

Assn. About to Confer on Pay And Fringe Benefits Proposed In 'Package' Offer by State

CSEA Wants Observer At Hygiene Dept. Quiz

ALBANY, Dec. 5—The Civil Service Employees Association has asked Dr. Paul Hoch, State Mental Hygiene Commissioner, to allow its legal representative to sit in on future hearings or investigations in the Department.

To protect both the good name of State workers and to assure a fair judgment in such hearings or investigations, Mr. Powers asked that the Association be permitted to be represented at any hearing or conference. The Association is particularly interested in the employee side of any suit being presented.

Text of Letter

The full text of his letter follows:

We at the Association read with considerable surprise the articles in the November 18, 1955 issues of the New York Times and Herald Tribune concerning the charges made against employees at Wassaic State School.

As we understand it certain practicing attorneys complained either to you or the Governor concerning alleged mistreatment at Wassaic of their clients. The New York Times article recited that a hearing was held under the auspices of your Department at which certain of your departmental personnel were present together with the attorneys for the former inmates. As we understand it no legal proceeding has been commenced by these attorneys on behalf of these clients nor have any specific charges

been made by anyone in authority against any of the employees at Wassaic State School in connection with this matter.

I am sure that you realize that the Association, representing as it does the great bulk of State employees is just as anxious as you are to remove from State service any employee who would in any way abuse or mistreat the wards of the State. At the same time we feel that the unavoidable (so far as you were concerned) publicity which attended the as yet completely unsupported charges certainly tends to reflect discredit on the entire institutional service of the State. We are confident that the charges reported in the Times article will ultimately be completely disproven.

Reasons on Request

However, because of the serious implications of this matter to State employment and to the institutional service as a whole, and as the representative of the vast majority of State and institutional employees, we respectfully request that you permit us to be present by our legal representatives at any future hearings, conferences or investigations in this matter wherein any evidence or testimony is given by or on behalf of the former patients, or by, or on behalf of, or against, any employees of Wassaic State School. We assure you that it is our desire in this connection to represent only the interests of the employees as a whole, knowing as

(Continued on Page 16)

ALBANY, Dec. 5—The Harriman Administration is studying three main areas of importance to State employees in preparation for the start of negotiations with representatives of the Civil Service Employees Association on administration-proposed employee benefits in 1956.

Those areas, under study, indicate the Administration is thinking in terms of a "package" program to include (1) salary adjustments, (2) improvements in fringe benefits, and (3) stepped up mileage and subsistence allowances.

Fringe Benefit Report

No date has yet been set for the start of negotiations with Budget Director Paul H. Appleby

and other officials, but a meeting this month is possible.

Meanwhile, Budget officials are studying a 42-page fringe benefit report, which delves deeply into the cost and operation of a pre-paid health insurance program for State workers, as well as figures on payment of overtime. The report was prepared by the Personnel Services Division of the State Civil Service Department, under the director of Edward D. Meacham, division director.

The study reportedly compares fringe benefits of employees in government jurisdictions with those in industry, and also reviews the status of fringe benefits in State service.

In addition, Budget aides are

looking into an Audit and Control report dealing with subsistence allowances and mileage rates given State workers for travel on State business.

Subsistence to Go Up

Some improvement, at least in subsistence allowances in the larger cities, is reportedly assured. CSEA representatives will press for a substantial upward revision.

One exploratory meeting has been held between CSEA officials and Budget officials.

Governor Harriman is reported personally to favor a "package" program of benefits for State workers, which he could announce either in his legislative or budget message to the Legislature.

State to Reveal Next Month Its Plan for Attendance Rules For Institutions and Offices

ALBANY, Dec. 5—The State Civil Service Department is "shooting for the early part of January" to make public a draft of proposed changes in the Attendance Rules.

In a communication to the Civil Service Employees Association, William J. Murray, Civil Service administrative director, said a completely revised draft is "in sufficiently rough form that we think

it should be further revised before it is ready for public consideration."

The draft incorporates the rules for both institutional and office employees in one set, Mr. Murray said.

CSEA has requested such incorporation, declaring that uniform treatment of both groups of State employees is imperative.

Nassau Aides Await Word on Pay Increase

MINEOLA, Dec. 5—At LEADER presstime, employees of Nassau County were awaiting word on whether their request for a 7 per cent salary increase in 1956 was approved by the County Board of Supervisors.

The employees made their final bid for next year's pay adjustments at a budget hearing held on November 30. Irving Flaumenbaum, president of Nassau chapter, Civil Service Employees Association, urged the Board to include in the 1956 county budget sufficient funds to provide for the raises, for longevity pay, and for further employee benefits.

Mr. Flaumenbaum pointed out that there has been no general pay increase for the county workers in more than three years.

CHRISTMAS GREETINGS

from the Governor

It gives me a great deal of pleasure to extend my very best wishes to my fellow-employees of the State of New York and to their families at this joyous season of the year. I wish it were possible for me to greet each of you personally.

As we pause in celebration I hope we will all look beyond the mistletoe, tinsel and gaily wrapped packages to the more noble ideals of Christmas—peace and good will toward men everywhere.

Your unselfish efforts during 1955 have gone a long way toward making our State a better place in which to live and work. I am grateful to you for your loyal and devoted service and I am proud of your achievements.

May the Christmas Season bring to each of you the happiness you so richly deserve. And may the New Year be filled with good health and prosperity for all of you.



L. I. Bowlers in First-Place Tie

COMMACK, Dec. 5—Central Islip Team 4 shut out Pilgrim State Team 5 to go into a tie for first place in the Civil Service Bowling League of Long Island.

Central Islip Team 2 upset the strong Kings Park No. 1 team 4 to 1 and moved into a tie for third place.

In two other upsets, Kings Park shut out Pilgrim 7, and Central Islip 3 nosed out Central Islip 1 by a score of 3 to 2.

Standings: Kings Park 6, 35 and 20; Central Islip 4, 35 and 20; Central 2, 31 and 24; Pilgrim State 7, 31 and 24; Central Islip 1, 29 and 26; Pilgrim State 5, 25 and 30; Kings Park 3, 19 and 36; Central Islip 8, 15 and 40.

PUBLIC HEALTH THERAPIST LIST ISSUED BY STATE

A three-name State open-competitive eligible list has been issued for supervising physical therapist (public health). Marion L. Holmes of Utica heads the roster. Six candidates had applied for the \$4,350 to \$5,400 jobs.

Integration Report To State Legislature Expected Next Month

ALBANY, Dec. 5 — The State Pension Commission is expected to report to the Legislature about the middle of January on proposals to integrate Social Security with public employee retirement systems of the State and its localities, although the Commission has until February 15.

The Commission is awaiting the estimate of its actuaries on the probable cost to employer and employee under various proposals.

One of the proposals would not increase the employee's cost, be-

cause the State, or other public employer, would bear what otherwise would have been the employee's extra cost. That extra amount would probably run about 2½ percent, some experts estimate.

The proposed integration has excited the deep interest of many public employees. The exclusive articles and news stories The LEADER has been publishing have evoked one of the most striking responses in years. Some letters were published last week. Others follow:

WHEN SOCIAL SECURITY PENSION IS SUSPENDED

Editor, The LEADER:
I worked for private industry, was covered by Social Security for such service, and will be entitled to a Social Security pension of about \$50 a month. From private industry I switched to Federal employment, and am a member of the U. S. Civil Service Retirement System. If I continue working for the Federal Government until I am 70, I would get a pension from the retirement system of about \$100 a month. Would the Social Security Administration really take the \$50 away from me? That would upset all my plans for the future. Everybody is entitled to keep all he can earn after he is 72, without suspension of Social Security pension benefits. Why should Federal employees be excluded? T. B.

Answer—Retirement benefit is not income for Social Security purposes. Under present law you would be able to draw both pensions. The exception you refer to relates to the \$1,200 limit on income from gainful employment, or self-employment. If that amount is exceeded, the Social

Security pension is suspended, except for persons over 72. Such suspension, for those not 72 or over, is required by law and applies to all, not only retired Federal employees.

5-POINT PLAN PROPOSED FOR SOCIAL SECURITY BENEFITS

Editor, The LEADER:
Our organization has taken a definite stand on Social Security. The following summarizes our five main points:

1. Reserves in the present retirement systems not to be jeopardized.
2. Add the benefits of Social Security to those provided by the retirement system.
3. Maintain complete separation and independence of retirement system and Social Security.
4. Allow present and future members a choice of retirement options similar to those now provided in the retirement system.
5. Maintain simplicity of computing benefits and administration.

Buck Is Reported Impressed
We have discussed the subject with various NYC officials and members of the NYC Employees Retirement System. We conferred with George B. Buck, actuary of the NYC system. He showed considerable interest and said he believed that our plan is superior to any other proposal.

The plan being considered by the State Pension Commission, as outlined in The LEADER, does not meet with our approval. In
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Delk Says Merit Alone Now Rules Internal Revenue

O. Gordon Delk, who has risen in 28 years from messenger to Deputy Commissioner of Internal Revenue, said that the Service is under the merit system, from top to bottom. A reorganization has been completed.

Training programs to show employees how to do a better job and help them climb the career ladder is an important part of the new look in the Internal Revenue Service, he said. About 200 employees have been sent to the advanced training center run by the University of Michigan.

A plan for recruiting new revenue agents from college graduating classes has been worked out. Entrance requirements have been raised.

"A great deal remains to be done," Mr. Delk added. "I think we have laid the groundwork for a career service in which merit is the sole basis for advancement."

He tells about the reorganization in an article in Good Government, published by the National Civil Service League.

State Employees Respond Briskly to Payroll Plan On U. S. Savings Bonds

ALBANY, Dec. 5—More than 23,000 State employees are buying U. S. Savings Bonds by the payroll deduction plan, Comptroller Arthur Levitt announced.

As a result of a drive, which Mr. Levitt headed, 17,850 additional State workers signed up for the program.

In a report to The LEADER, it was disclosed that the State Civil Defense Commission turned in an outstanding canvass job by signing up 100 per cent participation by staff members.

The State Commerce Department received special praise for reporting more than 50 per cent of its employees were participating.

More than 100 units within State service turned up better than 50 per cent support, and will receive U. S. Treasury Department citation awards.

In addition, there were 2,859 old subscribers who boosted their rates during the drive.

Old and new subscribers will increase the purchasing of bonds

by State employees by \$3 million.

Results Tabulated
Here is the breakdown by departments of new bond subscribers:

Department	New Subscribers
Executive	1213
Audit and Control	279
Law	108
Agriculture and Markets	85
Banking	44
Civil Service	48
Commerce	333
Conservation	590
Correction	870
Education (including State University)	722
Health	622
Insurance	161
Labor	1,816
Mental Hygiene	6,419
Public Service	213
Public Works	2,170
Social Welfare	250
State	89
Taxation and Finance	1,491
Miscellaneous (including State Fund, NY State Thruway, Bridge Authority, etc.)	547
Totals	17,850

Panel to Ponder 'Fringe on Top'

Fringe benefits for workers in government and private industry—"The Salary with the Fringe Benefits on Top"—will be the topic of the December 13 meeting of the Capital District chapter, American Society for Public Administration. The public is invited to the session, which gets under way at 8 P.M. in Hearing Room 1 of the State Office Building, Albany.

Edward D. Meacham, the State Civil Service Department's director of personnel services, and C. G. Marcy, a consultant on employee benefits research for the General Electric Company, will be panelists. Charlie A. Pearce, the State Labor Department's director of research and statistics, will be moderator.

BIAGGI RENOMINATED
Acting Lieutenant Mario Biaggi has been nominated for re-election as president of the Columbia Association of the NYC Police Department. He is unopposed in his bid for a fourth term.

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Inquiry Baffled as Young Admits Even He Doesn't Know What 'Security Risk' Means

WASHINGTON, Dec. 5 — If Chairman Philip Young of the U.S. Civil Service Commission were taking an exam, instead of giving one, for a Federal job, and were asked, "What constitutes an employee a security risk?" he would have to leave the space blank, or write, "I don't know." He testified before the Senate Subcommittee on Constitutional Rights that he does not know what a security risk is.

The admission was made after he had testified that three-quarters of the separations for cause, that were made by Federal agencies, were for the normal reasons.

The separation list had been previously circulated as if it were one involving employees who were security risks. But that could not be, since even Mr. Young does not know now—though he may have thought he knew once—what a security risk is. Actually, employees have been dismissed on security grounds, although the charges made against them mentioned nothing about security. The accusation may have involved drunkenness or blabbering.

Embarrassing Moment

Whatever a security risk is, it is not to be confused with a loyalty risk. The loyalty program, separate from the security program, deals with support of the American form of government by a citizen of that government. The security program applies to an employee's character, ethics, and the like, aside from considerations of patriotism, though the two may sometimes not be far apart, a point Mr. Young made, in explaining why he could not sharply define a security risk.

What embarrassed Mr. Young, but not for long, was the fact that as recently as February 14, 1954, when the security program already was a year old, in an official statement concerning statistics on separations for cause, he used the phrase "security risk" not once but several times. "That," explained Chairman Young, "must have been before I learnt better."

Admittedly Difficult Task

Both the security and the loyalty programs are under investigation by Senate subcommittees. Neither program has worked to any official's acknowledged full satisfaction. While it is realized that it is difficult to devise either type of program so that it will be safe to both the employer and the innocent employee, enough evidence has been produced to show that, so far as employees

are concerned, both programs are loaded with dynamite.

The danger is increased by the



PHILIP YOUNG

claim of agencies that they have the authority to fire at will and finally, without specific charges or hearing, a question that the United States Supreme Court has consented to consider, in an appeal by an aggrieved employee.

Accusative Cards

As an indication of how a case against some employee can get started, if his name is on a card in the file of 2,000,000 he may expect to be investigated thoroughly, though the data on the file was obtained only from some "public source," like a newspaper clipping. These 2,000,000 were allegedly affiliated with "some sort of subversive organization or activity," activity including even the fact of being only the husband of a woman who herself was under suspicion.

Mr. Young testified that the Commission has another file, this one with 5,000,000 names of persons the Government has investigated in connection with possible hiring, or disciplining, including dismissal, dating back to 1939.

