in guiding the Spanish-speaking inmates."

Program of Hiring Older Workers Is Termed Successful

ALBANY, Dec. 9 — Governor Harriman has praised the efforts of the State Employment Service in placing older workers in jobs, declaring:

"Due to the concentrated effort we are making to break down prejudices against the hiring of older people, placements of older workers in New York are running ahead of the national average."

The Governor, describing the success of the State Employment Service in placing older job applicants, said: "In New York, 26 percent of all jobs filled go to older workers, compared to a national average of 14 percent."

New York has been appropriating stand-by funds for several years to employ additional specialized counselors and placement experts in helping to place older workers, in event federal appropriations are insufficient. Federal aid has been insufficient, the Governor said.

Mr. Harriman said the state program was bringing "rich returns."

Mrs. Ryan To Retire From Dannemora

Mrs. Catherine Ryan will retire after 25 years' service at the Dannemora State Hospital.

Kitty, as she is affectionately known, is a life long resident of Dannemora, and is scheduled to retire December 17.

She entered State Service on September 21, 1929 as a cook for Dr. Burdick, later Dr. Webster and at present for Dr. Shaw. We all wish her many long and happy years of retirement.

Assn. Seeks Automatic Promotion After 5 Years For Maintenance Men

In an effort to improve promotions for maintenance tradesmen in State service, John F. Powers, president of the Civil Service Employees Association, has forwarded a resolution adopted by the CSEA on this matter to J. Early Kelly, State Director of Classification and Compensation.

In his letter Mr. Powers said:

"At the last annual meeting of the Civil Service Employees Association, the delegates unanimously adopted the following resolution: 'RESOLVED, that the Association take appropriate action to insure that incumbents of the Maintenance Tradesman title, after the completion of five years service, be automatically promoted, or reclassified to the appropriate Journeyman title.'"

"There are a significant number of instances where the State's classification plan could be more accurate and precise by application of the principle we seek to these trade positions. This is because employees holding sub-Journeyman items, when sufficiently experienced so that they are capable of performing and do in fact perform journeyman level work find reclassification impracticable because of a rigid staffing pattern. We feel sure that an investigation by your Division would show significant numbers of instances where a journeyman and a sub-journeyman work side by side performing substantially the same duties but at a significantly different wage level.

Our proposal would differ from that which already exists, but we have no wish to disturb the well-founded classification principle that positions should be classified on the basis of duties and responsibilities performed. On the other hand, where a man is or becomes qualified to perform journeyman level work the classification system should be sufficiently flexible to insure recognition of capability of performance at journeyman level work as well as its performance. We do not believe that the present structure provides the needed flexibility.

Other Jobs Cited

"The principle set forth by this resolution is currently being used in the State service and in the administration of its salary plan even though to unrelated occupational titles. In the professions i.e., Payroll and Bank Examining persons are appointed to these positions and after satisfactorily completing a training period automatically move into a new higher title which has previously been encumbered against satisfactory completion of the training period. In this sense and in principle, therefore, our request is not new but rather an extension of a principle.

Sufficient Positions Asked

"Specifically our proposal would be to establish sufficient journeyman level positions so that when capability and performance is achieved by individuals they would automatically achieve journeyman level positions. As it is now, in general, the principle of promotion on the availability of item through resignation, retirement, etc. provides the major means of achieving journeyman level pay.

"About 1951 an extensive study was made in the Department of Mental Hygiene of the staffing pattern, operating requirement etc. in this general occupation area. It is our belief that while

some adjustments were made as a result of that, perhaps its findings were not fully implemented. In any event it is our feeling that this study should be updated and once again this entire problem re-examined.

"Because of the importance of this matter your careful consideration and advice to us would be appreciated."

Mr. Kelly wrote to Mr. Powers stating "I am sure that you understand this to be a major and important deviation from the present classification pattern which is based chiefly on the duties and responsibilities of individual positions rather than qualifications of the incumbents. This, of course, will require a considerable degree of intensive study..."

Sightless Worker Grateful To Aides In Albany Office

(Special to The Leader)

ALBANY, Dec. 9 — Sightless for the past three years, Henry "Hank" Davis has taken time out from his busy operation of the candy and news stand in the lobby of the Corporation Tax Building at 119 Washington Ave., to say "thanks" to the building's state worker staff.

"I just want to thank the people for their patronage, their well wishes and the fun I have with them around here. There isn't a better place in the world to have a stand," said "Hank," who has had the stand for over a year.

His unhesitant dexterity, especially during the busy "break" periods, his wisecracks and cheery mien, make "Hank" a remarkable person. After years of normal existence, he was the victim of a rare skin disease.

He says, "I thought it was the worst thing in the world when it first happened, and for about seven months I was a pretty rough guy to get along with. I felt the world had stopped. If it wasn't for my wife and children and all my friends, I don't think I would have made it."

"Hank" had a pretty rough time of it for two and a half years after becoming blind, with four children, one a seven month old baby, a new home and a new car to pay for, but he is gradually getting back on an even keel.

Was a Machinist

Before World War II he was a machinist with General Electric Company and afterwards was a clerk in the Schenectady Post Office. He was severely injured during an Army tour in World War II and is still being treated for a recurring service-connected ailment.

"A man has got to have people to like, and pick on and be ribbed by," is the way he feels. He gets invited to all the parties and clambakes given by employees of Corporation Tax.

Volunteers take care of the stand when he's away, and recently when a worker substituted for him for four hours, "he took in more money for that afternoon than I do," boasted "Hank."

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

Requirements in NYC Tests Now Open

The following examinations are open for filing in New York City. Application may be made in person, by representative or by mail; if by mail, enclose six-cent stamped self-addressed envelope. Application fee is not to be paid until returning the filled-out form. Address Personnel Department, 96 Duane Street, New York 7, N. Y. The application office at that address is two blocks north of City Hall, just west of Broadway, opposite The Leader office. The complete filing period is given in parentheses at the end of each digest.

OPEN-COMPETITIVE

8194. **PHYSICAL THERAPIST.** \$3,750-\$4,830. Various vacancies. Fee \$3. Candidates must be in pos-

session at the time of filing of a current New York State license to practice physio-therapy or a certificate of eligibility to practice physio-therapy issued in accordance with Section 6512 of the New York State Education Law (known as "green card"). Test date, February 5. (November 1-December 23).

8152. **ACTUARY.** \$4,850-\$6,290. Various vacancies. Fee \$4. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university with at least twelve credits in college level courses in mathematics and two years of satisfactory full-time professional experience in actuarial work; or a satisfactory equivalent. The maximum period of time for

which credit may be given for experience gained solely as a provisional employee or for duties performed outside the scope of the title in an emergency may in no case exceed nine months. Test date, March 5. (December 3-23)

8196. **DENTAL ASSISTANT.** \$3,000-\$3,900. Two vacancies at present. Fee \$2. Candidates must have each of the following or its equivalent: (a) graduation from a four-year high school course and (b) one year of full-time paid experience as a dental assistant. All candidates who pass the written test will be required, prior to appointment, to pass a qualifying performance test. Candidates will be summoned for the performance test in order of their standing on the list in accordance with the needs of the service. No second opportunity will be given to candidates who fail in the qualifying performance test. Candidates who fail to appear for the performance test will not be given a second opportunity unless the needs of the service require it and then only after all other candidates have been summoned. Candidates will be required to pass a qualifying medical test prior to appointment. Test date, March 13. (December 3-23)

8183. **JUNIOR MECHANICAL ENGINEER.** \$4,790-\$5,990. 35 vacancies in various departments. No residence requirements. Fee \$4. Requirements: A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four (4) years of satisfactory practical experience in mechanical engineering work; or a satisfactory equivalent combination of education and experience. Applications accepted from 9-11 A.M. only. Daily testing. (December 2, until further notice)

7993. **MOTOR VEHICLE OPERATOR.** (Men only). \$3,500-\$4,580. Various vacancies. Fee \$3. Requirements: There are no formal educational or experience requirements for this position. Candidates must possess a valid chauffeur's license issued by the New York State Bureau of Motor Vehicles. This license must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of appointment. Test date, March 23. (December 3-23)

7965. **PHOTOGRAPHER.** \$4,000-\$5,080. Seven vacancies in various departments. Fee \$3. Requirements: Three years of full time paid experience acquired within the last twelve years as a photographer; or not less than two years of such experience acquired within the last ten years plus sufficient acceptable related educational training in an approved trade, vocational or technical school. Each school year of acceptable related educational training will be credited as equivalent to six months of acceptable experi-

ence. Test date, March 15. (December 3-23)

