Harriman Assumes Office of Governor as Employees Re-Examine His Commitments On Civil Service: Legislative Snarl Foreseen

New I I  Savir ... to Institution Aides

Tolman Is Consultant on Pay Appeals

Day-Work Pick by Seniority. Argued Before State Board

Hint of Upward Changes In Some Grades and Pay Seni, J.E. Kelly Statement

To State Aides: Want CSEA to Represent You in Salary or Grade Appeals

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**To the Reader:**

Please note that the document contains some necessary corrections and clarifications to improve its readability and coherence. These are indicated with comments throughout the text, ensuring that the final text is clear and accurate.

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**Harriman Fills Five Major Posts**

**ALBANY, Jan. 3—Five additional major appointments were announced by Governor Harriman last week.**

Dr. Frank L. Tolman has been appointed a special consultant on State pay and grade appeals. The former president of the Civil Service Employees Association, expert in the field of the salary classification, was retained by John F. Powers, present head of the organization. He will assist employees in formulating their cases for readjustment under the new State salary plan.

**HINT OF UPWARD CHANGES IN SOME GRADES AND PAY**

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**HARRIMAN ASSUMES OFFICE OF GOVERNOR AS EMPLOYEES RE-EXAMINE HIS COMMITMENTS ON CIVIL SERVICE: LEGISLATIVE SNAIL FORESEEN**

**CSEA TO REPRESENT YOU IN SALARY OR GRADE APPEALS**

**ALBANY, Jan. 3—John F. Powers, president of the Civil Service Employees Association, has urged members of the Association who have any questions from the new compensation plan, to inform the Association promptly if they desire to officially represent them at the hearings. Mr. Powers emphasized that it is not legally possible for the Association to represent employees who have not appealed for reallocation from the salary grades as of the January 1 deadline. He has not yet reported how many appeals the Association has received.

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Squirming Explanations Mark Latest U. S. Civil Service Moves

SUPPORTERS of the merit system must all hope that President Eisenhower made a New Year's resolution in abide by the principles of the act. For the first time in 54 years the President engaged in two maneuvers that save merit system advocates the jitters. One was the rule that promotions to the higher ranks of the competitive service be reversed. The other was the announcement of the competitive deputy marshal jobs into Schedule B, which makes them non-political.

The President has yet to prove how requiring political clearance in promotion in the competitive service is an example of keeping politics out of civil service. His action in reversing competitive deputy jobs is, at least, a serious blow to the merit system.

The new rule gives a limit to $2,000 in promotion unless the candidate is a veteran and his clearance is approved by the President. However, the new rule limits the correction of the competitive deputy marshal jobs into Schedule B, which makes them non-political.

In the deputy marshal case, however, the Commission made the move, either with the approval of the President. Now the Commission has to face an embarrassment. When a bill was before the Senate Finance Committee, the chairman, at the instance of the U.S. Civil Service Commission, although when the President needed some pious support, was asked to pass such a bill. Now comes when the President shifts jobs to persons who have still not been cleared through politicians, and the other was the reclassification of the civil service.
State Issues 26 Lists In a Month

ALBANY, Jan. 3 — The State Civil Service Department established during November 16 open-competitive and 12 promotion eligi-

bility lists, with a total of 406 names. W. J. Murray, administrative
director, reported. The titles and number of eligibles on each
has follow:

**OPEN-COMPETITIVE**

- Biologist, 6
- Hospital administration officer, 4
- Junior civil engineer (design), 6
- Junior health officer, 10
- Junior laboratory animal care,
- Senior medical technician, 7

**PROMOTION**

- Senior medical technician (TB service), 2
- Senior dental hygiene
- Chief laundry supervisor, institution,
- Head dining room attendant, Marcy
- Senior medical technician, institution,
- Senior physical therapy tech-
- Senior director of recreation
- Junior civil engineer (design), 7
- Text and Finance

- Associate corporation tax examiner,
- Junior tax administrative super-
- Fluor (corporation), 3
- Senior tax administrative super-
- Director of personnel (corporation), 2
- Tax administrator (corporation)
- Property tax assessment, 2

Other recommendations will in-
clude appointment of the present
three-man bi-partisan Commis-
sion, under a "full-time" chairman;
creation of a new semi-indepen-
dent agency, to handle employee
appeals; and the granting of appeal
rights to non-veterans similar to
those of veterans.