Some employees quit, rather than wage litigation against the Federal government. Between May, 1953, and September, 1955, 5,920, concerning whom there was "security information" in the files, resigned. This would bring the total who resigned for such reason to 8,605 under President Eisenhower's executive order establishing the security program.

ERIE COUNTY LIST

A one-name open-competitive list has been issued for junior, Erie County Department of Buildings and Offices.

Opinions by Javits

Following are summaries of opinions by Attorney General Jacob K. Javits:

Formal

Promotion — An incumbent, whose position was reclassified to the next higher title in same promotional series, can not be legally promoted to the reclassified title from a promotion eligible list for such higher title in effect on April 1, 1954, if the list was not in existence on the date of reclassification. (Laws of 1954, Chapter 307).

Retirement — A Division of Military and Naval Affairs employee's retirement rights under Section 214 of the State Military Law are not impaired if he serves in

a civil defense position, as such jobs are under the same Division, but he must return immediately to the other type work in the Division, when the civil defense assignment ends. Such prompt return would not constitute a "re-entry." In any case of "re-entry" the retirement rights would not survive under Subdiv. 6, Section 214 of that law. (Laws of 1955, Chapter 307).

Informal

Village Vacancies — It is not believed that a board of trustees may properly fill a vacancy in a village office before the effective date of the resignation submitted by the resigning officer. (Public Officers Law, Section 30).

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Governor Should Look To His Own 'Family,' Too

LAST WEEK Governor Harriman declared a "war on poverty." In his television program he suggested several ways in which he believed this war could be won. Some of these ways are of particular interest to the public servants of the State. In accordance with the Governor's broad program, it is expected that this year we will look to the correction of certain bad conditions existing among public employees.

Governor Harriman recommended the broad extension of unemployment insurance coverage. The State civil servant now has this coverage and the municipalities are empowered to extend the same coverage to their civil servants. However, as far as we know only one community in the State has taken advantage of this program. In the event of a layoff the employees of the municipalities have no way of getting any interim financial assistance while looking for new jobs, except relief.

The Governor also recommended an amendment of the prevailing wage law for public works by requiring non-unionized contractors to give the same "fringe benefits" as unionized contractors pay. Why not require that the prevailing wage be paid for all skilled labor in the public service? There are many persons working in the skilled trades in the public service, doing exactly the same work as their brothers in industry, whose salaries are computed on hourly wages well below the prevailing rates paid outside.

On another point the Governor asked for the elimination of the "loopholes" in the law requiring equal pay for women.

There are a large number of women discriminated against in the public service. They are the women in charge of female prisoners working in the State's correctional institutes. Their work parallels the hazards, duties and responsibilities of their male counterparts in the State's prisons.

Yet, these women custodians are paid more than \$500 a year less than are the prison guards.

We believe with the Governor in the elimination of poverty. We believe that if we are successful we will be taking a long step towards peace in the world and we hope that in the formulation of the Governor's bold program he will not overlook some of the specifics we have suggested.

Final Plans Set for Dec. 15 Chanukah Fete

A capacity crowd is expected at the fourth annual Chanukah dinner-dance of the Association of Jewish State Employees. Final plans have been made for the event, to take place December 15 at the French Roumanian Restaurant, 105 Delancey Street, NYC.

President Morris Gimpelson reports the brisk sale of tickets.

Invited guests include State Tax Commissioner George M. Bragdon, Tax Commissioner Ira Paley, Superintendent of Insurance Leffert Holz, Motor Vehicle Commissioner Joseph P.

Kelly, Deputy Commissioner William A. Carroll, Workmen's Compensation Commissioner Max Merkin, President Catherine Hafele of the Dongan Guild, Gladys Snyder of the St. George Association, and President James Buccellato of the Columbia Association.

Motor Vehicle Deputy Commissioner Morris J. Solomon is in charge of the guest committee.

Lighting the Menorah

A feature of the dinner will be the lighting of the Chanukah Menorah by Ben Kramer and Lola Aaront, association vice presidents.

Reservations may still be made, said President Gimpelson, by contacting the following department ticket chairmen:

80 Centre Street: Ben Kramer, Room 260; Ruth Warshaw, 274; Edna Carlin, 275; Minnie Gray, 255; Lola Aaront, main floor; Etta Axenzoff, main floor; Rose Sivakoff, Room 552, and Herman Alpert, 736.

199 Church Street: Al Greenberg, Pearl Freedman and Abe Schwartz, 10th floor.

270 Broadway: Murray Nadler, 28th floor.

320 Schermerhorn Street, Brooklyn: Marty Maisel and Sylvia Schlieferman, main floor.

ORLEANS COUNTY CLERK NAMED

Thomas A. Crowley of Medina has been named Orleans County Clerk for the remainder of the year. He succeeds Murray L. Richardson, resigned.

Civil Service Christmas Fete Coming Dec. 22

ALBANY, Dec. 5—The Department of Civil Service will hold its annual Christmas party at the Knights of Columbus Hall, 131 North Pearl Street, on Thursday, December 22. Edward D. Meacham, director of personnel services, is general chairman.

Lawrence W. Kerwin is serving as coordinator of the various committees, which are headed by Margaret B. Delehanty, decorating; Janet Macfarlane, food; Virginia Leatham, tickets; Louis Litzel, entertainment; John J. O'Brien, refreshments; James Quigley, finance; Emma Belogna, serving; Thomas M. McAllister, publicity; Roy Haskell, hall; John Dolan, printing.

Herzstein Back on Job

Harold Herzstein, NYC regional counsel for the Civil Service Employees Association, has resumed active work after recuperating from a heart attack suffered three months ago.

Mr. Herzstein was present at the meeting of the Association's board of directors, held Nov. 29. He announced his return to active practice at that time.

'Bring a Toy' Party Set by Dongan Guild

The Dongan Guild of State employees is holding a Christmas party on Friday, December 9 at 8 P.M. at the New York Foundling Hospital, 175 East 68th Street, NYC.

"All members, their families and friends are invited," said President Catherine C. Hafele. "Admission? Bring a toy for an orphan, a gift for a patient in the Rosary Hill Home for Incurable Cancer, or a donation for 'Operation Santa Claus.'"

Operation Santa Claus is a fund to provide Christmas gifts and comfort for the children and patients.

There will be refreshments, entertainment and dancing.

Daniel Farnan is general chairman, assisted by co-chairmen Mary Donovan of the Workmen's Compensation Board and Dorothy Wilson of the State Insurance Department.

Protest Results Of Oral Test for Employment Jobs

Protests are being recorded against ratings in the oral part of the State's employment security manager exam.

It is reported that, of 30 successful candidates in the written part of the promotion test, 18 failed the orals.

"It seems inconceivable," said Henry Shemin, chairman of the Metropolitan Conference, Civil Service Employees Association, "that men who scored in the high nineties on the written test, and who received the highest service ratings, should be marked Disqualified in the orals."

John J. Kelly Jr., CSEA assistant counsel, has written to Civil Service Commission President Alex A. Falk on the matter.

Southern Conference To Plan United Action On Raise, 40-Hour Week

NEWBURGH, Dec. 5 — The Southern Conference, Civil Service Employees Association, will hold its winter meeting at the Newburgh Armory on Friday, December 16 at 8 P.M.

The session will be devoted entirely to the CSEA legislative program. John J. Kelly, Jr., Association assistant counsel, and all Conference chairman have been invited to join the Southern Conference in formulating plans for an all-out, unified drive to gain a 20 per cent salary increase and maximum, mandatory 40-hour work week.

"In the past," said Conference President Charles E. Lamb, "State employee have been given vague promises that failed to materialize. This year we must demand action from those we help elect to office."

"I agree with the Metropolitan Conference that the individual vote of legislators should be publicized," he said. "State employees' votes in '56 will be keyed to what the Legislature and the Administration do about salaries, the work-week, and other employee matters."

Mary Krone to Address Central Conference Jan. 21

State Civil Service Commissioner Mary Goode Krone has accepted an invitation to address the Central Conference meeting of the Civil Service Employees Association to be held in Utica on Jan. 21.

Edwin T. Smith, chairman of the host chapters of the Utica area, announced Miss Krone will share the speaker's rostrum with Utica City Judge Walch.

The advisory committee of the Conference will meet at the Hotel Onondaga in Syracuse on December 11 at 1 P.M., Charles Methe, Conference president, announced.

The session will be held in order to formulate plans for the January meeting. Formation of committees will be completed; the agenda will be drawn up and proposed legislative action for presentation to delegates at the



MARY KRONE

meeting will be discussed.

Serving on the advisory committee with Mr. Methe are Raymond G. Castle, Florence Drew, Irma German, Emmett J. Durr, Ella Weikert, Helen B. Musto and John E. Graveline.

Sol Bendet Is A Grandfather

A daughter, Alissa Ellen, was born November 25 to Mr. and Mrs. Martin Ballot.

Mrs. Ballot, the former Barbara Bendet, is the daughter of Mr. and Mrs. Sol Bendet. Grandpa is Insurance Department representative on the Civil Service Employees Association Board of Directors, and president of the New York City chapter.

Mr. Ballot, now serving with the U. S. Army, is an examiner in the State Insurance Department in civilian life.

Alissa Ellen is the Bendets' first grandchild.

MHEA 'On the Air' In Rome-Utica Area

Employees of Rome State School, Marcy State Hospital and Utica State Hospital are reminded to listen to a broadcast over radio station WKAL at 5 P.M., 8 A.M. and 9 A.M., in regard to their Mental Hygiene Employees Association.

"It is a broadcast for members," said Dorris Blust, MHEA secretary-treasurer.



Tom Evers and Phil Natcherian, employees of the Truck Mileage Tax Bureau, held their well-earned Tax Chapter Golf Trophies. From left, Gene Walther, editor of Tax Chapter News; M. Celeste Smith, the bureau employees' CSEA representative; Lt. Col. Louis Nolfo, bureau director, who made the presentations; Norman Brundige, sports editor; Mr. Evers; Bernard Schmah, chairman of the golf tournament; Mr. Natcherian, and George W. Hayes, chapter president.

Employees Have Wide Choice Of Companies Under New U. S. Health Insurance Plan

WASHINGTON, Dec. 5 — Inability to reconcile sharp differences of opinion on how a limited number of companies could acquire eligibility to offer health insurance to Federal workers, the Eisenhower Administration has practically decided to offer a bill under which all companies would be able to fight it out among themselves for the "business."

The proposal, never seriously considered, that the Federal Government itself should do the insuring, has been practically abandoned.

The new plan, which would cover medical and hospitalization costs, within limits, would remain one in which the Government contributes a share. It is reported that, though the bill may call for a one-third share, the Administration would go along with any figure not requiring sharing more than half the cost.

Singly or in Groups

To be eligible, companies would have to get the approval of the Department of Health, Education and Welfare. Employees would be allowed to choose whatever plans they prefer, from among those offered by approved companies.

All the large organizations of-

fering either or both forms of insurance are considered certain of approval. Such factors as how long a company has been in business, how prompt it is in reimbursing members, and what are its capitalization and reserves, would be determining. Few organizations would be unable to meet minimum requirements.

Employees would be able to choose individually, or through medical groups of their own formation, the companies with which they prefer to deal.

150 Attend Newark Dinner

NEWARK, Dec. 5 — The buffet style dinner held November 16 at the V.F.W. Home by Newark chapter, CSEA, was a great success. More than 150 members and visitors attended, the largest attendance on record for a regular monthly meeting. Catherine Curtin, dietitian, was chairman for arrangements. Pauline Fitchpatrick, president, appointed the following committees: legislative Benn Townley, Jr., chairman; grievance, Mrs. Marie Donaldson; publicity, the Rev. John A. Connolly and Mrs. Bessie F. Darrow; sunshine, Mrs. Hazel Martin; retirement, Dr. Murray Bergman; membership, Mrs. Leona Manley. Claude E. Rowell, president of the Western Conference, announced that Newark chapter can take pride in having the highest percentage of incoming members to the Association from among the employees of the school. Henry Galpin, CSEA salary research

analyst and guest speaker of the evening, discussed the program of a 40-hour work week, liberal retirement allowance, State-paid insurance, and time and half pay for overtime above 40 hours. He said that the CSEA is not taken lightly in Albany, and that the strength of the organization does have its effect on Albany's thinking regarding its employees.

The annual Christmas party is scheduled for December 14. Please bring 50-cent gift for exchange. Refreshments will be served. Time and place to be announced later.

Congratulations to Gail Roemer, medical office, and Robert Schutt, who were married November 26 at the Arcadia Reformed Church in Newark. They will be honeymooning in Florida.

Theresa Frey, who sustained an ankle injury, is confined at her home. . . . Harold Lytle and family spent Thanksgiving in Watertown visiting relatives. . . . On November 14 Helen Howell, head nurse at the Girls' Hospital, was honor guest at a dinner given her at "Speck's." She is leaving with her family to make her home in Florida.

Infirmity II employees entertained Mrs. Verna Gregor at La-Cantina, Lyons, in honor of her marriage October 23. . . . Neola Browning spent a few days with her sister, Mrs. Lester Garager, at Hilton, N.Y. . . . Mr. and Mrs. Charles Berger drove to Levittown, Pa., to spend Thanksgiving with Mr. Berger's daughter and family, Mrs. Marion Foster Beal.

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Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 15.

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CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of special importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

The NYC Policeman and the State Prison Guard

MILLIONS OF T.V. fans have been made aware of the tough recruitment problem which exists in obtaining qualified men for uniform jobs. NYC Police Commissioner Kennedy made a T.V. appeal for more candidates to take the City's police examination. Only 25 percent of the usual number of applicants had filed prior to this appeal. And the City has extended the filing period two weeks in hopes of attracting more potential patrolmen.

NYC police receive \$5,440 a year after three years. Starting pay is \$4,000 a year with retirement at half pay after 20 years. In pay, retirement, hours worked, this beats the State prison guard job a million ways. Commissioner Kennedy is smart enough to know that the problem is an economic one and is working hard to increase salaries and make the job otherwise attractive.

Recruiting May Be Off in NYC, But . . .

This recruitment problem percentwise is much more acute in State prisons. But what is the State doing to recruit help? Nothing—not a damn thing. Prison guard lists are quickly exhausted. New exams are given with the same result. Until 1940 it was the usual thing to have 5,000 to 10,000 applicants for a prison guard exam with approximately half these candidates from NYC. Today we get 700 or 800 filing with a list of about 250; practically no applications from NYC. If the City police exam is bypassed by these qualified men, it is easy to understand why they don't want to be State prison guards.