7936. **PLASTERER.** \$24.06 a day. 23 vacancies. Fee \$5.00. Requirements: Not less than five years of full time paid experience as a plasterer; or not less than three years of full time paid experience as a plasterer plus sufficient acceptable related educational training or full time paid experience as a plasterer's apprentice to make a total of five years of acceptable experience. Each 12 months of acceptable related educational training or full time paid experience as a plasterer's apprentice will be credited as equivalent to six months of acceptable experience. Test date, March 22. (December 3-23)

7838. **PRINCIPAL INSTITUTIONAL INSTRUCTOR.** \$4,550-\$5,990. Two vacancies in Department of Correction. Fee \$4. Requirements: A baccalaureate degree issued after completion of a four-year course at an accredited college or university, including or supplemented by 36 semester hours in approved professional courses in the field of education plus two years of satisfactory teaching experience in accredited public or private schools. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of a baccalaureate degree. Test date, February 14. (December 3-23)

8176. **ASSISTANT ARCHITECT.** \$5,750-\$7,190. 53 vacancies in various departments, some without residence requirements. Fee \$5. Requirements: A baccalaureate degree in architecture issued upon completion of a course of study registered by the University of the State of New York and three years of satisfactory practical experience in architectural work; or graduation from a senior high school and seven years of satisfactory practical experience in architectural work; or a satisfactory equivalent combination of education and experience. Test date June 25, for those applying before April 25. (December 5, until further notice)

8227. **DIETITIAN.** \$3,750-\$4,830. Various vacancies. Fee \$3. Candidates must have the following or its equivalent: a baccalaureate degree in home economics issued upon completion of a course of study registered by the University of the State of New York, with major studies in foods, nutrition, or institutional management. Applicants pursuing a course of

study for which they expect to receive a baccalaureate degree in home economics by June, 1958 may file for this examination. They will be required to submit evidence that they have complied with the foregoing requirement. Test date, March 8. (November 1-December 23).

PROMOTION

8161. **ACCOUNTANT.** (Prom.) \$4,850-\$6,290. Various vacancies. Fee \$4. Open to each employee of any of the departments of City government who on the date of test: is permanently employed in the title of assistant accountant or senior bookkeeper; has served as a permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Test date, May 10. (December 3-23)

7681. **SENIOR PHYSICAL THERAPIST.** (Prom.) \$4,550-\$5,990. Various vacancies. No residence requirement. Fee \$4. Open to each employee of the Department of Hospitals, who on the date of the test: is permanently employed in the title of physical therapist; has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and is not otherwise ineligible. Candidates must possess a valid New York State license to practice physiotherapy. This license must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of appointment. Test date, March 21. (December 3-23)

TWO JOBS ARE OPEN IN NASSAU COUNTY

The Nassau County Civil Service Commission is seeking to fill two positions. One, personnel technician II, pays \$5,880-\$7,790; the other, personnel assistant, pays \$4,000-\$5,280.

The minimum qualifications for the personnel technician II are college graduation plus three years of experience in technical personnel work; for personnel assistant, just college graduation. An equivalent combination of experience and training may be substituted for either job.

Apply to the Commission at 54 Mineola Boulevard, Mineola, N. Y., or phone PI 2-3000, Extension 2270 or 2271.

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State Opens Annual College Series of Tests

Applications are being received by the State for its annual college series of examinations. College juniors, seniors and graduates may apply for the \$4,000 jobs whereby many start careers leading to responsible and well-paying positions in the State government.

The positions are in the sub-professional, technical, scientific, and administrative fields. Related majors in college study qualify one to compete.

Examinations will be given on Saturday, February 15 at many centers throughout the State.

Apply until January 17.

In New York City, applications may be obtained in person or by representative at the State Civil Service Department's local office, Room 2301, at 370 Broadway, corner Chambers Street. Applications are also obtainable by mail. Address: State Civil Service Department, State Office Building, Albany, N. Y., mention the college series of examinations, and enclose a self-addressed, six-cent stamped envelope at least 9 inches wide.

Nine More Tests Opened by State

The State is issuing and receiving applications for nine more examinations. The last day to apply is January 17, except for social worker scholarships, January 3, and bank examiner trainee, February 7.

Four of the tests are open only to those who have been residents of the State for at least a year, but five others are open to any qualified citizen of the United States.

The tests:
 Nationwide — Industrial geographer, \$4,770-\$5,860; assistant heating and ventilating engineer, \$6,140-\$7,490; social worker scholarship, tuition plus \$250 a month; career entrance tests, \$4,000; bank examiner trainee, \$4,264.

State residence required—Prison industries consultant, \$7,500-\$9,090; park sanitation superintendent, \$4,530-\$5,580; institution farm advisor, \$5,840-\$7,130, and senior financial secretary, \$7,500-\$9,090.

\$240,000 GRANTED TO AID MENTAL HEALTH RESEARCH

ALBANY, Dec. 9 — The State Mental Hygiene Department has received a grant of \$240,603 from the National Institutes of Health for construction of new research facilities.

The department has announced it will supplement the grant with \$50,000 to build an addition to its research plant at Rockland State Hospital.

Key Answers

SUPERVISING HOUSING OFFICER, (Prom.), New York City Housing Authority. Examination given on November 30 to 194.

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

SERGEANT, (Prom.), Police Department (Specials). Examination taken November 30 by 148 candidates. Successful competitors will have their names inserted in the existing sergeant's eligible list according to the standing they achieve.

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

Candidates have until December 24 to protest to the New York City Civil Service Commission, 299 Broadway, New York 7, N. Y.

3 More NYC Lists

The New York City Civil Service Commission will establish the following eligible lists, effective Wednesday, December 11. The number of eligibles for each title is indicated.

OPEN-COMPETITIVE

- Boiler inspector 6
- Hospital recorder 17
- Director of tuberculosis 1

The official lists may be inspected at the office of The Leader, 97 Duane Street, Manhattan, two blocks north of City Hall, just west of Broadway from December 11 to 18 inclusive.

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Law Cases

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

DECISIONS

Appellate Division

Murphy v Schechter. The court reversed the order of Special Term and held that the Commission has the power to evaluate the qualifications of a candidate for the position of patrolman (P.D.) where there are conflicting inferences as to the personality of such candidate.

Litchenstein v Jansen. Special Term had held that the Board of Education did not act arbitrarily in establishing separate lists for men and women after an examination for principal and junior principal, even though some women were appointed ahead of some men who had attained a higher rating. The Appellate Division unanimously reversed the order of Special Term and granted petitioner's motion to compel the appointments regardless of sex.

Mandel v Brown. A motion for leave to appeal to the Court of Appeals was granted to both parties.

Clardy v Schechter. The Appellate Division denied a motion for reargument or for leave to appeal to Court of Appeals. The court had previously affirmed the order of Special Term which dismissed the petitioner's application to be restored to her position of probation officer from which she had

been dismissed at the end of the probationary period.

Special Term

Poggie v Kennedy. Petitioner was passed over for appointment to probationary patrolman. He alleges that the action was arbitrary. The court ordered a hearing on the question as to whether the police commissioner acted within his powers.

Tutora v Civil Service Commission. The petitioner was marked not qualified after a hearing before the Personal Director and the Civil Service Commission denied his appeal. The court held that there was a factual basis for disqualification and dismissed the petition. The court also held that for the purposes of transfer of the proceeding to the Appellate Division pursuant to Article 78, the hearing before the Personnel Director and the Commission were not made pursuant to statutory direction.

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What's Ahead for U. S. Civil Service

Strengthening of the federal civil service system to meet the demands of modern government is urged by David R. Lindsay in a pamphlet, "What's Ahead for Civil Service?" published by the Public Affairs Committee, 22 East 38th Street, New York City.

Written in cooperation with the National Civil Service League, the pamphlet pays tribute to the service of the career men and women in federal employment. It finds that, on the whole, the civil service system has greatly improved the standards of government employment, and, in turn, benefited the employees.

Mr. Lindsay declares, however, that the government is no longer holding its own in the national scramble for talent.

"Hundreds of career employees who entered the government a decade or more earlier left because by comparison private employment seemed more attractive and no less secure," he says. "At the same time, when all major

corporations were conducting high-pressure campaigns to entice bright young college graduates into their ranks, the government, the largest employer of college and technically trained manpower, was noticeably absent from the classified and display advertising pages and did only a minimum of person-to-person recruiting.