Prison guards in general are faced with a desperate dilemma. Police can appeal to the general public and are generally assured of a sympathetic attitude. On the other hand, the public, State legislators and other elected officials begrudge every nickel spent in prisons. The only time money is expended freely in prisons is after riots, killings, etc.

What then is the answer? How are these employees going to get a decent pension, 40 hours a week, adequate pay?

First, they must all become politically conscious. When your livelihood depends upon politics, you must take an interest in politics. The attitude of "Let the delegate or president of the organization do it" must go; we must all do it together.

'Sell' the Public, the Politicians

Secondly, we must sell the public, the public in this case being your neighbors, friends and people in your community. It is not enough for only you to know the inequities that exist in civil service. The average taxpayer—the backbone of any government—must also be made aware of this situation. A comprehensive program of public relations must be undertaken by all State employees citing the splendid job performed by these loyal public servants.

Third, a constant stream of letters should be directed to the State Capitol by employees, their families and interested taxpayers, calling to the attention of elected officials various promises made to civil servants which await fulfillment.

The consolidated efforts of those working in behalf of State employees will produce results. We must start pushing now; it is much later than you think.

End of 48-Hour Week Called Top Project

Abandonment of the 48-hour work week is the "number one" problem of State institutional employees. F. J. Krumman, president of the Mental Hygiene Employees Association, has reminded Gov. Averell Harriman.

In a letter to the chief executive, Mr. Krumman stated that not only would the Governor be fulfilling a promise if he grants the 40-hour work week to all State employees but would give morale employee a boost that would result in greater working efficiency.

The full text of Mr. Krumman's letter follows:

"Our Mental Hygiene Employees Association and our hospital employees are very concerned regarding your views on a maximum 40-hour work week for all State employees.

We note carefully that you and members of your staff have gone on record on several occasions as being hopeful of abandoning the 48-hour work week for State employees as soon as possible.

Our Association members and officers consider this the Number One problem of the institution employees in State Service.

The compulsory 48-hour work week has reflected seriously in the

caliber of personnel the State has been able to attract in recent years, and to the morale of the institution employee. The level of an employee's morale has a great effect on the job he can do in assisting hospitalized patients. We have noted time and again that the workers with good morale seem to do much more in helping patients to recover than those who are unhappy.

We would appreciate and welcome any consideration that you and your Administration may take in your present budget recommendations and preparation for the coming Legislative Session. Many of our employees are confident that you will do your best to give them the same work week as is enjoyed by other State workers."

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Former Mayor Heads State Unit

ALBANY, Dec. 5—Former Mayor Thomas L. Holling of Buffalo has been named chairman of the State Apprenticeship Council, which makes rules and regulations covering apprenticeship agreements. The council is part of the State Labor Department.

NAMED TO TRAINING POST

Ernest A. Curtin, technical advisor in the N. Y. Regional office of the Internal Revenue Service, has been named as a candidate for the first training session of the agency's executive development program. He is one of 12 agency aides selected throughout the nation.

EMPLOYEES ACTIVITIES

The P. McHugh Retire From Binghamton State

BINGHAMTON, Dec. 5 — Mr. and Mrs. Patrick J. McHugh have retired from Binghamton State Hospital. Mrs. McHugh completed 30 years' service and Mr. McHugh 27½ years. Mrs. McHugh is the former Anna Marie Corry, born in County Clare, Ireland.

During World War II, Pat assisted with civil defense, worked with the fire department, and served on the hospital's food committee.

The couple is residing at 25 Riverview Avenue, Binghamton.

Coxsackie Aides Honored at Dinner

WEST COXSACKIE, Dec. 5 — More than 120 employees of the Vocational Institute honored fellow-employees at a dinner-dance November 10. William P. Cooney, president of Coxsackie chapter, CSEA, presided, and addresses were given by Superintendent Donald D. Scarborough, Assistant Superintendent Louis A. Gilbert, and Edward A. Lalor, CSEA employee representative.

Honored on their retirement were Idese A. Bourdon, Peter C. Christensen and Howard W. Pillsworth. Those promoted: Daniel McMann, Francis P. Foley and Richard Prendergast. Transferee: Robert J. Whiting. Resigned: Thomas M. Donovan, Bernard H. Gregory and Stanley E. Stickers.

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Human Side Of the Tax Dept.

Parties Galore to Mark Holiday Season

Wanna go to a party?

There are plenty in the works for Tax employees, with Christmas just around the corner.

Here's the schedule:

Dec. 13th: Corporation Tax Bureau employees will observe the Christmas spirit at a party at Jack's Restaurant, Albany, with Bernard Schmahj in charge of the festivities.

Also on the 13th will be the Truck Mileage affair, with Tom Perry in charge at the Fuller Road Fire House.

On Dec. 15th, the Treasury and Unemployment Insurance Benefits section employees will hold a joint affair in Kapp's-in-the-Hollow, with Howard Fox and Clarence Wagner, co-chairmen.

On Dec. 19th, the administrative bureau will hold its Christmas Party in the Sheraton-Ten Eyck Hotel, beginning at 5:30 P.M. A buffet supper will be served at 6:45. Tax Commissioner George Bragalin will attend.

The committee for the party includes Betty Canton, George Hayes, Mrs. Junata Lewis, Mrs. Muriel Wilkinson, Miss Alice McGeary, George Hepp and Harry Farrington.

Also on the 19th, the Motor Vehicle Bureau will celebrate at Panetta's Restaurant, Menands, under the chairmanship of Bernice LaRosa.

Another 19th party will be held by the Miscellaneous Tax Bureau and the Traffic Commission at the Sheridan-Ten-Eyck Hotel, with Salvatore Fillippone in charge.

Research and Statistics staffers will gather at Beck's Restaurant, near Albany, on the 19th to observe the traditional holiday party. Basil Scott is the chairman.

On Dec. 20th, the Collection Bureau will hold a Christmas office luncheon. Louise Pembleton is chairman.

Christmas parties scheduled in the Income Tax Bureau: Business Section—December 22, Lou Vella, chairman. Time and place to be announced.

Computing Section—December 14, Keane's Tavern, Lois Vita, chairman.

Administration Section—(Includes all of the 10th Floor)—December 20, University Club, Joan Ross, chairman.

Applications for PATROLMAN Remain Open Until Dec. 13th (Applications for Policewoman Have Closed)

PATROLMAN and POLICEWOMAN

Official Written Exams Are Scheduled for January 28th

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TUESDAY, DECEMBER 6, 1955

More Disuse Than Abuse Of Sick Leave Is Shown

Charges that U.S. employees, particularly postal workers, abuse sick leave privileges, were made on the floor of Congress, and an investigation was ordered. Now Federal agencies are checking independently on how many of their employees have large sick-leave backlogs.

There is a limit to the amount of sick leave that can be accumulated, little point in giving any figure in excess of that limit, yet some point in stating how many years have elapsed without certain employees taking any sick leave at all. There must have been days when some of those employees felt far below par, but they went to work just the same.

One small postal unit now reports that 11 employees accumulated 2,776 hours of sick leave, or more than 250 hours each. Not one of the 11 took any sick leave in 33 years.

Disproof Is the Prescription

The U.S. Civil Service Commission does not share the view that there has been any sizeable abuse of sick leave privileges. So long as employees are human beings there will be some with individual human failings, even occasional zest to wring the last minute of sick leave from an employer, though there appears to be more proof of disuse than abuse of sick leave.

Charges of any wide abuse should not be allowed to remain merely unsubstantiated, but should be disproved. The fillers that newspapers print, telling of this or that unit of government's excellent sick leave record, are ineffective, because the shots are scattered. The Commission recently gave a recapitulation of sick leave in Federal employ, with a result in the direction of disproof, but the report should be brought up to date, include more particulars, and the result should be publicized more energetically.

Opportunity to Excel

As it stands, a public with a long memory for charges probably feels that abuse of sick leave is rampant. Federal and other public employees are thus maligned. Largely through the influence of employee organizations, public workers no longer take such charges lying down. They fight back. The Commission would embellish its own service record if it gave the employees all the support they deserve in the effort to let the public know the truth about sick leave.

Study of Outside Jobs Could Prove Raise Needed

The U.S. is studying jobs held by its engineers. The National Society of Professional Engineers made the suggestion. Such a study could reinforce the engineers' argument that they should not have to hold outside jobs, to get enough income to support their families and themselves adequately.

QUESTION, PLEASE

WHATEVER happened to the postal reclassification, and what will be the effect when it does happen? L. E. C.

Answer—The reclassification is finished. Increases averaging about 2 percent will be gained by some employees starting this month. The average in money is

about \$320 a year. The reclassification supplements the 6 percent pay increase, granted retroactive to last March 1.

WHAT STEPS should I take to obtain a transfer? J. L. O'G.

Answer—Find a department (Continued on Page 10)

LETTERS TO THE EDITOR

WHO ARE AFFECTED BY ON-JOB SURVEY

Editor, The LEADER:
In the November 29 issue of The LEADER you state that about 10,000 positions in the unlimited grades are now going through the on-the-job survey which is to be completed by June 30, 1956. These statements give the impression that all positions in the unlimited grades are included in the 10,000. You should have mentioned that only those present positions that can be allocated to two or more new positions according to the provisions of the resolution creating the Career and Salary Plan are affected.

The employees having unlimited salary rights, particularly those in the technical and professional groups, who do not have professional licenses, are to be surveyed after July 1.

G. E. GRILL
Publicity chairman,
Society of Architects and Engineers
Board of Education of the City of New York

EXAMS ARE ASKED FOR FILLING CHOICE JOBS

Editor, The LEADER:
All clerks, grade 5 (administrative assistants) should wake up before it's too late. They may be satisfied with their new status but where can they go? Have they noticed the maneuvering and shifting of the boys with connections into NYC positions of administrative and supervisory character? Why aren't these jobs filled by promotion? Where is the merit system?

F. A.

TIME OFF

A Kennedy is NYC Police Commissioner, no matter what happens. When Commissioner Stephen P. Kennedy is away, the acting Police Commissioner is James R. Kennedy.

The real purpose of Rear Admiral Richard Byrd's large expedition to the South Polar region is to bring tons of those cigarettes to desparate penguins.

Singers who overwhelm audiences are much preferred over orchestras that overwhelm singers.

Geriatrics tries to put more years into one life, while night clubs try to put more life into one night.

Impatient public employees want the score of the 40-hour week transposed from three-quarters to seven-eighths time.

As soon as a fool is parted from his money he is also parted from the other fellow's girl.

Dr. Rusk Appointed To Health Council

ALBANY, Dec. 5—One of the newest additions to the Harriman administration is Dr. Howard A. Rusk of Scarsdale, an associate editor of The New York Times and chairman of the Department of Physical Medicine and Rehabilitation of New York University Bellevue Medical Center.

Dr. Rusk has been appointed as a member of the State Public Health Council for a term ending Jan. 1, 1957. He succeeds Homer Folks, who resigned.

MERIT MAN

Meet the public servant who holds a major share in helping to smash communism and corruption in New York State.

His name is Paul W. Williams, recently appointed U. S. Attorney for the Southern New York State District.

Two of his accomplishments in the last five years have been of major statewide and national significance.

To Mr. Williams can be handed much of the credit for breaking the financial backbone of the Communist Party in America and smashing a 150-year-old cesspool of gambling and corruption in Saratoga and Columbia Counties.

In 1950, Governor Thomas E. Dewey appointed Mr. Williams special counsel to the State Insurance Department and asked him to investigate the activities of a society calling itself the International Workers Order.

Dubuar a Witness

Evidence indicated the IWO was issuing a low-cost insurance policy and using the funds to support Communist activities in the United States. Mr. Williams' investigations convinced him this was so, and he set out to prove the IWO was not living up to its charter as an insurance company. His aim was to put the IWO's insurance out of business and stop the flow of vast fund to subversive activities.

He did this by proving in court that the insurance group was not functioning as a bona fide insurance association. As Charles Dubuar, chief actuary for the State Insurance Department, testified in the trial against the IWO, "the insurance rates are so low that very little financial protection is actually accrued from the policies."

This testimony, along with a great deal more designed to show that the primary interest of the IWO was to obtain money for political activities rather than insurance benefits, caused the court to void the group's charter. The resulting reaction was also to deprive Communist groups of one of their largest sources of income.

The court's unanimous opinion stated in part: "The record amply sustains the finding that the IWO is operated as an arm of the Communist party and the Union of Soviet Socialist Republics."

The Vice Inquiry

This victory was enough for Mr. Williams to relax for a while. But he isn't the kind who can sit back, and he didn't.

Governor Dewey next asked Mr. Williams to put an end to the gambling, prostitution, and public corruption that had plagued Saratoga and Columbia Counties for a century and a half. During that period, no fewer than four major investigations were instituted in an effort to clean up the two counties, but the situation



PAUL W. WILLIAMS

eventually got worse, until Mr. Williams took over.

By the time his investigations in 1952 were over, he had convicted six corporations and 41 individuals of everything from bribery and conspiracy against the State to perjury and extortion. Vice could not withstand the onslaught of such vigorous prosecution and an ugly, 150-year-old history has ended.

Worked with Dewey Early

Upon his graduation from Harvard Law School in the late 1920's, Mr. Williams entered a firm specializing in corporation law. His love of the active trial court, however, got him into the office of U. S. District Attorney George Medalie, whose chief assistant was Mr. Dewey.

After two years in the U. S. Attorney's office, Mr. Williams again joined a private law firm, this time as a trial lawyer. He entered the Navy in 1941. After duty in the South Pacific, he was eventually assigned to NYC as a Naval contract terminations officer.

Mr. Williams said he had a bright group of young officers working for him here at the time. One of the group stood out in particular and he was promoted. This young officer, Richard M. Nixon, is now Vice President of the United States.

Governor Dewey appointed Mr. Williams a State Supreme Court Justice, and he served in this post from October 1 to January 1, 1955, filling the unexpired term of the late Justice Kenneth O'Brien.

President Eisenhower appointed Mr. Williams U. S. Attorney on July 18. On August 1 the U. S. Senate unanimously confirmed the appointment.

Looking back on his public service Mr. Williams said: "The success of any public service is highly dependent upon the quality of the people who work for government. The devoted efforts of civil service personnel and public-minded citizens has produced not only a government merit system but a government of merit."

Conferees Discuss Ways To Prevent Discrimination

CHARLESTON, W. Va., Dec. 5—The President's Committee on Government Employment Policy held its first area conference on discrimination policy in Federal employment. Present were representatives of the Departments of Agriculture, Army, Health, Education and Welfare; Navy, Post Office, Selective Service and Treasury.

Maxwell Abbell, Chairman of the President's Committee on Government Employment Policy, announced at that the meeting was the first of a series of on-the-

spot area conferences which will be held throughout the United States. Executive Order No. 10590, which President Eisenhower issued on January 18, seeks to prevent discrimination on account of race, religion or national origin in all personnel actions affecting employment in the Federal Government.

GEORGE BROCK HONORED

George Brock received \$300 for superior accomplishment as secretary in the Training Branch, Internal Revenue Service, NYC.

Each year the Leader searches the market place for something special for its readers--a very exceptional Christmas package they can give.

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'58 Year of Decision For Joe Schechter

By H. J. BERNARD

Practically lost to sight, amid all the attention monopolized by the NYC Career and Salary Plan, is the fact that it is being administered under a method new to NYC and new to the State Government and communities in the State generally. That new venture is the creation of the position of Personnel Director, with broad powers.

The personnel part of the program became the Personnel Di-



JOSEPH SCHECHTER

rector's responsibility. The financial guidance comes from the Budget Director. The two considerations go hand in hand. But on the personnel score, the Personnel Director does more than recommend; on the money side the Board of Estimate has the deciding voice.

Thus the Civil Service Commission, as an institution, is devoted to rule-making, hearing appeals and setting policy on personnel matters. True, the Personnel Director and the Chairman of the NYC Civil Service Commission are the same individual. He is Joseph Schechter, whose life's ambition has become the creation of a model civil service structure for NYC.

The Schedule and the Promise
"By 1958 we hope to have the Career and Salary Plan established on a fundamental basis," said Mr. Schechter. "We established the grades, titles, duties and requirements for appointment or promotion during the first year. Now, during the second year, we are conducting an on-the-job study of positions in unlimited grades, of employees under the Plan who can rise to two or more different higher positions in the reclassification. The next two years will mark the completion of the on-the-job study, through the survey of the remaining jobs. The schedule will be met."

Mr. Schechter is an energetic, friendly fellow, 54 years old, an old hand at civil service. He was appointed by Mayor Robert F. Wagner on July 1, 1954, because of his expert knowledge of that difficult specialty. The new Personnel Director came to City government from his position as counsel to the State Civil Service Department, the important post to which he rose from law examiner.

Revitalization Sought

He regarded his new assignment as a directive to revitalize the whole civil service system in NYC. He instituted the most democratic policy of employee consultation existing anywhere in the United States today, with more and larger public hearings;

reorganized the former administrative arm of the Commission, established and maintained cordial relations with the Budget Director, won the respect, and sometimes the acclaim, of employee organizations, and got the full cooperation of the Mayor and the Board of Estimate in his vast adventure into detail and major policy.

Regarding the present job survey, affecting 20,000 employees, he says:

"Take the former clerk, grade 5, title as an example. (The title has an unlimited ceiling). Some clerks, grade 5, were getting \$4,876, others \$12,000. Their duties differed. Can the City establish \$4,876 as the pay of the title, for all the clerks, grade 5? No, it has to see which jobs are equal to those of, say, administrative assistant, or senior administrative assistant, and have the pay adequately reflect the responsibilities and duties of the positions, on a standardized basis. We are tackling such type of jobs first because they demand, by their nature, the earliest possible consideration in any overall job survey."

It is implicit that salary increases for many employees would result from the first stage of the on-the-job survey; the second stage should bring more raises.

The Career and Salary Plan and companion plans cover 125,000 employees directly.

Shone as Law Student, Too

Mr. Schechter was born in NYC, got a B.S. degree from City College in 1922, and an LL.B. cum laude from New York Law School in 1926, being admitted to the Bar the next year.

From 1949, until his appointment as Personnel Director, he served in management consulting capacities while continuing as counsel to the State Civil Service Department. Governor Thomas E. Dewey appointed him to the Committee to Draft Legislation to Implement the Constitutional Amendment on Veterans Preference.

Prior Work in NYC

In 1950 Mr. Schechter conducted a preliminary classification and compensation survey of the cultural institutions of NYC. During 1950-51, on leave of absence from the State Government, he served as liaison executive and consultant for the headquarters staff of the Mayor's Committee, he studied the 15 retirement systems to which NYC contributes. He served as consultant to the Long Island Railroad Commission on employer-employee relations in 1951. Since then he has been a part-time consultant to the Temporary State Commission on the Revision of the Civil Service Law.

He is a member of the American Society for Public Administration and the Civil Service Assembly.

Everybody seems to agree that he has what it takes to enable the Mayor to say finally that NYC has the country's best plan of personnel administration. And, for Mr. Schechter, the year of decision—when the full course of NYC's personnel administrative future is decided—is 1958.

MENTAL HEALTH ASSN. TO MEET DEC. 14

"What Is Mental Health and How Can We Improve It?" will be discussed by panelists at the December 14 meeting of the Association for Improvement of Mental Health, at Studio A, 1710 Broadway, NYC. The meeting gets under way at 8 P.M.

NEW YORK CITY JOB OPENINGS

Open-Competitive

The following NYC open-competitive exams are now open for receipt of applications. Last day to file filled-out applications is Wednesday, December 21, except in the few exams where another date is given.

U. S. citizenship and residence in New York State are required of all candidates, except where otherwise indicated. Three years' residence in NYC prior to appointment is required, again except where indicated.

Application may be made to the NYC Civil Service Commission, at 96 Duane Street, Manhattan, in person or by representative. Application may also be made by mail to that address where the word "mail" appears in the exam resume.

7648. ALPHABETIC KEY PUNCH OPERATOR (REMINGTON RAND) (7th filing period), \$2,750 to \$3,650. No formal experience or educational requirements; candidates must be able to operate efficiently a Remington Rand alphabetic key punch machine. Fee \$2. Mail. (Wednesday, December 21).

7548. ANNOUNCER, \$4,000 to \$5,080; six vacancies at WNYC, the Municipal Broadcasting System, and two at WNYE of the Department of Education. Requirements: either (a) senior high school graduation plus two years' experience, acquired within last 10 years, as announcer for a regularly operated radio broadcasting system; or (b) bachelor's degree plus six months of recent

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full-time experience as a radio announcer; or (c) equivalent. Fee \$3. Mail. (Wednesday, December 21).

7660. ASSISTANT ELECTRICAL ENGINEER (1st filing period), \$5,450 to \$6,890; 36 vacancies. Requirements: bachelor's degree in engineering and three years' electrical engineering experience. Fee \$5. Mail. (February 24, 1956).

7444. CIVIL ENGINEER (BUILDING CONSTRUCTION), \$7,100 to \$8,900; two vacancies in Department of Housing and Buildings and five in Department of Education. Latter jobs are exempt from NYC residence requirement. Requirements: bachelor's degree in engineering and six years of field engineering experience in building construction work involving successful development of one or more projects requiring a general knowledge of

the NYC Building Code; plus State professional engineer's license, at time of appointment. Fee \$5. Mail. (Wednesday, December 21).

7248. CONSTRUCTION MANAGER, \$9,000 to \$11,100; one vacancy in Department of Education, four in NYC Housing Authority, two in Department of Higher Education. Exempt from NYC residence requirement. Requirements: either (a) ten years' building construction experience, including six years as general superintendent on work comparable in size to projects constructed by Department of Education or NYC Housing Authority; or (2) satisfactory equivalent of education and experience. Education leading to civil engineering degree may be substituted for up to three years' experience. Fee \$5. Mail. (Wednesday, December 21).

7669. CONTINUITY WRITER, \$4,000 to \$5,080; one vacancy in (Continued on Page 9)

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NYC Jobs

Open-Competitive (Continued from Page 8)

Municipal Broadcasting System. Requirements: either (a) bachelor's degree with major in English, plus six months' experience as continuity writer or script writer for radio or TV station; or (b) high school graduation and two year's experience; or (c) equivalent combination of education and experience. Fee \$3. Mail. (Wednesday, December 21).

7422. CRANE ENGINEER (ELECTRIC), \$7,300 for 250 eight-hour days a year; 35 vacancies in Sanitation Department. Requirements: five years' experience, in last 15 years, in operation or maintenance of cranes, including two years on electrically powered cranes; or satisfactory equivalent—plus valid portable engineer's license (any motive power except steam) issued by NYC Housing and Buildings Department. Fee \$5. Mail. (Wednesday, December 21).

7654. CUSTODIAN-ENGINEER (3rd filing period), \$7,560 to \$17,160, depending on size of building to which assignment is made; two vacancies in Department of Education. Requirements: five years' experience in supervision or operation of mechanical and electrical equipment in buildings, including one year in administrative charge of buildings of size, magnitude, and with equipment comparable to school buildings supervised by custodian engineer; or equivalent. One year's experience must have been with coal burning plant. Engineering educational experience or shipboard engineering experience may be substituted for part of the experience requirement. Candidates must have NYC stationary engineer's license. Fee \$5. Mail. (February 24, 1956).

7538. PHARMACIST, \$4,000 to \$5,080; 19 vacancies. Requirements: graduation from school of pharmacy, by June, 1956; plus State license to practice pharm-

REGAN SEEKS PRESIDENCY OF CAPTAINS, INSPECTORS

Deputy Inspector Joseph J. Regan Jr. announced his candidacy for the presidency of the Captains, Inspectors and Sergeants Endowment Association of the NYC Police Department. He is a former president of both the Lieutenants and Sergeants Benevolent Associations.

His running mate is Eugene L. Roussin. The election will be held on December 8.

acy. Fee \$3. Mail. (Wednesday, December 21).

7553. STEEL CONSTRUCTION INSPECTOR, \$4,250 to \$5,330; one vacancy in Department of Housing and Buildings. Requirements: five years' experience as steel construction worker, including one year on welded structures, with ability to climb high structures; maximum age limit, 55, except for veterans or others who have had recognized allied military service. Fee \$4. Mail. (Wednesday, December 21).

7649. TABULATOR OPERATOR (REMINGTON RAND) (5th filing period), \$2,750 to \$3,650. No formal educational or experience requirements; candidates must be able to operate efficiently a Remington Rand, Model 3, alphabetical tabulator and associated equipment. Fee \$2. Mail. (Wednesday, December 21).

7664. DIETITIAN (4th filing period), \$3,750 to \$4,830. Requirements: bachelor's degree in home economics with major studies in foods, nutrition, or institutional management. Fee \$3. Mail. (Wednesday, December 21).

7276. FIRE ALARM DISPATCHER, \$4,000 to \$5,080; three vacancies in Fire Department. Requirements: graduation from senior high school and two years' experience in operation or maintenance of fire alarm, telephone or radio system; or satisfactory equivalent. Candidates must have valid restricted radio telephone permit issued by FCC. Fee \$3. (Wednesday, December 21).

7655. JUNIOR CIVIL ENGIN-

EER (14th filing period), \$4,250 to \$5,330; 334 vacancies. Appointment made at \$4,430. Open to all qualified U. S. citizens. Requirements: either (a) bachelor's degree in engineering; or (b) high school graduation and four years' appropriate experience; or (c) equivalent combination. Fee \$4. Mail. (February 24, 1956).

7657. JUNIOR MECHANICAL ENGINEER (6th filing period), \$4,250 to \$5,330; 14 vacancies. Appointment made at \$4,430. Requirements: either (a) bachelor's degree in engineering; or (b) high school graduation and four years' appropriate experience; or (c) equivalent combination. Fee \$4. Mail. (February 24, 1956).

Promotion

Candidates must be present, qualified employees of the NYC department mentioned. Last day to apply is Wednesday, December 21.

7439. ARCHITECT (Prom.), Department of Hospitals, \$7,100 to \$8,900. Six months as assistant architect; plus State registration as architect. Fee \$5. (Wednesday, December 21).

7557. ASSISTANT ARCHITECT (Prom.), \$5,450 to \$6,890. Open to employees of Departments of Education, Health, Hospitals, Public Works, Water Supply, Gas and Electricity, NYC Housing Authority, and NYC Transit Authority. Six months as junior architect. Fee \$5. (Wednesday, December 21).

7385. ASSISTANT MAINTENANCE ENGINEER (CARS AND SHOPS) (Prom.), Transit Authority, \$5,100 to \$6,100; one vacancy. One year as junior maintenance engineer (cars and shops). Fee \$5. (Wednesday, December 21).

Guided Missile Jobs Offered by U. S.

Guided missile control systems repairers, at \$2.22 and \$2.30 an hour, and guided missile mechanical repairers, \$2.19 an hour, are needed for jobs at Fort Wadsworth, Staten Island; Fort Tilden, Brooklyn, and other Federal agencies in NYC.

Application forms may be obtained from any post office, except the New York, N.Y. post office; from the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or

from the Board of U. S. Civil Service Examiners at Fort Wadsworth. Filled out forms must be returned to the Civil Service Examiners at Fort Wadsworth. Apply until further notice. The exam is No. Nr 2-24-2 (55).

WATER INSPECTORS MEET

The Water Inspectors chapter, Local 237, Teamsters, AFL, met December 5 at the Hotel Diplomat, NYC.



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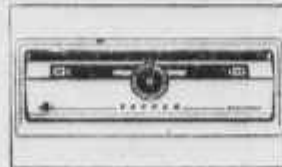
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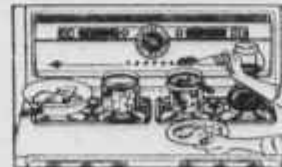


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NEW YORK STATE JOB OPENINGS

Open-Competitive

The following State open-competitive examinations are now open for receipt of applications. Apply to offices of the State Civil Service Department, in NYC, Albany and Buffalo, until the date given at the end of each notice.

Candidates must be U. S. citizens and residents of New York State, unless otherwise indicated.

Exam number, job title, salary range, present vacancies, minimum requirements, filing fee, and

last day to apply are given, in that order.