"Although the entering pay for most types of government work is high enough to compete, the pay for top jobs is low. This affects recruiting because many large corporations have found that young men and women today are looking farther and farther into the future and taking a long-range point of view toward their careers."

"What's Ahead for Civil Service?" is the 258th pamphlet in a series now in its 23rd year. It gives a history of civil service. The pamphlet is supplied as a public service at 25 cents a copy by the Public Affairs Committee, at 22 East 38th Street, New York City.

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TUESDAY, DECEMBER 10, 1957

Vested Rights Needed For Pension Justice

PUBLIC employees during the coming months will be scanning news from the State Legislature with anxious eyes. Among the items affecting their future will be legislation pertaining to retirement and it is in this area that the State can make up to the employee what it has often failed with in the way of salaries.

Innumerable improvements can be made to the State Retirement System and foremost among these improvements is the thesis of vested rights.

When entering State service, a worker is allowed to join the State Retirement System by contributions from his pay check which are just about matched by State funds. These two funds are the investment by which an employee, if he remains on the job until retirement, earns a pension for his older years.

However, as matters stand now, any worker leaving State service before retirement is not entitled to any share in the State's investment in his pensions.

There is no doubt that this is an unfair and unjust situation.

Vested Rights Logical

By entering into a contract with a public employee, which is what the State does when it agrees to contribute to the employee's pension, the State is agreeing that such a contract is deserved and earned by the employee.

As a matter of fact, the State has often argued that the retirement benefits it offers are good reasons for entering public service. It follows, then, that retirement benefits are an integral part of the careers offered by State service and that the State's contributions to a retirement system are earned by an employee.

Therefore, when after many years of service an employee is able to improve his mode of living by accepting a superior position in private industry, we see no reason why the State should disallow any claim on the investment it has made on behalf of the employee. The employee has earned a share in the State's investment. He has earned it by right of contract and by duty of service.

Vested rights, therefore, are a must in retirement improvements for 1958.

Five More States Climb Aboard Social Security Bandwagon

The U.S. Social Security Law was amended to afford an opportunity of combining Social Security with statewide or local retirement systems in New York, Connecticut, Rhode Island, California, and Minnesota.

State laws to provide for this coordination of retirement systems, or authorizing Social Security coverage of employees excluded up to now because of membership in such systems, were passed in New York, California, Florida, Illinois, Iowa, Maine, Minnesota, South Carolina, and Washington.

Wisconsin is the first state to adopt a variable annuity plan, whereby employees may choose to

have half their pension payments invested in common stocks, real estate, and other convertible equities to relate retirement allowances more closely to the cost of living, says the Public Personnel Administration.

New York allows a person transferring from one public employee retirement system to another to take along his service credits. Florida now allows military service to be included in computing years of consecutive service for retirement benefits.

The United States removed the bar to federal Social Security coverage of policemen and firemen covered by local retirement systems in New York, Alabama,

LETTERS TO THE EDITOR

HOUSING GUARDS CALLED NEGLECTED EMPLOYEES

Editor, The Leader:

Committees are investigating the New York City Housing Authority. In published reports there is a dearth of mention of housing guards. The few times the guards are mentioned, it is in a derogatory manner. The Leader is one exception. They are doing a good job.

The guards are uniformed personnel, sworn in and deputized by the Police Department, and do police work. They share with housing officers the responsibility of maintaining law and order in housing projects and construction sites. In many projects there are no housing officers, so guards have the sole responsibility for police work. In some projects guards have been authorized to carry guns.

Housing guards have the most frequent contact with the tenants after 5 P.M. The guards work a 4 to 12 and 12 to 8. They handle thousands of emergency problems.

The morale of the guards is low because (1), pay has not been raised in the past four years, although every other maintenance title in the City government or allied agency has received one; (2), although often doing police work, as special officers with the power to arrest, as a unit they are not issued weapons with which to protect themselves, though some guards do carry guns supplied before the housing officers appeared on the scene; (3), guards find housing officers trying to push them out of the Security Division although many guards have served as special officers for eight years.

Despite the constant threat of being eliminated, and the lack of protection to back up uniformed officer duties, it is miraculous that guards continue to do an efficient job for \$2,750 a year.

MICHAEL DENNISON

WHY MANY SANITATIONMEN PASSED UP SOCIAL SECURITY

Editor, The Leader:

By invitation of the officers of Local 831 of the Teamsters Union, I spoke to about 500 stewards of that union about Social Security as it affected sanitationmen. I explained the major provisions of the State law, the transitory retroactive provisions, and the main features of coverage, benefits, and employee contributions under the Federal Social Security Law.

Questions from the floor on full (Continued on Page 7)

Georgia, Maryland, Tennessee, and the Territory of Hawaii.

Questions Answered

ARE THE Social Security taxes taken out of my pay used to pay for government expenses in general? W. E.

No. The Social Security taxes are deposited in a special trust fund. They are used only to pay the benefits and administrative costs of the Social Security program. The administrative costs represent less than 2 percent of the tax collected.

WHEN SOMEONE applies for disability benefits because he is (Continued on Page 15)

MERIT MAN

REILLY TELLS WHY CAREER PLAN SETS MILESTONES OF PROGRESS

A COMPETITIVE EMPLOYEE himself, with experience in personnel administration in the Federal and State governments, James J. Reilly, as director of the Bureau of Classification and Compensation, New York City Personnel Department, is one of the key



JAMES J. REILLY

men in the administration of the Career and Salary Plan.

Raise to Almost Everybody

He enjoys his work not only because of its nature but because he feels that the Career and Salary Plan is a boon to City employees and to the City government itself.

"Practically every City employee included in the Plan got a raise," he said with much satisfaction.

His bureau is a sort of clearing house for studies affecting appeals for both upward reallocation and reclassification. The actual authority for making recommendations rests with the appeals board, and final authority with the Board of Estimate.

Sits in for Schechter Sometimes

Personnel Director Joseph Schechter is a member of all four appeals boards. Mr. Reilly is his principal alternate on those boards. Besides, Mr. Reilly is liaison officer for the Personnel Department in dealings with the office of Budget Director Abraham D. Beame. Hardly a day passes that Mr. Reilly is not at the Budget Director's office, where he confers principally with John J. Carty, chief examiner. When some controversial issue is subject to the customary dual recommendation, Messrs. Reilly and Carty try to reach agreement, and submit their joint proposals to their respective supervisors, Messrs. Schechter and Beame. Usually the recommendations stick.

Mr. Reilly worked for the State Department of Labor, in the junior consultation service, which dealt with getting jobs in private industry for the younger folk. That post he got by passing high in an open-competitive examination.

Has Federal Career

Next he became civilian personnel officer for the Army under similar circumstances. During that period he took a Federal examination to qualify for the highest grade in the administrative service. He qualified, in fact, was about the only one from the Metropolitan District who did. His Federal service was in New York City, and he could have bettered

his pay considerably by moving to Washington, D.C. But with a wife and four children, and roots in New York City, he continued to serve as chief of the joint civilian personnel interests of the Quartermaster, the Chemical, and the Ordnance Corps. Three at a clip were not too many for him, for he had been trained in personnel administration, as well as well experienced in it by this time. Besides, having been a math major at St. Johns University in Brooklyn didn't hinder him any, nor did the master's degree he got at the same institution of learning. In addition, he took advanced management and personnel courses at NYU and Fordham University.

No End to It

He entered City service after the bare basis for the Career and Salary Plan had been laid, but before any of the implementing resolutions were adopted. All told, he drew up 88 resolutions, 86 of which were adopted by the Board of Estimate. They cover about 85,000 employees directly under the Plan, and about 40,000 others, men and women in the uniformed forces whose salary considerations are committed to him for study and report.

Another project that he runs is the desk audits of the various positions in the NYC Civil Service. These are completed at the rate of 20,000 a year, so that it will be about two years before the City catches up with itself, and after that, to a degree, will have to start all over again. One of the delights of the City's personnel structure is the fact that it keeps changing.

"The Career and Salary Plan," said Mr. Reilly, "brought order out of chaos in the City's job structure, and introduced innovations of far-reaching importance."

He listed the major precedents as the right of each and every employee to be heard on any objection he had to title or pay, through both the original process and the appeals procedure. He described these as precedents in government, with employees represented on all four appeals boards.