2085. ASSOCIATE PSYCHOLOGIST, \$6,250 to \$7,660; one vacancy in Syracuse. Open to all qualified U. S. citizens. Requirements: (1) master's degree in psychology or social psychology; (2) two years as psychologist engaged in social psychological surveys or public opinion polling or analysis, including one year in supervisory capacity; and (3) either (a) three more years' experience as described in (2), or (b) three years in teaching or research in psychology or sociology, or (c) completion of all requirements for doctoral degree in psychology or social psychology, or (d) equivalent combination. Fee \$5. (Friday, December 30).

2174. SENIOR POLICE EXAMINER, \$5,090 to \$6,320; one vacancy in Albany. Requirements: three years as captain or lieutenant in public police force having uniformed service of 50 or more men, or as chief or assistant chief in public police force having uniformed service of at least 25 men, and graduation from senior high school or possession of equivalent

MEDICAL JOBS

Medical technicians and medical X-ray technicians may obtain agencies in the Washington metropolitan area at \$2,960 to \$4,525 a year. Apply to the U. S. Civil Service Commission, Washington, D. C.

cy diploma. College or law school education may be substituted for part of the experience requirement. Fee \$5. (Friday, December 30).

2176. ASSISTANT DIRECTOR OF SANITARY ENGINEERING, \$9,950 to \$11,920; one vacancy in Department of Health, Albany. Open to all qualified U. S. citizens. Requirements: (1) professional engineering license; (2) bachelor's degree in sanitary, public health, civil or chemical engineering; (3) two years' experience, such as director of state, county or city sanitary engineering department serving 500,000 or more, or of large statewide sanitary engineering program; (4) either (a) two years of administrative experience in professional sanitary engineering, or (b) master's degree in appropriate engineering specialty plus one year as in (a), or (c) doctor's degree in appropriate engineering specialty, or (d) equivalent combination. Fee \$5. (Friday, December 30).

EMPLOYMENT INTERVIEWER, \$3,730 to \$4,720. For first year, employee is paid \$3,360 as security placement trainee. Requirements: either (a) bachelor's degree or (b) one year's specialized experience and six additional years of office or business experience, or high school or college study. Fee \$3. (Apply until further notice.)

Promotion

Candidates must be present, qualified employees of the State department or promotion unit mentioned. Last day to apply given at end of each notice.

1158. JUNIOR ADMINISTRATIVE ASSISTANT (Prom.), Department of Civil Service, \$4,130 to \$5,200; one vacancy in NYC. Six months in position now allocated to grade 10 or higher; or present or past enrollment in the public administration program for interns and State employees. Fee \$4. (Friday, December 30).

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EDITORIAL

Tax Exemption Refusal Has Earmark of Absurdity

Employees are being put to what should be unnecessary trouble and expense in having to bring law suits to get refunds of Federal income tax paid on maintenance, when exemption of maintenance is already judicially established.

The Internal Revenue Service is refusing to make refunds to employees in the New York jurisdiction, excepting those who get judgments against the Federal Government. The Civil Service Employees Association is pondering the method to pursue, to obtain the deserved refunds. A mass suit is being considered, but even that recourse is burdensome; separate suits would be extremely costly. As matters stand, litigation is inescapable. Why the need of even one suit by one additional individual?

The cases arise over tax withheld on maintenance for 1952 and 1953. Prior years are outlawed by a statute of limitations, later ones covered by beneficial statute. The Bureau of Internal Revenue tried to impose the levy for the two years, but the Circuit Court of Appeals in New York later found that the Bureau had misinterpreted the law, in two test cases waged by the Association.

Perplexity Extreme

The employees affected work mainly in State institutions. The law as decided by the Circuit Court of Appeals should govern all within the court's jurisdiction, private as well as public employees. While a tax court in California held maintenance taxable, on a related state of facts, why the Internal Revenue Service has to reach out all the way to California and down to a lower court to bolster its determination to wring a tax out of employees is hard to understand. The Internal Revenue Service exercises no appellate jurisdiction over the Circuit Court of Appeals, or any other court, and is as much bound by court decisions affecting a particular area as is any private citizen. Since the Internal Revenue Service does not think so, employees are penalized at least the cost of the suits.

It all borders on absurdity.

1159. PRINCIPAL STORES CLERK (Prom.), L. I. State Park Commission, Department of Conservation, \$3,730 to \$4,720; one vacancy expected in Babylon. One year in positions now allocated to grade 7 or higher. Fee \$3. (Friday, December 30).

1160. SENIOR STORES CLERK (Prom.), L. I. State Park Commission, \$3,020 to \$3,880; one vacancy expected in Babylon. One year in positions now allocated to grade 3 or higher. Fee \$3. (Friday, December 30).

1161. WARDEN (Prom.), Division of Institutions, Department of Correction, \$7,450 to start, plus full maintenance; one vacancy at Napanoch. Men only. One year as principal keeper or assistant superintendent; or three years as assistant principal keeper. Fee \$5. (Friday, December 30).

1162. PRINCIPAL KEEPER (Prom.), Institutions, Department of Correction, \$7,300 to \$8,890. Men only. One year as assistant principal keeper; or two years as captain. Fee \$5. (Friday, December 30).

1163. PRINCIPAL STORES CLERK (Prom.), Auburn Prison, \$3,730 to \$4,720; one vacancy. One year in positions now allocated to grade 7 or higher. Fee \$3. (Friday, December 30).

1164. DIRECTOR OF PAROLE

(Continued on Page 10)

Question, Please

(Continued from Page 6)

that is willing to hire you, and get the permission of your department head, and the Civil Service Commission.

ARE the employees of the cultural institutions under the Career and Salary plan, and if so, are they subject to identical regulations as are NYC employees proper? K. L.

Answer—The cultural institutions, at their own request, were put under the Career and Salary Plan, and are subject to the regulations, in general. There are exceptions, for instance regarding service ratings. These will continue to be made by the administrators of the institutions, not by the NYC Civil Service Commission. Such ratings are more important now, because a rating of at least Satisfactory must be obtained before an increment is granted.

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ST. ALBANS: 2 family brick; 5 and 5; finished knotty pine basement with a playroom; modern baths and kitchens; oil heat; 2 car garage.
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BAYSLEY PARK: 5 room Ranch House; 4 1/2 yrs. old; vacant; modern kitchen and bath; full basement; oil heat; corner plot 40x100. Only \$400 down.
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Baisley Park Lakeview
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 \$59.47 Monthly
 20 Year Mortgage
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Fully detached, 5 large rooms, Modern kitchen, Oil steam heating, 2,000 square foot plot. Oversized garage. No. B-531.

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We are featuring a gorgeous 6 1/2 room stucco in beautiful Marlon Park adjoining Hollis, oversized living room, 3 master sized bedrooms, 2 car garage, large plot, oil heat. Many extras. Must act quickly. \$15,000.

HOLLIS

This beautiful white clapboard and shingled home sitting atop a hill overlooking Hollis garden, featuring 6 large rooms and sun porch, modern tile bath, breakfast nook and heat, garage. Extras. \$13,900.

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See this lovely 9-room detached home, 3 bedrooms, in a tree-lined street, garage and all improvements. Sacrificing for \$10,500.

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1 1/2 story clapboard house, with one car garage on plot 60/100 foot, fenced-in plot, 4 rooms and bath, full basement with one finished room and bar, oil-steam heat. Price \$8,500.00, down payment for G.I.s \$250.00, civilian \$1,500.00.

UNIONDALE

7 room brick bungalow on 50/100 foot landscaped ground, 5 rooms on first floor, two rooms on second floor. Full basement, oil-heat and extras including screens and venetian blinds. Price \$13,000.00. Down payment \$500.00 G.I.s. \$1,500.00 Civilians.

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 — 2 family, \$17,000.

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 family, \$19,500.

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 family. Price, \$12,500. Cash \$15,000. Vacant apt.

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HOLLIS: Legal 2 family. Walk to subway. 10 nice size rooms; 2 private kitchens and baths; oil steam heat; 2-car garage. Price **\$17,900**

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garage; take over large G.I. 4% mortgage. No closing fee.

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Nice home in the Adirondack Mountains at Saranac Lake, New York, can use as a convalescent home or family. Separate garage and apartment. Good rental, reasonable price. Write to H. BICKFORD, 29 Pine St., Saranac Lake, New York.

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3 1/2 rooms, Flatbush. Business couple. BU 7-1391 Evenings.

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White-COLORED, 1 and 2 room apts., beautifully furnished, kitchenettes, bathrooms, elevators. Kismet Arms Apartments, 57 Herkimer St., between Bedford and Nosstrand, near 8th Ave. and Brighton lines.

QUESTIONS of general interest are answered in the interesting Question Please column of THE LEADER. Address the Editor.

NYC Is Requested To Guarantee Terminal Leave

President Frederic Q. Wendt of the Civil Service Forum asked the NYC Personnel Department to clarify the proposed uniform leave policy. He said that some departments grant vacations and sick leave on a five-day work-week basis, others on a six-day basis. The Personnel Department intimated that the leaves would be pro-rated.

Many departments work skeleton staffs on Saturdays and Sundays, with no time off for employees, while others give equal time of, Mr. Wendt declared.

The following was requested by the Forum for combined vacation, personal and religious observance leave: 30 work days or annual leave, with a monthly accrual of two and one half days, and sick leave 18 days, with a monthly accrual of one and one half days accumulated to 180 days.

The Forum wants agency heads allowed to grant additional sick leave where circumstances warrant.

Terminal Leave

Mr. Wendt requested that terminal leave should be taken off the "if" basis, and granted to employees as a right. He asked that one month be granted, on retirement, for each 10 years of City service.

The Personnel Department reserved decision on various requested amendments to the proposed Standard Leave Rules, sought by employee groups and departments. The requests were made at a public hearing. A decision is expected soon.

Towerman Wins Point in Suit for Reinstatement

The Appellate Division, First Department, remitted to Special Term of the Supreme Court the case of Carmilo P. Previti, a towerman employed by the Transit Authority, who said he received a permanent promotion, though the Authority said it was only temporary and demoted him.

Mr. Previti passed the test, but was denied the 2 1/2 points he claimed as a non-disabled veteran. He wanted them granted so that his seniority in the new title would start earlier, and so that he would have to be given a hearing on charges before he could be removed. Samuel Resnicoff, the petitioner's lawyer, explained. Mr. Previti seeks reinstatement.

Special Term will have to determine also whether the petitioner brought the suit too late, in which case a statute of limitations would bar the action.

Findings on these points would decide the outcome.

Special Term originally found in favor of the Authority. Mr. Previti appealed.

Wagner Presents Awards to 42

Mayor Robert F. Wagner presented awards last week to 42 NYC employees at City Hall. The awards were for suggestions submitted through the City's Employees Suggestion Program. Cash awards totaling \$1,235 were presented to 36 of the employees. Six employees received certificates of merit.

The Suggestion Award Board is composed of Chairman General John R. Kilpatrick, Comptroller Lawrence E. Gerosa, Budget Director Abraham D. Beame, and Personnel Director Joseph Schechter.

Questions answered on civil service. Address Editor, THE LEADER.

Social Security-Pension Issue Evokes Comments

(Continued from Page 2)

the final analysis the question of cost will decide the method. We believe our plan will cost the City the least. The City is now committed by Mayor Robert F. Wagner's campaign pledge, and by statements made at meetings of the Board of Estimate subsequently, to the 75 per cent-25 per cent method of sharing pension cost. Instead we would accept a plan of coordination on the basis we outline, or a similar plan that would accomplish the same pension purpose.

DAVID JACOBSON
Chairman, Committee on Coordination of Pension and Social Security, Government and Civic Employees, CIO.
New York, N. Y.

LAMB WANTS STATE-PAID PENSION INCREASED

Editor, The LEADER:
State employees for years have been clamoring for and introducing legislation for a 25-year, half-pay retirement plan. This type of publicity reads very well to persons outside of State because they believe State employees would then receive half-pay pension from public funds.

State employees themselves should refrain from using this term if they ever hope to accomplish their true aim of having the pension part of their retirement increased to a higher proportion.

Pension Is One-quarter

The State Retirement System at present guarantees only one-quarter pension to an employee after 30 years of service and 55 years of age, providing he is covered under the 55-year plan. If not under this plan, the best he can expect is one-quarter pension after 35 years of service. In other words, if one's final average salary after 30 years of service under the 55-year plan is \$3,600, pension would be about \$900 and,

if under the 35-year plan, he would have to work an additional five years to get the same amount.

This is why so many State employees find that after 30 or 35 years of service they get an allowance so small that they must obtain other employment.

We commend the State Employees Retirement System for having an actuarially sound system but believe some provision should be made for an emergency such as the inflationary period we have been going through for 15 years.

Old Dollar Versus New

Employees who retired years ago when a dollar was a dollar and contributed on that basic dollar were never taken into consideration, or protected, during this inflationary period. Now we find that they would have been much better protected if they had no so-called retirement and could apply for Social Security that would have cost them only 1 per cent of their salary during the past years, and they would have possible benefit of increased pension and survivor benefits during the inflation. Even home relief recipients receive increased allotments during these times.

At this late date our State is now talking of integration of Social Security, not that officials are concerned as much with the employees' welfare as they are with the financial savings, or obligations, of the State. The State now realizes that our retirement system has fallen far behind many other private and public plans.

Most employees retire in small numbers each year. Consequently, they do not realize how small their pension allowance will be until the day arrives when they select their options. Then you hear the gripes, but it's too late.

It is surprising how many State employees pay large amounts from their pay checks with blind confidence that their retirement on half pay is assured. I do not believe that they would pay these amounts for any other commodity without close scrutiny.

State employees will never receive an improved pension plan until, as individuals, they study and understand the present plan. How much will they receive for money invested? How much, or how little, will the State actually give? The State gives only one-quarter of final average salary as a pension. The employee pays for the balance himself.

Let's stop looking for a 25-year retirement and start fighting for an increase in the pension portion of our retirement.

CHARLES E. LAMB,
President,
Southern Conference, CSEA
Ossining, N. Y.