He is the co-author of the rules that govern the four appeals boards.

Future Brought into Focus

"Another milestone was the establishment of titles, pay and promotion lines so that every employee would be paid the value of the services he performs," he said. "It is an important incentive to a career to be able to see where you will be in the years ahead."

He was referring to the annual increment plan, too, since the plan provides mandatory increments for satisfactory service.

At the end of this year 57,000 of the 85,000 jobs will have been desk audited, leaving 28,000 to go, so maybe the full two additional years won't be required; also, of the 1,100 titles in the City service, all except 300 have been equipped with scientific specifications resulting from studies of titles by his staff.

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Postal Regulars To Work Overtime In Holiday Rush

WASHINGTON, Dec. 9 — The Post Office Department is encouraging postmasters to let their regular employees work overtime, to help cope with the Christmas holiday rush, rather than hire outsiders.

The department issued an order that reads in part as follows:

"It is desired that all eligible regular postal employees have the opportunity to augment their earnings by working a practical number of overtime hours.

"The cost of increased use of regular overtime should be offset by a reduction in the employment of Christmas assistants.

"At the Christmas season, when the postal service is called upon for its greatest effort, we need to make maximum use of the skill, experience, and spirit of dedication to the service found in our regular employees."

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(Continued from Page 6)

coverage, current coverage, prior coverage obtained in private employment or through active or inactive military service, the disability provisions, and on many other provisions, clearly showed that the men fully understood the choice that was open to them.

Therefore, I feel that your editorial of November 26, incorrectly

Letters to the Editor

implies that the men were not fully informed of the effect of any election they might make.

Most of the men said that the physical demands of their job wore them out before they attained the present service retirement age of 55 years, and, therefore, Social Security at age 65

would not materially help them, and that is why they voted against Social Security.

Your editorial stated that policemen and firemen voted for

Social Security, although they have a 75-35 pension system and retirement after 20 years of service. I feel sure that if Sanitationmen had had the right to retire after 20 years of service, they, too, would have voted for Social Security.

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State Jobs

(Continued from Page 2)

Albany, one in New York City. Fee \$3. Requirements: one year of experience in statistical drafting, drafting, or art work and either 2 more years of experience or 2-year course in commercial art or design including technical drawing, mechanical drawing or drafting or equivalent training and experience. Test date, January 18. (December 20)

6173. **BOAT INSPECTOR.** \$5,020-\$6,150. One vacancy in Albany. Fee \$5. Requirements: U.S. Coast Guard pilot's, master's or mate's license and 18 months' experience as licensed pilot, master or mate and either graduation from maritime officer's training school or 4 more years of experience. Test date, January 18. (December 20)

*6177. **ASSOCIATE WELFARE CONSULTANT (Adult Institutions).** \$7,500-\$9,090. One vacancy in Albany. Fee \$5. Requirements: two years of graduate training in approved school of social work, or master's degree in public health, public administration, hospital administration, or hospital management and 5 years experience in a hospital or medical institution, welfare agency or public health agency with group care facilities, including 3 years in an administrative, executive, or consultative capacity. Test date, January 18. (December 20)

6596. **ANESTHETIST, Wyoming County.** \$5,500-\$6,500. One vacancy. Fee \$5. Requirements: license or eligibility for license as registered professional nurse and either a course in anesthesia plus one year of general nursing experience or equivalent training and experience. Test date, January 18. (December 20)

6176. **SENIOR NUTRITIONIST.** \$5,840-\$7,130. Two vacancies in Albany. Fee \$5. Requirements: bachelor's degree in foods, nutrition, institution management, or related field and 2 years supervisory experience in nutrition and dietetics with responsibility for food service and/or special diets and either 2 years teaching dietetics, nutrition, or institution management or 2 years experience in nutrition and dietetics or equivalent training and experience. Test date, January 18. (December 20)

6175. **SENIOR HISTOLOGY TECHNICIAN.** \$4,080-\$5,050. Two vacancies in Brooklyn. Fee \$4. Requirements: either bachelor's degree in chemistry or biology plus one year of experience in histology or one year of supervisory experience in preparation of tissue specimens for microscopic examination or equivalent training and experience. Test date, January 18. (December 20)

6174. **ASSISTANT DIRECTOR OF MENTAL HYGIENE NURSING SERVICES.** \$7,500-\$9,090. One vacancy in Albany. Fee \$5. Requires: license or eligibility for license as registered professional nurse and graduation from school of nursing and bachelor's degree and 5 years of graduate nursing experience including care of mental patients and teaching or administrative experience and either master's degree in nursing education or 30 credit hours toward a degree in nursing education. Test date, January 18. (December 20)

*6597. **ASSISTANT INSTRUCTOR OF NURSING ARTS, Westchester County.** Appointment at \$4,440 with annual increases to \$4,980. One vacancy. Fee \$3. Requirements: license or eligibility for license as registered professional nurse and graduation from school of nursing and either one year of nursing experience plus 30 credit hours toward bachelor's degree in nursing education or supervision or equivalent training and experience. Test date, January 18. (December 20)

181. **PUBLIC HEALTH DENTAL HYGIENIST.** \$3,870-\$4,810. Immediate openings. Fee \$3. Candidates must meet the following requirements: License Requirement: possession of a license or eligibility to enter the examination for a license to practice dental hygiene in New York State. Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names placed on the eligible list until they have

received their licenses and have so notified the Department of Civil Service.) and graduation from an approved school of dental hygiene and any one of the following: one year of satisfactory experience in public health or school health; or possession of a bachelor's degree in dental hygiene from a recognized school; or satisfactory completion of one year of graduate training from a recognized school of public health; or possession of a New York State permanent certificate to teach dental hygiene. No written test. (No closing date)

PROMOTION

5259. **SENIOR CONSERVATION PUBLICATION EDITOR.** \$7,130-\$8,680. One vacancy. Candidates must be permanently employed in the competitive class in the Department of Conservation, (exclusive of the Division of Parks and the Division of Saratoga Springs Reservation) and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination in a position allocated to grade 18 or higher. Test date, January 18. (December 20)

5260. **ASSISTANT DIRECTOR OF VITAL STATISTICS.** \$7,500-\$9,090. One vacancy. Candidates must be permanently employed in the competitive class in the Department of Health and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination in position allocated to grade 18 or higher. Test date, January 18. (December 20)

5261. **SENIOR CLERK (Billing).** \$3,300-\$4,150. Several vacancies in NYC. To be eligible to take the written test, candidates must be permanently employed in the competitive class in The State Insurance Fund, Department of Labor and must have served continuously on a permanent basis in the competitive class for three months preceding the date of examination in clerical positions allocated to grade 3 or higher. Candidates must be permanently employed in the competitive class in The State Insurance Fund, Department of Labor and must have served continuously on a permanent basis in the competitive class for one year preceding the date of appointment from the eligible list in clerical positions allocated to grade 3 or higher. Test date, January 18. (December 20)

5262. **PRINCIPAL FILE CLERK.** \$4,080-\$5,050. One vacancy in Albany. To be eligible to take the written test, candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competi-

five class for six months preceding the date of examination in clerical positions allocated to grade 7 or higher. Candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for one year preceding the date of

appointment from the eligible list in clerical positions allocated to grade 7 or higher. Test date, January 18. (December 20)

(Continued on Page 9)

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State Jobs

(Continued from Page 8)

5263. PRINCIPAL LAND AND CLAIMS ADJUSTER. \$11,320-\$13,390. Three vacancies. Candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for two years preceding the date of examination as Associate Land and Claims Adjuster. Test date, January 18. (December 20)

5264. ASSISTANT LAND AND CLAIMS ADJUSTER. \$9,220-\$11,050. Two vacancies. Candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for two years preceding the date of examination as Senior Land and Claims Adjuster. Test date, January 18. (December 20)

5265. SENIOR LAND AND CLAIMS ADJUSTER. \$7,500-\$9,090. Various vacancies. Candidates must be permanently employed in the competitive class in the Department of Public Works, and must have served continuously on a permanent basis in the competitive class for two years preceding the date of the examination as

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State Jobs

(Continued from Page 9)

Assistant Land and Claims Adjuster. Test date, January 18. (December 20)

5266. ASSISTANT LAND AND CLAIMS ADJUSTER. \$6,140-\$7,490. Six vacancies. To be eligible to take the written test, candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for six months preceding the date of examination as a Junior Land and Claims Adjuster. Candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for one year preceding the date of appointment from the eligible list as a Junior Land and Claims Adjuster. Test date, January 18. (December 20)

5267. JUNIOR LAND AND CLAIMS ADJUSTER. \$5,020-\$6,150. 26 vacancies. Candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for one year preceding the

Where To Apply For Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATKINS 4-1000. Applications also obtainable at post offices, except the New York, N. Y., post office.

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

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

Board of Education, Teachers Only — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULSTER 8-1000
NYC Travel Directions

Rapid transit lines for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:

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

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

Data on Application by Mail

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

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

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

date of examination in any engineering position allocated to grade 11 or higher. Test date, January 18. (December 20)
5268. SENIOR INSPECTOR OF WELFARE INSTITUTIONS. \$5,840-\$7,130. One vacancy in Albany, one in Syracuse. Candidates must

Mulligan — Dec. 6 — LEADER be permanently employed in the competitive class in the Department of Social Welfare (exclusive of the Institutions) and must have served continuously on a permanent basis in the competitive class for one year preceding the date

of examination as Inspector of Welfare Institutions. Test date, January 18. (December 20)
5269. SENIOR ESTATE TAX EXAMINER. \$5,550-\$6,780. One vacancy in NYC. Candidates must be permanently employed in the competitive class in the Depart-

ment of Taxation and Finance and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as Estate Tax Examiner. Test date, January 18. (December 20)

(Continued on Page 11)

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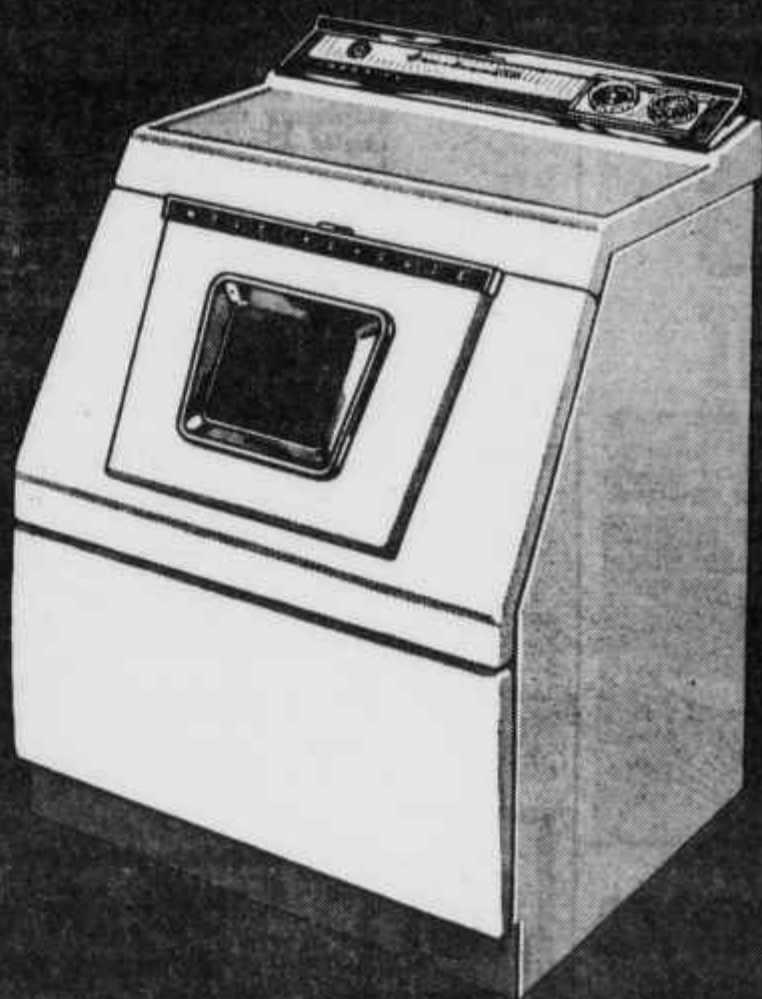
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OWEN LISTS SIX NEEDS OF U. S. CIVIL SERVICE

WASHINGTON, Dec. 9 — Vaux Owen, president, National Federation of Federal Employees, listed steps he said are necessary to enforce civil service. He mentioned extension of the merit system, increased pay, improved promotion methods, enlargement of the incentive and suggestion awards program, broadening of the employee training program, and union recognition.

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HARRIMAN NAMES FIVE TO WOMAN'S COUNCIL

ALBANY, Dec. 9 — Governor Harriman has announced five new appointees to the New York Woman's Council, an advisory group to the Commerce Department on employment opportunities for women.

The appointees are Mrs. Mabel Purdy of New Rochelle, president of the State Business and Professional Women's Clubs; Sister Catherine Francis, president of the College of St. Rose, Albany; Mrs. Esther Raushenbush of Yonkers, formerly dean of Sarah Lawrence College; Rose M. Ferro, vice president and treasurer of the Fred P. De Blase Construction Company, Rochester, and Mrs. Jane Buckland, of Binghamton

JOHNSON HEADS BRIDGE NEGOTIATORS

ALBANY, Dec. 9 — Governor Averell Harriman has named a committee of State officials to represent New York in negotiations with Canada regarding the proposed new international bridge in the Lewiston-Quecstun area.

John W. Johnson, State Superintendent of Public Works, will be chairman of the committee. Other members are: Clark D. Ahlberg, deputy budget director; Will Alban Cannon, Chairman of Niagara Falls Bridge Commission; Joseph Davis, president of Niagara Frontier State Park Commission; James F. Evans, director of Division of State Parks; William Latham, resident engineer of State Power Authority.

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Military Pension Questions Answered by U.S.

DOES the employee have to contribute a percentage of his military pay in order to be credited for his military service?

No. This credit is entirely free.

WHAT IS a sample retirement computation?

A yearly basic annuity is generally figured as follows: (a) 1½ percent of the "high-five" average salary times 5 years of service, plus (b) 1¼ percent of the "high-five" salary times years of service over 5 and under 10, plus (c) 2 percent of the "high-five" sal-

ary times years of service over 10.

Under this formula, the yearly annuity of an employee who retires at age 62 after 20 years of civilian service with a "high-five" average salary of \$5,000 would be \$1,812.50 (\$152 a month). If that person had, for example, 9 years of military service to be added to his years of civilian service, his annuity would be \$2,712.50 (\$226 a month), or \$900 a year more. For his civilian service, the employee contributed 6½ percent of his salary, the credit for military service is free.

CAPTAIN LALLY HONORED



Captain Edward A. J. Lally having been promoted, he retired as chairman of the Fire Captains' Eligibles Committee. All on the eligible list, except those on duty, turned out to honor him at a dinner. They handed him a written expression of thanks for a year of effective service. From left, Bart Johnson, Walter Cavanagh, Ted Maly, Captain Lally, John J. Cashin, chairman; Arthur Wagner, and James Pryor.

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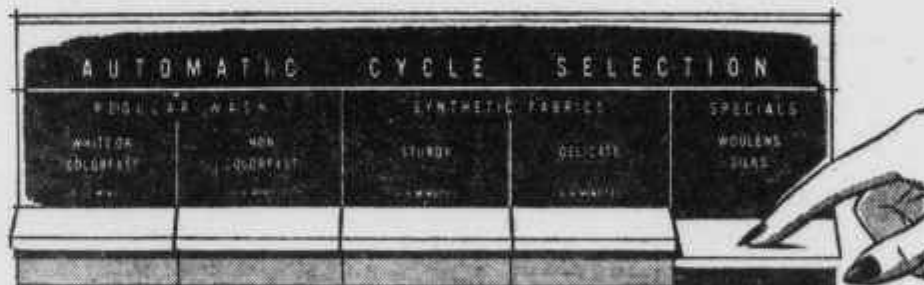
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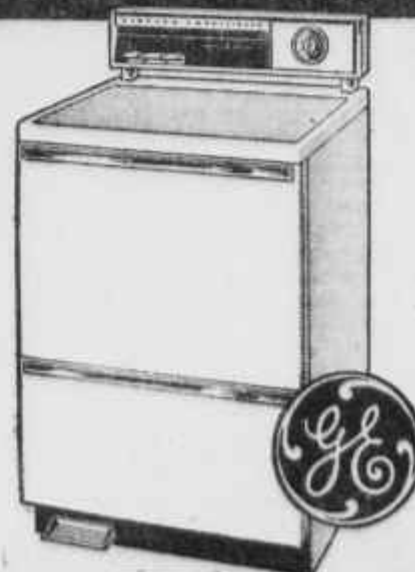


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MENTAL HYGIENE MEMO

By A. J. COCCARO

Our Changing Times

Miracle drugs, intensive therapy, open doors, volunteer activities, and increased recreational facilities, have had considerable attention during the last few years in hospitals throughout the country.