COST-SHARING PLAN CALLED PREFERABLE

Editor, The LEADER:
In view of the declared policy of the Congress in enacting the 1954 Social Security amendments allowing coverage of civil service employees now under public pension systems that there be no impairment of their rights because of coverage in O.A.S.I., it seems

that coverage could be given to the employees interested by enacting the following amendment to the law: "Employees to secure coverage by filing a certificate indicating their desire to be covered on the same terms as self-employed persons which could be made effective as of January 1, 1955."

The tentative plan for integration being considered by the State Pension Commission is unfair. I suggest that if integration is a "must," give employees the pro-

LAST CALL FOR LIBRARIAN JOBS

Tuesday, December 6 is the last day to apply for \$3,670 and \$4,525 U. S. librarian jobs under exam announcement 2-137 (54). Thereafter, such jobs will be filled from the new Federal Service Entrance Examination, which is open continuously.

Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

tection of Social Security, although I personally do not accept the idea of necessity. I propose:

1. Employees to pay their own share of the contributions; State or sub-division to contribute its own share.

2. Pension to be decreased only by the actuarial cost to the State or subdivision but in no case to exceed half of the Social Security benefit.

3. A further amendment to the Social Security Law to exclude from coverage employees who vote against it, but all new employees would automatically be covered.

A study of the pension systems of the large banking and industrial institutions within our State by the Pension Commission would undoubtedly result in a modernized pension plan, including Social Security, with resulting benefits to both the employees and taxpayers.

PETER J. DONNELLY
Brooklyn, N. Y.

NEW YORK STATE JOB OPENINGS

Promotion

(Continued from Page 9)

FIELD OPERATIONS (Prom.), Division of Parole, \$8,980 to \$10,810; one vacancy in Albany. One year in positions now allocated to grade 20 or higher. Fee \$5. (Friday, December 30).

1165. DIRECTOR OF INSTITUTIONAL PAROLE SERVICES (Prom.), Division of Parole, \$8,090 to \$9,800; one vacancy in Albany. One year in positions now allocated to grade 20 or higher. Fee \$5. (Friday, December 30).

1166. PAROLE AREA DIRECTOR (Prom.), \$8,090 to \$9,800; one vacancy in NYC. One year in positions now allocated to grade 20 or higher. Fee \$5. (Friday, December 30).

1167. ASSISTANT DIRECTOR OF PAROLE FIELD OPERATIONS (Prom.), Division of Parole, \$7,300 to \$8,890; one vacancy in Albany. One year in positions now allocated to grade 10 or higher. Fee \$5. (Friday, December 30).

1168. ASSISTANT DIRECTOR OF INSTITUTIONAL PAROLE SERVICES (Prom.), \$6,590 to \$8,070; one vacancy in Albany. One year in positions now allocated to grade 18 or higher. Fee \$5. (Friday, December 30).

1169. ASSISTANT PAROLE AREA DIRECTOR (Prom.), Division of Parole, \$6,590 to \$8,070; one vacancy in NYC. One year in positions now allocated to grade 18 or higher. Fee \$5. (Friday, December 30).

1170. ASSOCIATE SANITARY ENGINEER (Prom.), Department of Health, \$8,090 to \$9,800; two vacancies. One year as senior sanitary engineer. Fee \$5. (Friday, December 30).

1171. SENIOR SANITARY ENGINEER (Prom.), Department of Health \$8,590 to \$9,870; two va-

Radio Jobs Open At Fort Wadsworth

Fort Wadsworth, Staten Island, needs radio installers and repairers, at \$2.19 an hour. Apply to the Board of U. S. Civil Service Examiners, at the fort, until further notice. The exam is No. Nr-2-24-4 (55).

Candidates must have three years' experience including repair, installation, maintenance and overhaul of electronic equipment, and experience on power supplies, public address systems, recorder reproducers and other types of Army signal equipment.

vacancies expected. One year as assistant sanitary engineer. Fee \$5. (Friday, December 30).

1172. ASSISTANT SANITARY ENGINEER (Prom.), Department of Health, \$5,360 to \$6,640; two vacancies, two others expected. One year as junior sanitary engineer. Fee \$5. (Friday, December 30).

1173. INSURANCE POLICY EXAMINER (Prom.), Department of Insurance, \$5,090 to \$6,320; one vacancy in Albany. One year as junior insurance policy examiner. Fee \$5. (Friday, December 30).

1174. LAUNDRY CONSULTANT (Prom.), Mental Hygiene, \$5,360 to \$6,640; one vacancy in Albany. One year as chief laundry supervisor. Fee \$5. (Friday, December 30).

1175. SUPERVISOR OF SOCIAL WORK (PSYCHIATRIC) (Prom.), Mental Hygiene \$5,090 to \$6,320; one vacancy in St. Lawrence State Hospital. One year as senior social worker (psychiatric) and two years of graduate study in recognized school of social work. Fee \$5. (Friday, December 30).

1176. SENIOR SOCIAL WORKER (PSYCHIATRIC) (Prom.), Mental Hygiene \$4,350 to \$5,460; five vacancies at Binghamton and Central Islip State Hospitals and Willowbrook State School. One year as social worker (psychiatric) and two years of graduate study in recognized school of social work. Fee \$4. (Friday, December 30).

LEGAL NOTICE

NOTICE TO BIDDERS

Sealed proposals for Relighting Area in Basement occupied by Workmen's Compensation Board, State Office Building, 80 Centre St., New York City, in accordance with Specification No. 18070 and accompanying drawings, will be received by Honey A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the Workmen's Compensation Board, until 3:00 o'clock P. M., Eastern Standard Time, on Thursday, January 5, 1956, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no changes shall be made in the phraseology of the proposal. Proposals that carry any omissions, errors, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawing and specification may be examined free of charge at the following office:

State Architect, 270 Broadway, New York City.
State Architect, The Gov. A. E. Smith Office Bldg., Albany, N. Y.
District Engineer, 109 N. Genesee St., Utica, N. Y.
District Engineer, 301 E. Water St., Syracuse, N. Y.
District Engineer, Barge Canal Terminal, Rochester, N. Y.
District Engineer, 65 Court St., Buffalo, N. Y.
District Engineer, 39 West Main St., Hornell, N. Y.
District Engineer, 444 Van Duzee St., W. Gettown, N. Y.
District Engineer, Pleasant Valley Road, Coxsack, N. Y.
District Engineer, 71 Frederick St., Banghamton, N. Y.
District Engineer, Babylon, Long Island, N. Y.

Drawings and specifications may be obtained by calling at the Bureau of Contracts and Accounts (Revenue Unit), Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., or at the State Architect's Office, 14th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00 or by mail the cash deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposals, blanks and envelopes will be furnished without charge.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Middlebrook Addresses Metro Armory Meeting

NEW YORK CITY, Dec. 5 — The largest membership monthly meeting of the Metropolitan Armories chapter, CSEA, was held at the 106th Infantry Regiment Armory.

Major Joseph Middlebrook was guest speaker. He told the employees that a progressive program for their benefit is being developed. "The answer will be in the offering sometime in December," he said.

tendents were present: Joseph Dunn, Frank E. Wallace, Elmer Brattan, Martin Traub, W. Hennerly, W. Christensen, Walter Rube, H. Schwenke and Henry Clark, assistant superintendent.

Jack M. DeLisi, member of the CSEA Board of Directors, spoke on the CSEA legislative program.

Dedication Service At Manhattan State

NEW YORK CITY, Dec. 5 — The Church of Our Saviour celebrated its first birthday with the dedication service. Officiating was

the Right Reverend Horace W. B. Donegan, New York Diocese Protestant Episcopal Church.

Prayers were offered by Rev. H. Rishton Bell, director of chaplains of the New York Protestant Episcopal City Mission Society, and a sermon delivered by 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. BArcley 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs 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, excepting Saturday, 9 to 12. Tel. COrtland 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

Rev. William E. Springer, director of City Mission Society.

The ceremony was read by Dr. John H. Travis, director of Manhattan State Hospital.

The Rector Rev. Wilford Crum was assisted by Chaplain Eversley S. Ferris and Chaplain Frederic Meisel of Bellevue Hospital. Chaplain E. Frederick Proelks participated.

More than 300 members and friends attended the service.

Manhattan State Hospital chapter, CSEA, sends get well wishes to Mary Gause, who is in sick bay.

Public Works Dist. 1 Party Set for Dec. 22

ALBANY, Dec. 5 — The Christmas party of District 1 Public Works chapter, CSEA, will be held at 7 P.M. on Thursday, December 22, at Murray's Inn on Fuller Road, off Albany-Schenectady Road, Route 5.

A turkey dinner with all the trimmings, a floorshow, and dancing to the music of Joe Ca-

ruso's orchestra will be featured. Marianne O'Neill is chairman, assisted by John McNamara, Howard Green, Jim Conklin, Bill Falle, Larry Galligan, Don Maines, Leo Ferras, Dan Ruddy, Matty McCarran, Matty Klimcovitz, Jim Reynolds, Ed Hepperle, Frank Quinby, Paolo Albertine, Dottie Hart, Dottie Kiehl, Marilyn Meehan and Don Mullaney.

Tickets are \$3.50 to members, \$4.50 for non-members. Deadline for ticket purchase in Monday, December 19.

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INTENSIVE COURSE COMPLETE PREPARATION Class Meets Wednesdays at 6:30 Write or Phone for Information Eastern School AL 4-5029 133 2nd Ave., N.Y. 3 (at 8th St.)

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The Comptroller of the State of New York as agent of New York State Thruway Authority will sell at his office at Albany, New York on December 7, 1955, at 10:30 o'clock A. M.

\$50,000,000

New York State Thruway Authority State Guaranteed Thruway Bonds (Fourth Issue)

Principal and interest unconditionally guaranteed by the State of New York

Dated January 1, 1956, and due serially in various amounts from 1985 to 1995, both inclusive.

The Bonds will be subject to redemption by the Authority, prior to their respective maturities, as a whole or in part at any time on and after October 1, 1963, upon certain terms and conditions, including specified redemption prices.

Principal and semi-annual interest, January 1 and July 1, payable at The Chase Manhattan Bank, New York City.

Copies of the Act and Resolution authorizing the Bonds, Official Statement, Official Form of Proposal, Notice of Sale, and form of opinion of Attorney General will be furnished upon application to The Chase Manhattan Bank, Fiscal Agent, 11 Broad Street, New York, New York.

ARTHUR LEVITT, State Comptroller, Albany 1, N. Y.

Dated: November 30, 1955.

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Not Nearly Enough Candidates For Patrolman, So NYC Extends Time, Allows Application by Mail

The day before the announced final date for receipt of applications for patrolman (P.D.) jobs, the NYC Personnel Department saw that it would not get a even half the expected 20,000, so both extended the closing date to Monday, December 13, and announced it would receive applications by mail.

Applications may be obtained, but not by mail, at precinct station houses or, by mail or otherwise, at the Personnel Department's application division, 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office. The filled-out forms—they must be notarized—and the \$3

fee must be delivered to the Duane Street address.

If one applies by mail for the blanks, he should state the title of the exam, and enclose a six-cent-stamped, self-addressed envelope, at least 9 inches wide. The filled-out forms, with fee, may also be mailed, but postmark must be not later than December 13. The fee may be paid by mail, by either money order or certified check. Do not send money or an uncertified check. Money may be used only if one personally delivers the final application.

The patrolwoman exam originally had the same application period as patrolman, closing November 29, but in that case, the application period was not

extended.

"We must get more candidates for patrolman to anticipate the needs of the Police Department," Personnel Director Joseph Schechter admitted. "The going has been difficult, but with the cooperation of press, radio and television we hope to attain our goal."

Up to and including Friday, December 2, patrolman applications totalled 99,999.

Requirements

Applicants must be at least 19, and not have passed their 29th birthday, but war veterans and some others get concessions on maximum age. Minimum height is 5 feet, 7½ inches (bare feet), vision 20/20 in each eye separately, no glasses allowed.



Mrs. Fiorello H. LaGuardia receiving from Supreme Court Justice William O. Douglas a certificate of appointment as chairman of the Greater New York March of Dimes Government Employees Division. Harris A. Dunn, general chairman chairman of the 1956 drive, looks on.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Liberian Nurse Lauds Brooklyn State Hospital

BROOKLYN, Dec. 5 — Brooklyn State Hospital was honored recently by a visit of Samuel Snelborough, R.N. of Monroevia, Liberia. Mr. Snelborough has been delegated by his government to make a two-year tour of American hospitals. He expressed admiration for the Mental Hygiene Institution. He plans to spend more time at the hospital before his survey is completed.

"A personal letter to your legislators," says the hospital's CSEA chapter, "would take a few minutes of your present time, but it could be very instrumental in gaining that extra day off in the future. Do it now—don't rely on the other fellow on such an important question to you. Let both parties know you are interested in their method of impressing you, as voters, in January."

Sympathy to Marshall Rigby on the loss of his son and to Irving Burnside on the loss of his brother.

News received from Ireland of the death of John Coleman who retired from this hospital a few years ago.

Joe Duffy inducted into the U. S. Navy.

A baby girl for Mr. and Mrs. Joe Spada, a boy for the Ray Newmans, and a girl for the Frank Mackeys.

Miss McManus, Albany Health Aide, Retires

ALBANY, Dec. 5 — Ella McManus, principal clerk, Office of Medical Rehabilitation, State Department of Health, has retired after 35 years of State service. Miss McManus began her career in 1920 in the Bureau of Maternal and Child Health and served with that unit until transferring to the Office of Medical Rehabilitation. Miss McManus is a charter member of James E. Christian Memorial Health Dept. chapter, CSEA, and has been one of its most active members since the chapter was organized in 1946. She served as a chapter vice president from 1950-51; a member of the executive council in 1951-52; and a delegate to the CSEA annual meeting in 1952-53.

The members of the chapter and her associates in the Health Department extend their warmest wishes to her for blessed health and leisure in the years ahead.

Joan Stowers, Envir. Sanit. received a turkey in the event to raise funds for the annual Children's Christmas Party, which will be held December 17 at Chancellors Hall. Harley M. Riley, of the Albany Regional Office, and Mrs. Mary Sullivan, of Milk and Restaurant Section, received the second and third turkeys, respectively. Ann Stutsrim and G. N. Little of the State Laboratory received \$5 each.