The overall effect of the therapy and rehabilitation program in the last two years has been great and in part can be measured by the favorable change in the patient census.

According to P. Barry Ryan, Jr., president of the National Mental Health Association, the number of mental patients in the United States has decreased for the 2nd year in a row. In 1956, there was a national total decrease of 7,000 patients. Estimates for 1957 place the decrease figure this year at 5,000 patients.

The Mental Hygiene News report that, "Since March 31, 1955, an overall decrease of 905 patients has been recorded in the New York State Hospitals."

"In ten years prior to 1955, there has been an average annual increase of 2,000 patients each year.

Social Security, Health Insurance, better employee relations, and improved attendance rules also made news during this period.

We have a long way to go in both our patient and employee welfare programs, but we are not standing still. The tide has changed and with it we are looking for improved classification of work titles, greater promotional opportunities for all classes of workers, a true 40 hour maximum work week and a fair wage for all work performed.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Buffalo State

Monday, December 23rd, is the big day for the children of the Employees of the Buffalo State Hospital. The C.S.E.A. is having its second Annual Children's Christmas Party at Andrews Hall. Chairman Ed McSweeney is working hard to make this year's party as big a success as the Christmas Party was last year. Any employee wishing to help is asked to contact Ed McSweeney or Jim Murray.

Word has been received by Lee Caudill that our Santa from the North Pole will again be present to give out gifts to the children. All the members hope that Mrs. Santa will be with us at the party too—her help last year was very instrumental in pleasing the 400 children that attended.

The Chapter's Annual Election will be January 16th, 1958, and any person wishing to run for office should contact their building representative so their name may be given to the nomination committee. There will be a nomination meeting January 6th, 1958 at 7:30 P.M. above the Community Store.

On January 16, 1958, in the evening, will be the installation of officers and a spaghetti dinner prepared by Bob Smith.

Representatives of the Chapter are meeting bi-monthly with Dr. Whitehead for discussion of any local problems. It was through a discussion between Dr. Whitehead and Jim Murray, and Dr. Whitehead's cooperation, that an item was opened, for Dormitory Housemother in the Nurse's Home.

The Chapter hopes to increase its activities for members in 1958, and to fight for the forty-hour week, plus more take home pay and equalization of grades.

It was through C.S.E.A. pulling together that Health Insurance was won two years ago, and Social Security was won last year.

Any employee who has a problem or grievance should contact their building representative or Jim Murray. Many problems have been settled at the Supervisory level and are kept confidential!

At last standing in the Women's Bowling League, the Lucky Strikers held a slim lead over the Alley Kats. High single game at present is held by Jean Forster with a score of 232. A. Barney has high three game total of 560, five more than Jean Forster's 555. A. Barney also has high average of 169; J. Redden has second high average with 155.

Any employee who has an item of news for this column, please send it to Jim Murray, M.C.T.S.

It is with a deep sense of regret that this chapter announces the death of Priscilla Ashmore, a fellow employee; and the death of Lester Pang, father of our Treasurer, Veronica McKillen. The Chapter wishes to express their sympathy to the family and friends of the departed.

The State Hospital will not seem the same next year. After more than forty years of service, Mary Driscoll is retiring and will be missed by all employees, and especially by the patients on her ward, to whom she gave the best of care. The Chapter wishes her the best of luck and hope she enjoys many years of happiness. We'll miss you Mary!

New York City

The next regular monthly meeting of the chapter will be held at Riggs Restaurant, 45 West 33rd Street, New York City (between Broadway and Fifth Avenue), on Wednesday, December 11, at 6 P.M. sharp. All delegates are urged to attend.

Creedmoor

The next meeting of the Creedmoor Chapter, CSEA, will be held in the social room on Dec. 10th. Nominations for officers of the chapter for the coming two years will be submitted at this time.

Voting machines are to be used this year at the coming election. It is planned that the machines will be installed in the social room from 8 A.M. until 4:30 P.M. This will give all members a chance to get out and vote for their choice.

Plans are in the making for the Annual Dance to be held in the hall. The date of the dance will be on January 17th. This gives all of us plenty of time to get behind the committees and make the dance a smashing success.

Frances McGraw is sick at her home. We wish her a speedy recovery and hope to see her around soon. Ninzio Anselmo has two things to be happy about. He just won his second Merit Award and his grandson is getting a new tooth. We were sorry to learn of the death of Mr. Anderson's mother. She died on Nov. 11th and lived in Palmyra, N. Y. Our deepest sympathy goes to Mr. and Mrs. Anderson on their loss.

Mr. and Mrs. Harry Murray are going on their vacation in the near future. They intend to tour upstate New York. Welcome to the new Evening Supervisor Mr. Schultz who hails from Brooklyn State Hospital.

Public Works, Dist. 8

The NYSDPW District No. 8 Poughkeepsie, N. Y. Chapter of CSEA held its regular monthly meeting on November 25 at the Italian Center, Poughkeepsie with approximately fifty members present.

Annual reports of all standing committees were heard, and topics in Social Security, Health Insurance and Employees' Retirement System improvements were also discussed. Over 500 members now total the chapter's membership.

Millie Robinson, Robert Budd and Charles Pyers, three of the

Questions and Answers On Health Insurance

I am a retired employee. Am I entitled to any benefits under this new plan for State employees?

Retired employees are to be covered separately under another health insurance plan which is presently under development by the Temporary Health Insurance Board. Just as soon as the final determinations have been made with respect to the benefit coverages to be provided and the cost to retired employees, every effort will be made to distribute full information to every retired employee who is eligible to participate in the retired employee health insurance program.

This information will be sent sufficiently in advance of the enrollment date that every eligible retired employee will have the opportunity to enroll before this plan goes into effect.

Under the GHI plan, if a doctor takes a blood count and an electro-cardiogram in connection with an illness, is the allowance of \$4 for the office call (if a first visit) supplemented in any manner?

You will see, on page 27 of your booklet, that GHI provides \$7.50 for an electrocardiogram and that the amount paid for a complete blood count is \$4. These are diagnostic tests that are paid for separately from the doctor's fee for your visit to his office. However, if the "count" you refer to is a simple hemoglobin count, that procedure is included in the fee for the visit.

There are a variety of blood procedures and tests. Each of these is listed in the GHI fee schedule, with a separate fee. The maximum allowance for a series of these tests performed as a group of determinations at one time is \$15.

Please explain "Out of Hospital Consultations" in the GHI plan.

An "Out of Hospital Consultation" refers to a consultation in the home or a doctor's office where your doctor has referred you to an accredited specialist. The payment for this visit (only the first consultation in each specialty per illness) is \$15. This

Dept. to take a position in X-ray.

Dr. and Mrs. Armstrong entertained in honor of Dr. and Mrs. Mathias on the occasion of Dr. Mathias' 71st birthday.

Several have been absent on account of illness; Mary Noble, Eleanor Mann, Frances Holbrook, Isabel Chapel, Lottie Masten, Lottie Pellor, Harry Smith, Alice Haight, Louise Rowe, Gus Gill, and Jessie Smith.

Congratulations to Joan and Kenneth Diehle on the birth of a son.

Mr. and Mrs. Thomas Pritchard spent a week-end in Columbus, Ohio, and attended the Iowa-Ohio State football game.

Sincere sympathy is extended to Joe LaBarbera on the death of his mother.

Marjorie Herron spent four days in New York City and Anne Poturnay spent the week-end in Medina recently.

Mrs. Florence Hallauer had the misfortune to fall breaking her wrist. She has been spending a few weeks at the home of her daughter in Washington.

Harry and Viola Berndt are driving a new Chevrolet.

Beverly Barnhardt is recuperating from her recent illness.

Born to Mr. and Mrs. Ralph Knight—a son—congratulations.

Ruby Bryson was hospitalized several days and is still absent from her duties on account of bursitis in her shoulder.

William Loudin is back with us after a three weeks illness with the flu.

A girl born to Mr. and William Barrett. Congratulations.

Newark

The Newark State School chapter of the Civil Service Employees Association will hold its Annual Christmas Party on Dec. 18, at the V.F.W. Hall.

There will be a business meeting at 7:30 P.M., with Jack Kurtzman, field representative of CSEA, present to answer questions and bring us information.

There will be a grab bag exchange of gifts for which each person is asked to bring a 50c gift. Dancing to Jerry Quinn's orchestra and a buffet lunch will finish the evening.

All CSEA members are invited to attend and may bring a guest.

For Real Estate Buys
See Pages 10 & 11

is an allowance and may not cover the full fee, whether or not the specialist is a participating physician.

Consultations in the field of pathology, roentgenology, or anesthesiology are not covered. You will find that these specialty fields are covered elsewhere in the GHI contract.

To explain further, if you were to be sent by your doctor to an internist, then a heart specialist, then to a nerve specialist, each of these would receive \$15 toward his fee. However, if you were to be sent to the internist again or another internist on account of the same disability, this second call would not be covered. If you were sent to this same internist at another time because of a different illness, that visit would be covered since it would be the first call in that particular illness.

I have elected the HIP option. I had HIP before I joined this plan on payroll deduction, and it seems to me that I have exactly the same HIP coverage now as I did then. I don't understand what you said in the October 29 issue when you stated that "the benefits will be less" if I should convert my coverage.

It is true that the HIP part of your option will remain the same. However, because the Blue Cross coverage that you are getting through this new plan for State employees is a more complete coverage than the standard Blue Cross plan, your benefits under the HIP option, as a whole, will be reduced because the Blue Cross coverage will revert back to whatever standard contract is in effect at the time you convert.

I still do not understand the provisions about an existing pregnancy. Will you please explain them again.

Statewide. If you are now pregnant, you will receive coverage for termination of your pregnancy under all three parts of the Statewide Plan. This means, if you have a normal delivery, the allowance from Blue Cross will be up to \$75 and the allowance from Blue Shield will also be up to \$75, thus making a maximum total of \$150 toward hospital and doctor bills together. The major medical portion of the Statewide Plan will not pick up any expenses of a normal delivery. However, in case of severe medical or surgical complications to either the mother or the child, full Blue Cross, Blue Shield and major medical benefits are available.

GHI. Under the GHI option, up to \$75 will be available to you through Blue Cross toward the hospital bill, if you are now pregnant. GHI does not cover pregnancies that exist on December 5. Again, in case of severe surgical or medical complications to either the mother or the child, full benefits of both Blue Cross and GHI will be available.

HIP. Under the HIP option, existing pregnancies are covered. Blue Cross allows up to \$75 towards the hospital expenses on a normal delivery. HIP does not make an allowance, as you receive the services of the doctor in return for your premium payment rather than a bill from the doctor and an allowance from an insurance company. Again, in case of severe medical or surgical complications to either the mother or the child, full benefits of both Blue Cross and HIP are available.

Social Security Climbers and Pruners Win Back Pay

(Continued from Page 6)

age 50 or older and unable to work, does that mean he has to be trained for a new job by the state?

J. E.

Whenever someone applies for disability benefits or the disability freeze, his name is referred to the state Vocational Rehabilitation Agency. In so doing, it is hoped that the applicant may thus be aided in rehabilitating himself, and it is expected that he make an effort to cooperate with the rehabilitation agency. Of course, no one is required to take any training which might be injurious to his health or beyond his capabilities.

ARE Social Security taxes due to go up again soon?

M. M.

At this time, 2 1/4 percent of an employee's wages is deducted for the Social Security tax. The next scheduled increase is not due until 1960, when the rate will be raised to 2 3/4 percent.

DO I GET Social Security credit for earnings while in military service?

W. A. T.

Active duty in the United States military or naval forces, September 15, 1940 through December 31, 1956, may result in Social Security credit at the rate of \$160 in wages for each month of active duty. After December 13, 1956, Social Security taxes have been deducted, as with other types of employees, from the base pay of up to \$4,200 of those in service, and the wage credits are based on the individual's actual base pay.

WHEN DOES someone have to get a Social Security card?

W. O.

A Social Security card should be obtained before one takes his first job in employment covered by Social Security. Also, a new one should be obtained if the old one is lost or when the person's name is changed.

WHAT, in booklet form, is the best general description of the provisions of the Social Security Act? How could someone go about getting a large supply?

L.

The booklet "Your Social Security," OASI-35, gives an excellent summary. On an individual basis, copies are available at Social Security District Offices. Also, they are on sale by the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D. C., in bulk only, at \$6.50 for 100 copies.

The New York City government, in attempting to set retroactive salaries under the Career and Salary Plan for employees entitled to the prevailing rate of wages during that period, acted illegally, Justice Edgar J. Nathan Jr. held in New York County Supreme Court.

Twenty-six climbers and pruners for whom the representative petitioner is Carmine Augusti are seeking the difference between the prevailing rates for the retroactive period and the lower salary pay of grade 7, \$3,750-\$4,830, in which they were slotted under the Plan.

Weissberg's Arguments

Morris Weissberg, attorney for the petitioners, argued that the City had no legal right to supplant the prevailing rate law retroactively by a resolution that could only take effect on approval by the State Civil Service Commission. That approval was not

obtained until April 3, 1957, said Mr. Weissberg, yet the City was attempting to have the rates of the Career Plan apply back to July 1, 1954. The prospective rules under the Plan are also in dispute.

The attorney also argued that the inclusion of his clients in the Career Plan could not operate to demote any employee by reducing his pay for the retroactive period. The only possible effect, he said, must be prospective.

Justice Nathan's Opinion

"Clearly," said Justice Nathan in an opinion, "as long as the petitioners performed their duties while their position re-

W. B. BYRNE, JR. NAMED GREENE COUNTY D. A.

Governor Averell Harriman appointed William B. Byrne, Jr., of Catskill as District Attorney of Greene County to fill the vacancy caused by the resignation of Roy C. Moon. Mr. Byrne, 38, is president of the Greene County Bar Association, and a partner in the law firm of Byrne and Wiltse.

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mained classified in the prevailing rate category of part 38, they were entitled to receive the statutory compensation for their work . . . and the Civil Service Commission could not by way of a purported retroactive change of classification deprive them of that compensation . . . A change in grade . . . cannot operate to reduce the compensation earned and due petitioners

before the reclassification was established." In a separate suit, Justice Nathan held that the Board of Estimate could not set the employees' pay in the Career Plan retroactively to July 1, 1954, and granted Mr. Weissberg's motion to direct the Comptroller Lawrence E. Gerona to determine the prevailing rates up to April 3, 1957. That would be for the determination of amount of back pay due the men.

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Nassau Chapter Pleads For General Pay Boost; Cites 5 Year Lack of Overall Raise

In an address before the Nassau County Board of Supervisors an appeal for a general wage increase and other benefits for county workers was made by Irving Flaumenbaum, president of Nassau County chapter of the Civil Service Employees Association.

Mr. Flaumenbaum's remarks were made at a recent public budget hearing held by the county board.

The chapter president's arguments for a salary increase were as follows:

A. Holly Patterson, County Executive Officer, failed to recommend a general wage increase for county employees when presenting his budget for next year.

"In presenting this statement to your honorable Board, I find that this is the fifth year Nassau Chapter has appeared at the Budget Hearing to ask for salary increases for Nassau County employees. Though much has been written and stated on this subject, and Nassau County funds have been used for a study of salaries and job classification, the cold fact remains that 1958 will be the 5th year without overall salary increases for your civil servants.

"We can show that the increased cost of living during the period 1952 to 1957 was 8 percent. How much longer will this situation continue? Are Nassau County employees ever going to reach a parity wage or is it the policy of the Administration to deny these over 5,000 employees current wage scales? It certainly cannot be blamed on lack of funds as the budget in each of the past five years has shown a large surplus which certainly could have been used for the purpose of salary increases.

"I wonder if this Board is aware of the fact that Westchester County has, in its 1958 budget, provided for an increase of \$990,000 for its approximately 3,100 employees. This is in addition to \$700,000 which was provided in its 1957 budget for salary increases so that its wage scales will be in line with industry and private pay scales in the community.

8% Rise Indicated

"Looking to the year 1958, it has been estimated that under union contracts, basic industry wage scales will increase 8% during the year. I am stating these facts as, under present economic conditions, it is necessary to continuously survey the pay rates of employees. It is a hard truth that, except for the Police Force, Nassau County has "stood still" in its salary treatment of over 5,000 employees for the past five years.