The Office of Business Administration will hold its annual Christmas party at Kapps (in the hollow) restaurant, Rensselaer, on December 14. . . . Health Department employees were saddened by the passing of Dr. Paul Brooks, former Deputy Commissioner, and extend their deepest sympathy to the members of his family. . . . Sandra (Kay) Ryan has received a permanent appointment as stenographer in (MCM) Bureau effective November 1. . . . Patricia Osteyce has been appointed a clerk in the Bureau of Med. Rehabil.

Tony Toteno, a typist in Medical Services, resigned on November 1 and was honored at a party at Jack's Restaurant on October 31. Tony was gifted with a number of presents including a wallet and a cashmere pullover sweater. Some 33 of his fellow employees attended the farewell party.

Rita Purtell, Office of Personnel, has returned to her job after a three weeks hospitalization for an operation. Fellow staffers are glad to welcome her back.

Buffalo Hospital Unit Installs Officers

BUFFALO, Dec. 5 — On November 17, Buffalo State Hospital chapter, CSEA, installed newly elected officers: Jim Murray, president; M. Treadway, vice president; Fred Conley, treasurer; Sally Tobola, secretary; Fred Conley and George Rohan, delegates; Nick Masseo, Ed Courtney, Al Volk, Judith Kellerman, Harold Litzberger, Myron Ross, Elmer Schultz, executive council.

The new officers were installed by Jack Kurtzman, who was guest speaker. Special tribute was paid to Kenneth Blanchard, outgoing president, who has done much in the last two terms to build up Buffalo State Hospital chapter.

Refreshments were served and the attending members were given a small party by Jim Murray and Nick Masseo.

Buffalo State Hospital employees, after a successful ball season with two softball teams which both won championships, have turned their interest to bowling and forming a basketball team.

Central Islip Chapter Extends Congratulations

CENTRAL ISLIP, Dec. 5 — Central Islip chapter, CSEA, congratulates The Hospital News on its silver jubilee anniversary and wishes it continued success.

CSEA dues for 1955-56 are now due. If any member does not know who his membership group representative is, he may contact Mr. Pearson or Thomas Purtell.

Mrs. Lucy Kennedy, housekeeper of Home 3, has retired after more than 41 years' service. Mrs. Kennedy and husband, Eugene, also a retired employee, will continue to reside in Central Islip.

The Occupational Therapy Department will hold its annual sale on December 7, 8 and 9. . . . The "Patient Variety Players" production of "Melody in Showboat Time," held November 22 under the auspices of the Recreation Department, was acclaimed a success. . . . December 10 is the date of the Ambulance Committee Fund Drive's dance in Robbins Hall. Everyone is welcome.

Sympathy is extended to the family of Robert Groth of the mechanical department who died October 29, and to Mrs. Nelson Tice and her sister, Mrs. Frederick Burke, on the death of their brother, James McKearney.

Congratulations to Mrs. Campion of A group on the birth of a son to her daughter.

Alva Carlson has resigned from the O.T. Department and Ingrid Howell from A beauty parlor.

In and Around Rome State School

ROME, Dec. 5—News of employees at Rome State School:

Sympathy is extended to Mr. and Mrs. Ross Phipps in the loss of their mother; to Mr. and Mrs. Owen Jones in the loss of their mother; and to Mr. and Mrs. Franklin Plopper and Mr. and Mrs. Fremont Plopper in the loss of their father.

Mr. Carthy of Ter Bush and Powell is making a survey of the institution for sick and accident insurance.

Plans are under way for Marcy, Utica State, and Rome to have a joint meeting with legislators in the area.

K Kitchen Birthday Club entertained Victoria Odrzykowski at the Savoy on her birthday in November. . . . The Employees Club had an enjoyable time at the masquerade dance in Westmoreland.

Dues are coming in very well. Fort Stanwix chapter, CSEA, reports, but adds, "Let's hurry and go over the top."

Speedy recovery is wished to Miss Stoddard and to George Masters who have been surgery patients. . . . Mrs. Anna Tofani is back from cooking school and Mrs. Frances Butts is leaving for same the early part of December.

Correction please: Mrs. John Hacher is a new member of the 25-Year-Club, not Mr. Hacher, as reported in the news of Fort Stanwix chapter.

16 Are Honored At Harlem Valley

WINGDALE, Dec. 5 — Smith Hall at Harlem Valley State Hospital was the scene of a party honoring six retired employees and 10 aides who have completed 25 years' service.

Dr. Leo P. O'Donnell, hospital director, who was master of ceremonies, introduced David Zaron, associate director of personnel,

State Combing U. S. To Fill \$9,950 Job

ALBANY, Dec. 5—The State is combing the country to fill a job as assistant director of sanitary engineering, Health Department, Albany, at \$9,950, with annual raises up to \$11,920 in five years.

An exam will be held on Saturday, January 28. Applications will be accepted until December 30. Arrangements will be made for candidates to take the exam at locations convenient to them.

Applicants must be licensed professional engineers and have a bachelor's degree in sanitary, public health, civil or chemical engineering. They must also have had experience as director of a state, regional, county or city sanitary engineering department serving a population of 500,000 or more.

CLERK JOBS OPEN

Communications coding clerks and traffic clerks are needed in Federal agencies in the Washington, D.C., area at \$3,415 a year. Apply to the U. S. Civil Service Commission, Washington 25, D.C.

Fire-fighters' Devious Ways Develop Skills

In DeKalb County, Ga., every one of the more than 100 firemen is supposed to go to work by one route and go home by another—so that the department can keep tab on changes in the fast-growing community, and so that firemen will know exactly where to go in case a fire breaks out.

Master maps and a card index file are kept constantly up to date.

The fire-fighters sometimes play memory games to sharpen their ability to recall locations of buildings, streets and fire hydrants, the Civil Service Assembly reports. For instance, one man will draw an unnamed street and then fill in and identify the streets that run off this street until someone remembers the name.

Mental Hygiene Department; Judge Reuben Sirlin, member of the Board of Visitors, and Dr. Milton M. Grover, of Hudson River State Hospital. Each congratulated and commended the guests of honor.

Mr. Jennings, president of the Board of Visitors, presented certificates to the following retired persons: Clayton Loan, Cora Hampe, Willis Buck, Elizabeth Tromers, Rinaldo Gentile and Elsa Azancot.

Mrs. Prezzano and Mr. Green, of the Board of Visitors, presented 25-year service buttons and pins to Wesley Benway, Elbert Johnson, Harold McGrade, Kathleen Quigley, Joseph Waitl, Lillian Johnson, Raymond Kelley, Edmund Nawrockie, Mabel Rice and Paul Wittemund.

An excellent buffet supper was served by the food service department under the supervision of Mr. Boisvert and Mrs. Franke.

Music for dancing was provided by Tom Adams: "T. J.'s Ork." Mrs. Walter Madden entertained with organ selections.

Service Pins, Awards Presented at Creedmoor

QUEENS VILLAGE, Dec. 5 — Creedmoor State Hospital held a 25-year psychiatric service program under the auspices of Dr. Harry A. La Burt, senior director, and the Board of Visitors, on November 22.

Dr. Nathan Beckenstein, senior director of Brooklyn State Hospital, in the opening address stressed the advances in patient treatments which have enabled State hospitals to become hospitals in fact, rather than merely offering custodial care.

Dr. La Burt reviewed the advances in opportunities for State employees, and stressed the equal rights and privileges regardless of race or creed. Dr. La Burt pre-

sented the 25-year service pins to Hazel Beiermann, Harry Bickel, Bessie Bopp, Margaret Clarke, Mary Clarke, Andrew Finukin, John L. Florence, Kate M. Friedenberg, Anna Gallagher, Mary Hastings, Thomas Hayes, Richard Horn, John Joyce, Patrick J. Mulcahy, James O'Looney, Thomas Hayes, Pauline Rappoport, William Riordan, Jessie Vivian and John F. Vivian.

The New York State Employees Merit Award Board presented certificates of merit to Haden McGraw, head baker; Henry Bosshammer, maintenance foreman, and Charles Caton, chief laundry supervisor.

Leonard Bernheim, president of the Board of Visitors, presented certificates of achievement to William Farrell and Jessie Vivian, staff attendants, in behalf of the Queens County Mental Health Society.

The Board of Visitors presented certificates of merit to Marguerite Powers, Catherine McLaren and Lawrence Guarisco, staff attendants, and to Patrick Greene, attendant. Each award was accompanied with cash or bond.

Certificates of successful completion of in-service training in group leadership conducted by the State Department of Civil Service were issued to Nora McCarthy, chief supervising nurse, Manuel Brown, superintendent of occupational therapy, and Malcolm Snyder, supervising nurse.

A certificate for successful completion of a 160-hour course in refrigeration at the Farmingdale Agricultural and Technical Institute was awarded to Matthew Commins, refrigeration plant operator.

The Rev. Arnold Horner offered invocation and the Rev. E. Wendell Stephan the benediction. Creedmoor State Hospital's orchestra, conducted by Irving Fiedler, furnished the musical entertainment.

Refreshments were served.

59 More Jobs For Pier Project

The Board of Estimate voted \$302,801 for 59 architect, engineer, and inspector jobs in the NYC Department of Marine and Aviation for 1956.

The 59 employees would work on modernization, rehabilitation, and fire prevention on the piers.

State and County Eligible Lists

STATE Promotion

ASSISTANT DIRECTOR OF TUBERCULOSIS HOSPITAL, (Prom.), Department of Health Applied: 6. Qualified: 4.



HERE IS A LISTING OF ARCO COURSES FOR PENDING EXAMINATIONS

- Administrative Asst. \$2.50, Accountant & Auditor \$3.00, N. Y. C. \$3.00, Apprentice \$2.00, Auto Engineer \$2.50, Auto Mechanic \$2.50, Ass't Foreman (Sanitation) \$2.50, Attendant \$2.50, Attorney \$2.50, Bookkeeper \$2.50, Bridge & Tunnel Officer \$2.50, Bus Maintainer \$2.50, Captain (P.D.) \$3.00, Car Maintainer \$2.50, Chemist \$2.50, Civil Engineer \$2.50, Civil Service Handbook \$1.00, Claims Examiner (Unemployment Insurance) \$4.00, Clerical Assistant (Colleges) \$2.50, Clerk, GS 1-4 \$2.50, Clerk 3-4 \$3.00, Clerk, Gr. 2 \$2.50, Clerk, Grade 5 \$3.00, Conductor \$2.50, Correction Officer U.S. \$2.50, Court Attendant (State) \$3.00, Deputy U.S. Marshal \$2.50, Dietitian \$2.50, Electrical Engineer \$3.00, Electrician \$3.00, Elevator Operator \$2.50, Employment Interviewer \$3.00, Fireman (F.D.) \$2.50, Fire Capt. \$3.00, Fire Lieutenant \$3.50, Fireman Tests in all States \$4.00, Foreman \$2.50, Gardener Assistant \$2.50, H. S. Diploma Tests \$3.00, Hospital Attendant \$2.50, Housing Asst. \$2.50, Housing Caretaker \$2.00, Housing Officer \$2.50, How to Pass College Entrance Tests \$3.50, How to Study Post Office Schemes \$1.00, Home Study Course for Civil Service Jobs \$4.95, How to Pass West Point and Annapolis Entrance Exams \$3.50, Insurance Agent \$3.00, Insurance Agent & Broker \$3.50, Internal Revenue Agent \$3.00, Investigator (Loyalty Review) \$2.50, Investigator (Civil and Law Enforcement) \$3.00, Investigator's Handbook \$3.00, Jr. Accountant \$3.00, Jr. Management Asst. \$2.50, Jr. Government Asst. \$2.50, Jr. Professional Asst. \$2.50, Janitor Custodian \$2.50, Jr. Professional Asst. \$2.50, Law Enforcement Positions \$3.00, Law & Court Steno \$3.00, Lieutenant (P.D.) \$3.00, Librarian \$3.00, Maintenance Man \$2.00, Mechanical Engr. \$2.50, Maintainer's Helper (A & C) \$2.50, Maintainer's Helper (B) \$2.50, Maintainer's Helper (D) \$2.50, Maintainer's Helper (E) \$2.50, Messenger (Fed.) \$2.00, Messenger, Grade 1 \$2.00, Motorman \$2.50, Motor Vehicle License Examiner \$3.00, Notary Public \$2.50, Oil Burner Installer \$3.00, Park Ranger \$2.50, Parking Meter Collector \$2.50, Patrolman \$3.00, Patrolman Tests in All States \$4.00, Playground Director \$2.50, Plumber \$2.50, Policewoman \$2.50, Postal Clerk Carrier \$2.50, Postal Clerk in Charge \$2.50, Foreman \$3.00, Postmaster, 1st, 2nd & 3rd Class \$3.00, Postmaster, 4th Class \$3.00, Power Maintainer \$2.50, Practice for Army Tests \$2.00, Prison Guard \$2.50, Probation Officer \$3.00, Public Health Nurse \$3.00, Railroad Clerk \$2.00, Railroad Porter \$2.00, Real Estate Broker \$3.00, Refrigeration License \$3.00, Rural Mail Carrier \$3.00, Sanitationman \$2.00, School Clerk \$2.50, Sergeant (P.D.) \$3.00, Social Investigator \$3.00, Social Supervisor \$2.50, Social Worker \$2.50, Senior Clerk \$3.00, Sr. File Clerk \$2.50, Surface Line Dispatcher \$2.50, State Clerk (Accounts, File & Supply) \$2.50, State Trooper \$3.00, Stationary Engineer & Fireman \$3.00, Steno Typist (GS 1-7) \$2.50, Stenographer, Gr. 3-4 \$2.50, Steno-Typist (Practical) \$1.50, Stock Assistant \$2.50, Structure Maintainer \$2.50, Substitute Postal Transportation Clerk \$2.00, Surface Line Opr. \$2.00, Tax Collector \$3.00, Technical & Professional Asst. (State) \$2.50, Telephone Operator \$2.50, Title Examiner \$2.50, Thruway Toll Collector \$2.50, Trackman \$2.50, Train Dispatcher \$2.50, Transit Patrolman \$2.50, Treasury Enforcement Agent \$3.00, Uniform Court Attendant (City) \$3.50, War Service Scholarships \$3.00

ASSISTANT SUPERINTENDENT OF OPERATION AND MAINTENANCE (CANALS) (Prom.), Department of Public Works Applied: 8. Qualified: 3.