"A glaring example of this condition is seen on the wage chart listing the scales of pay of the per diem Nassau County employees as compared to the going union wages in the County. Even the present wage scales for labor and maintenance employees paid by most towns and villages in Nassau are higher than the County pay, and have been for several years. This action, gentlemen, for which you are responsible in your home communities is to be commended.

"In both the 1957 and proposed 1958 Budgets reference is made by

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

the County Executive to possible salary increases as a result of employees' hearings before the Reclassification Appeals Board. In 1957, \$50,000 was appropriated for this purpose and in 1958, \$300,000. My information is that less than \$200,000 was used in 1957, so I must presume that the balance found itself unspent and is reflected in the \$4,732,200 surplus in the budget of 1957. Now, as to the \$300,000 in the 1958 budget, if the appeals follow the normal results of similar operations, only a small percentage of the approximately 1,500 appeals will be granted still leaving the remaining thousands of employees without increases. Nassau Chapter is in accord with the reclassification survey; in fact, we asked for it for many years — it was long overdue — but the need for overall cost of living salary increases now is imperative.

Survey No Answer

"I know that you members of the Board wish to keep faith with your employees. The reclassification survey results are not the answer to our present position. It should be kept in mind that the wage scale material used in the new graded salary plan by Management Services Associates was obtained in September 1956 and we are now talking about wages in 1958. It could well be said that the information used to make the new salary grade plan is obsolete, as many of the sources used for comparison have had increases in their pay scales in 1957 and in their proposed 1958 budgets.

"The report of Management Services Associates to the County Executive clearly defines its position. The report says, 'the responsibility of Management Services Associates was not to determine fiscal policies of the county with respect to salaries of officers and employees, but merely to recommend relative levels of salaries.' Responsibility for making overall salary adjustments is yours, gentlemen, as members of the Board of Supervisors.

"The County Executive has seen fit to make a statement to the press that 'the job security and retirement benefits they (the taxpayers) enjoy are less than those

enjoyed by the public employees whose salaries they pay.'

Some Comparisons

"I take issue with this statement. Following is a list of the benefits an average Nassau taxpayer is receiving or entitled to —

- a. Free or contributing medical and hospital insurance
- b. Free or contributing life insurance
- c. Company pension plan
- d. Unemployment insurance
- e. Disability insurance
- f. Social Security coverage
- g. Overtime premium pay

A Nassau County employee is entitled to and receives —

- a. New York State Retirement coverage (each employee must pay his share of from 4½% to 13% of his salary for this coverage)
- b. Social Security coverage (this will be a fact for the first time at the end of 1957)

As you can well see, gentlemen, from these comparisons the County employee has much less security and retirement and other benefits than the average taxpayer.

Payroll Deductions Sought

It is a matter of record that the County Executive has refused to allow payroll deductions of Blue Cross premiums for the County employees, thereby denying opportunity to perhaps negotiate a better and lower cost contract. Nassau County is the only public employer on Long Island which withholds this payroll deduction privilege for its employees. Nassau Chapter has asked for 26 pay days per year, unemployment insurance coverage, payroll deductions for insurance and official grievance machinery for many years but our requests have received insufficient attention. I must conclude that the County Executive not only is unfamiliar with working conditions in private business and industry in Nassau, but that he shows very little interest in the working conditions of the County employees. The improvements I have cited call for no budget appropriations — any costs can be absorbed in present departmental operations.

"In conclusion, I must mention that Nassau Chapter, which now numbers over 2,500 members, has

Brainwork Nets Money For 10 State Employees

Ten State employees who submitted their efficient and economizing ideas to the New York State Employees' Suggestion Program have become recipients of cash awards, Edward D. Igoe, Chairman of the Merit Award Board, announced.

\$25 was awarded to Miss Katherine E. Connell, 21 McKinley Street, Albany, a Principal Compensation Clerk in the Labor Department's Workmen's Compensation Board. Miss Connell suggested a new form to cover notification to an insurance carrier when case folders are cancelled. This proposal decreased the amount of previous correspondence and telephone calls concerning this notification.

\$25 went to Mrs. Velma T. Jones, 1-C Borthwick Avenue, Delmar, a typist in the Education Department's Division of Professional Examinations and Registrations. Mrs. Jones' revision of the Biennial Registration Application cards has decreased the amount of correspondence sent out previously, thereby increasing efficiency in the processing of these applications.

\$20 was presented to Daniel S. Conway, 65 Second Street, Troy, a Senior Mail and Supply Clerk in the Animal Industry Division of the Department of Agriculture and Markets. Mr. Conway's proposal to substitute a date perforating machine in place of the previous method of hand stamping has increased speed in processing and has also insured more accuracy in stamping.

Others Win

\$15 went to Max Fehder, 4915 Broadway, Woodside, an Unemployment Insurance Claims Examiner in the Employment Division of the Department of Labor. Mr. Fehder's two employment form revisions have resulted in improved understanding on the part of the claimants which in turn has speeded up the processing of claims.

never made any unreasonable requests to the Board of Supervisors. We stand ready to prove any of our projections. In fact, the office of the County Executive has never disputed our submissions as to factual correctness.

"I respectfully request that you members of the Board of Supervisors grant our request for overall salary increases in the 1958 Budget."

\$10 was awarded to Anne E. Benoit, 7 Lewis Street, Cohoes, a Senior Account Clerk in the Labor Department's Employment Division. Miss Benoit's revision of three employment forms has insured conveyance of correct information to employers thus eliminating needless correspondence and telephone calls.

\$10 was received by Robert H. Hilligas, 359 Sanders Road, Buffalo, a Senior Unemployment Insurance Claims Examiner in the Employment Division of the Labor Department, who devised a new form to be used in conjunction with pertinent insurance forms presently in use to insure easier reading and understanding of the insurance records.

\$10 was awarded to Jane Lipschutz, 308 Beach 39 Street, Edgemere, Long Island, a typist in the Labor Department's Workmen's Compensation Board. Miss Lipschutz's idea has, as an end result, substituted the use of photostat equipment to replace the typing procedure used previously.

Form Letter Devised

\$10 went to Mrs. Elizabeth Lique, 21 Palma Boulevard, Albany, a Clerk in the Municipal Services Division of the Civil Service Department, who devised a new form letter to be sent to local Civil Service Commissions requesting announcement of scheduled examinations.

\$10 was presented to Helen I. Pease, 236 Western Avenue, Albany, a Junior Personnel Technician in the Civil Service Department's Municipal Services Division. Miss Pease devised a new form to be used for transmittal of examination results to the city and county Civil Service Commissions. This proposal has resulted in a savings of the time previously spent typing this information.

\$10 was granted to Jerry Rose, 152 Willow Street, Brooklyn, an Unemployment Insurance Claims Examiner in the Labor Department's Employment Division. Mr. Rose suggested a revision of an employment form which resulted in obtaining more accurate information thus eliminating unnecessary correspondence.

These and other suggestions have been responsible for saving the New York State taxpayers over one and one-half million dollars since the Employees' Suggestion Program began. The opportunity for State employees to participate in this Program is unlimited and Chairman Igoe encourages all State employees to take advantage of this opportunity.

MILTON KAPLAN NEW AIDE TO HARRIMAN'S COUNSEL

ALBANY, Dec. 9 — Governor Harriman has appointed Milton Kaplan as administrative assistant to counsel to the Governor at \$13,870 a year.

Mr. Kaplan, who lives in Albany, received his law degree from Harvard Law School in 1940 and was admitted to the New York Bar in 1941. He served as an Assistant Attorney in the State Department of Law, was Corporation Counsel of the City of Cortland and is a member of the Association of the Bar of the City of New York. He has been an associate counsel for municipal affairs in the State Department of Audit and Control since 1954.

AIDE IS AUTHOR

ALBANY, Dec. 9 — Marjorie Scherwitzky, assistant professor of education at Oneonta State Teachers College, has written an article on Children's Literature in Foreign Countries for the *Wilson Library Bulletin*.

NEWARK SCHOOL HONORS LONG SERVICE



Veterans of 25 years of State service were honored at Newark State School. Pins were presented by Dr. Murray Bergman, assistant director. Seen from left, Raymond Canne, Harold Och, Audrey Harding, Dr. Bergman, Floyd Fitchpatrick, Dr. Frank R. Henne, director; Russell Strong, Lillian Peisher, Raymond Schneider, Mae Burns and Albert Cowles. Not present for the picture was Vivian Martin, also a pin recipient.