ASSOCIATE MECHANICAL CONSTRUCTION ENGINEER (Prom.), Department of Public Works Applied: 3. Qualified: 2.

SENIOR ARCHITECT (Prom.), Department of Public Works Applied: 3. Qualified: 2.

SENIOR MEDICAL TECHNICIAN (Prom.), Institutions, Department of Mental Hygiene Applied: 8. Qualified: 2.

SENIOR STORES CLERK (Prom.), Social Welfare Institution, Department of Social Welfare Applied: 6. Qualified: 2.

SENIOR TYPIST (Prom.), Division of Parole, Executive Department Applied: 10. Qualified: 11.

SENIOR CLERK (Prom.), Department of Taxation and Finance Applied: 30. Qualified: 11.

SENIOR MECHANICAL CONSTRUCTION ENGINEER (Prom.), Department of Public Works Applied: 2. Qualified: 2.

SENIOR BUILDING ELECTRICAL ENGINEER (Prom.), Department of Public Works Applied: 7. Qualified: 3.

PRINCIPAL CLERK (Prom.), Treasurer's Office, Erie County Applied: 7. Qualified: 4.

SENIOR MECHANICAL CONSTRUCTION ENGINEER (Prom.), Department of Public Works Applied: 2. Qualified: 2.

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PRINCIPAL CLERK (Prom.), Treasurer's Office, Erie County Applied: 7. Qualified: 4.

SENIOR MECHANICAL CONSTRUCTION ENGINEER (Prom.), Department of Public Works Applied: 2. Qualified: 2.

SENIOR CLERK (Prom.), County Clerk's Office, Erie County Applied: 1. Qualified: 1.

SENIOR LABORATORY TECHNICIAN (Prom.), County Laboratory, Erie County Applied: 1. Qualified: 1.

SUPERVISING TELEPHONE OPERATOR (Prom.), Westchester County Applied: 1. Qualified: 1.

SUPERVISOR OF CASE WORK (PUBLIC ASSISTANCE) (Prom.), Department of Family and Child Welfare, Department of Public Welfare, Westchester County Applied: 1. Qualified: 1.

SUPERVISOR OF CASE WORK (TRAINING UNIT) (Prom.), Department of Family and Child Welfare, Department of Public Welfare, Westchester County Applied: 1. Qualified: 1.

VARIETY OPERATOR (Prom.), Department of Social Welfare, Erie County Applied: 1. Qualified: 1.

ASSOCIATE PUBLIC HEALTH ENGINEER (Prom.), Department of Health, Erie County Applied: 1. Qualified: 1.

INTERMEDIATE ACCOUNT CLERK AND STENOGRAPHER (Prom.), Westchester County Applied: 1. Qualified: 1.

INTERMEDIATE ACCOUNT CLERK AND STENOGRAPHER (Prom.), Village of Seneca, Westchester County Applied: 1. Qualified: 1.

SENIOR ACCOUNT CLERK AND STENOGRAPHER (Prom.), Westchester County Applied: 1. Qualified: 1.

SENIOR CLERK - WHITE PAPER (Prom.), Erie County Departments and Institutions Applied: 1. Qualified: 1.

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SENIOR CLERK - WHITE PAPER (Prom.), Erie County Departments and Institutions Applied: 1. Qualified: 1.

SENIOR CLERK - WHITE PAPER (Prom.), Erie County Departments and Institutions Applied: 1. Qualified: 1.

Westchester County PLANT OPERATOR (Prom.), Westchester County Applied: 1. Qualified: 1.

Assn. Explains Rule on 2 Days Off for Vets

ALBANY, Dec. 5—Why veterans do not get two extra days off, because non-veterans get Memorial and Veterans Day off, though Section 63 of the Public Officers Law guarantees the two days only to veterans, has been explained in a letter to Donald J. Carlson of Willard State Hospital.

Opinion Cited

"The Attorney General of this State," replied John J. Kelly Jr., a member of Mr. DeGraff's law firm, "in 1943 rendered an opinion that employees of the Department of Mental Hygiene who are veterans are not entitled to two additional days' vacation for Armistice (now called Veterans) Day and Memorial Day merely because other employees, who were not veterans, also received such holidays or time off in lieu thereof, with pay."

"Thus the situation seems to be that veterans must be given these two holidays or time off in lieu thereof, but so long as they are given such holidays or are credited with the time for such holidays, they are not entitled to two additional days over those granted to non-veterans."

The text of the law was published in last week's LEADER.

LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK, by the Grace of God Free and Independent, To William Ross, Rebecca Sandbeck, Marie Brown, Ada Ward, Lonnie Poole, Charles Ross, Augustine Ross, Emma Washington Herman Miller, Edgar Miller and Dallas Miller the next of kin and heirs at law of Ella Branch, deceased, send greeting:

Whereas JESSE WOODS, also known as JESSE WOODS, who resides at 207 West 134th Street, Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 7 1955 relating to both real and personal property, duly proved as the last will and testament of ELLA BRANCH, deceased, who was at the time of her death a resident of 293 West 134th Street, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 15th day of December, one thousand nine hundred and fifty-five, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenhoffer, Surrogate of our said County of New York, at said county, the 3rd day of November in the year our Lord one thousand nine hundred and fifty-five.

Philip D. Donahue, Clerk of the Surrogate's Court (L. S.)

GIASEMIS, JOHN - CITATION - THE PEOPLE OF THE STATE OF NEW YORK, by the Grace of God Free and Independent, to ROSITA COUTOURADIS, THEODORE GIASEMIS, ANNA PAPADOPOULOU, JACOB M. RUDY, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of JOHN GIASEMIS, deceased, who at the time of his death was a resident of City, County and State of New York, send greeting:

Upon the petition of CHRYS C. DEMETRIADIS executor residing at 35-45 80th St., Jackson Heights, L.I., N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 16th day of January, 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of CHRYS C. DEMETRIADIS as executor should not be judicially settled, and why the fees of the attorney which have been requested by him in the sum of \$1,500.00 should not be found and determined by the Court.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, a Surrogate of our said county, at the County of New York, the 17th day of November in the year of our Lord one thousand nine hundred and fifty-five. PHILIP A. DONAHUE, Clerk of the Surrogate's Court (L.S.)

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STATISTICIAN TEST CLOSING DECEMBER 6

Tuesday, December 6 is the last day to apply for \$4,525 U. S. statistician, to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. Thereafter, such jobs will be filled from the new Federal Service Entrance Examination.

BUFFALO MAN NAMED TO HOME RULE COMMITTEE

ALBANY, Dec. 5—David Diamond of Buffalo has been named to the State Committee on Expanding Home Rule for Cities and Villages. Comptroller Arthur Levitt is chairman.

TOWN AND COUNTY EMPLOYEE NEWS

RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

Industry Takes Fringe Benefit Lead

Since 1947 the United States Chamber of Commerce has been making biennial surveys of "The Nonwage Labor Costs of Doing Business." An examination of the findings of these surveys will reveal part of the reason for the increased interest and activity in obtaining improved fringe benefits by employees of the State and its subdivisions.

It seems to us a fair statement that historically the public employee was considered to have some advantage over the private employee in terms of fringe benefits granted. In fact it seems reasonable to us that this may account, at least in part, for the competitive disadvantage that we believe the public employee has had wagewise.

That there has been a marked change in nonwage labor costs since 1947 there can be no doubt. Just in the 1947-49 period there was an increase of 28.5% in dollars per year per employee spent for fringe benefits in private industry. In 1947 it was reported that nonwage costs in dollars per year per employee was \$393 and in 1949, \$505. As percent of payroll in 1947 it was 14.4% and 1949, 16.2%. By 1953 the nonwage cost expressed in cents per hour worked had risen to \$.382 from a 1947 cost per hour of \$.207. The table below provides a summary of these changes.

ITEM	YEAR			
	1947	1949	1951	1953
Nonwage payments as:				
Percent of Payroll	15.2	16.9	19.1	20.2
Cents per hour worked	30.7c	36.0c	33.0c	38.2c
Dollars per year per employee	\$422	\$525	\$684	\$817

SOURCE: Fringe Benefits-1956 — Chamber of Commerce of the United States, Washington, D. C.

Expressed as percent of payroll "fringe benefits" have increased about one third in six years.

It would be helpful to the reader in evaluating this data to know what is included in "nonwage labor costs." It includes:

1. Legally required payments (employer's share): This includes such items as workmen's compensation, Unemployment insurance, Old-age and Survivors Insurance, etc.
2. Pension and other agreed-upon payments (employer's share): This includes life insurance premiums, pension payments, etc.
3. Paid rest periods, paid lunch periods, travel time, etc.
4. Payments for time worked: This includes paid vacations or bonuses in lieu thereof, sick leave, jury duty, holiday pay, etc.
5. Other items: This includes profit sharing payments, suggestion awards, Christmas bonuses, etc.

From this it can be seen that the fringe benefits covered is rather complete.

One significant thing that we take away from an examination of this data is that employees of the State and its subdivisions have generally stood still while vast gains have been made in private industry. The public employee should face up to the fact that some kinds of fringe benefits will never be available to him such as special bonuses since this would be unconstitutional as a gift of public funds. Thus he will have to concentrate on fringe benefit improvement in other fields if he is to retain or regain equity with his privately employed neighbor.

ACTIVITIES OF EMPLOYEES IN STATE

Public Service Council Meets Dec. 7

NEW YORK CITY, Dec. 5—The executive council of the Metropolitan Public Service chapter, CSEA, will meet at 5 P.M. on Wednesday, December 7, at 199 Church Street.

On the agenda are discussions of the CSEA legislative program and the proposed integration of Social Security with present retirement system.

All council members are urged to attend. President Edith Fruchtdender will chair the meeting.

Conservation Unit Meets in Albany

ALBANY, Dec. 5—The regular November meeting of Conservation chapter, CSEA, was conducted

ed by Margaret Deveny, president. Miss Margaret Deveny, president, at Association Headquarters, 8 Elk Street, Albany.

A report on the Annual Meeting of the Statewide Association, held in October, was given by Mrs. Grace Ten Eyck, delegate. As the result of a recommendation by the Committee on Revision of the Constitution, presented by Vice President Leroy Irving, chairman, it was unanimously agreed that steps be taken to change the annual meeting of the Chapter from September to May.

An unexpected highlight of the evening was a brief visit by John Powers, president of the Civil Service Employees Association, who addressed the group on salary problems.

The meeting was followed by dinner and a social hour. Miss Anna Mae Berry entertained at the piano.

Kings Park News

Women's Bowling Team news for November 17 and 18:—Team Standings: McGuire's first, Nasso's and Chermak's tie for second, Baker's third, Terrill's and Kline's tie for fourth, Erie House fifth, and Okt's sixth. High single game, Erie House 760. High individual game A. DeArmitt 199. High team, three games Terrill's 2018. High individual, three games E. Smith 521. Individual high games E. Smith 193, A. Randazzo 195, C. Kelly 192, D. Rall 184, G. Olofsson 178, P. Smith 165, D. DeWall 178, G. Walsh 165, M. Pazybyss 165, A. DeArmitt 199, E. Figari 167, C. Ostrander 180.

Welcome back to Chapter President Ivan Mandigo who recently returned from a hunting trip in the Adirondacks.

Erie Chapter Elects Quinn

BUFFALO, Dec. 5—The following officers were elected at a recent meeting of the Competitive Civil Service Employees Association, at the Troop I Post, American Legion, here: John Quinn, president; Ray V. Doney, vice president; George Hoffman, re-elected treasurer; Rose Amato, financial secretary; Alice Gary, recording secretary; Byron Robbins, sergeant-at-arms.

Date of installation of officers will be announced.

Chemung Chapter's Exec Council Meet's

ELMIRA, Dec. 5 — Chemung County chapter's executive council held its November dinner meeting at the TRESS Home and

Garden here on the fourteenth.

President James N. Donahue chaired the meeting, at which the membership committee, now conducting a recruiting drive, reported that several school districts are interested in joining the Association.

A proposal to hold a get-acquainted meeting—to introduce newly elected City and Council heads, and Council and Board members—will be acted upon at the next meeting to be held Dec. 8.

The budget committee reported that a deficit is expected in normal operating expenses, due to the cut in state refunds. A ways and means committee, headed by Patricia Treat of the County Treasurer's Office, was named to study ways to raise funds to augment the reduced treasury.

Mr. Donahue also appointed Margaret Collins of the City Health Clinic as chairman of the nominating committee, and

named the following to assist her: Marion McCarthy, Child Welfare; Clare Lacey, City Chamberlain's Office; Leslie Gregg, Civil Defense; Mary Grace Muccigrosso, Welfare Office; Pat Treat, County Treasurer's Office, and Gordon Creighton, City Sanitation.

Smithtown Aides Elect Officers

SMITHTOWN, Dec. 5—Charles Dorfer has been re-elected president of Smithtown Highway unit, CSEA. Re-elected also were Ben Ciorciari, vice president; Sam LaSosa, treasurer; Francis Ruane, secretary, and Mike Conklin, sergeant-at-arms.

Mr. Ruane reports a membership of 95 per cent.

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

DID YOU KNOW?

That the salary program of The Civil Service Employees Association calls for a 20% increase in base salary, and a mandatory maximum 40 hour 5 day work week with no loss in take home pay for all State employees, and mandatory salary plans for employees of all local units of government? You can support this program by joining The Civil Service Employees Association today, or renewing your membership today.

Fill out the application for membership below, give it with your dues payment to any representative of your CSEA chapter or send it to the CSEA, 8 Elk Street, Albany, N. Y. If you are a member for 1956—give this application to a fellow employee. Any employee of the State, or local unit of government, is eligible to join.

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WORK ADDRESS			
EMPLOYED BY:	<input type="checkbox"/> STATE	(Specify above name of governmental unit checked)	
(Check one and Specify name)	<input type="checkbox"/> COUNTY		
	<input type="checkbox"/> CITY		
	<input type="checkbox"/> TOWN		
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Hygiene Quiz

(Continued from Page 1)

We do the great sense of responsibility which your institutional employees have for the trust imposed upon them in caring for the wards of the State, and the cloud under which these charges have placed all employees at Wassaic State School.

We also urge on behalf of all the employees that as soon as your investigations and hearings are completed that a complete report on the matter be made public, confident as we are of the vindication of the employees at Wassaic State School.