The Hoover Commission unit
was expected to favor less
restrictive hiring practices.

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Rinaldo Gentile (center) receives a $50 award from Dr. Lee P.
O'Donnell, director of Harlem Valley State Hospital. The award
was won jointly by Mr. Gentile and Frank Saunders, in recognition
of their having designed and developed an elastic belt suitable
for wear by Mentally Hygienen patients.

**Hoover Group Proposes White House Personnel Plan**

WASHINGTON, Jan. 3 — The
Hoover Commission, studying Fed-
eral personnel practices, will rec-
ommend that the Chairman of the
U.S. Civil Service Commission be
relieved of his duties as the Presi-

dent's personal liaison officer, on
the grounds that the independen-
tic of the Commission is under-
mined. President Eisenhower com-
mitted the two functions, in the

Esther Friendlich.

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of their having designed and developed an elastic belt suitable
for wear by Mentally Hygienen patients.

**ACTIVITIES OF EMPLOYEES IN STATE**

**Employment Chapter, NYC, Sees Many Activities**

NEW YORK CITY, Jan. 3 — The
Leader has received the follow-
ing notices of employees activi-
ies from Bernard J. Pedergen, Sec-
tary and chaplain of the Division of Em-
ployment Blood Bank, CSEA, to

nurse Baker and groom on their
marriage December 12. They plan
a motor trip through the South
... Best wishes to Chittine Gaper-
on the birth of a daughter...
Henry Boyett has resigned to be-
come secretary in industrial rela-
tions with the Urban League of
San Diego, Calif.

Here and There...

L. O. 630 welcomes new staff
members.

Lou Gibb of L. O. 730 is vaca-
tioning in Washington. On varia-
tion from the same office, Martin
Domenick. Staff welcomed Lena
Tobin back from sick leave.

Employees at L. O. 115 regretted
the death of fellow staffer, Mary
Baker.

Congratulations have gone to Ber-
am and Josephine Smith, clerk of
Section 711, and Josephine
L. O. 716 sends word that new
staff members are Magno Daniels,
clerk of Section 711, and Josephine

**Thruway Seeks Traffic Promoter**

ALBANY, Jan. 3 — Apply until
Friday, January 18 for a State job
as promotion representative to at-
dress problems and conflicts of
interests to the Thruway. The job
pays $2,000 to $2,750 a year, in
five annual increases. The written
test will be held on February 19.

Candidates need a high school or
equivalency diploma and four
years' experience in a business or-
anization, a State or local cham-
ber of commerce, or other organi-
sation closely connected with busi-
ness problems. Two years must
have been in a responsible capac-
ity characterized by high-level
public contact work.

Also required is any one of the
following: two more years of satis-
factory experience as described
above; a bachelor's degree with
specialization in economics, busi-

dness administration, marketing or
industry, management; or a satis-
factory equivalent combination
of this training and experience.

If you stretched and to end the service of these men to New York State, the total would reach 327
years. W. L. Danno (right), warden at Sing Sing Prison, presents service awards to (left to right)
John J. Shonahan, chief engineer; 42 years of service; Thomas J. Herigone, guard, 35 years; Thomas
Roswell, guard, 35 years; William McKiboy, guard, 35 years; Edward Kennedy, guard, 35 years;
Frank Libby, industrial superintendent, 30 years. Warden Danno himself has 25 years of service.
The LEADER that the value of meals and lodging furnished for an institution employee is expressly exempt from Federal income tax. The employee was entitled to the value of meals and lodging furnished for services rendered to an institution. If you work in an institution, you should refer to "How You Do It" for more information.

If you're required to live or eat at the place of work, you must be included in gross income. If you hear, "Meals and lodging were furnished for the convenience of the employer," it must be included in your gross income. If you're required to live at the place of work, take your deductions until the latter part of the year. Remember that the tax return must be filed any time up to April 15. The explanation need not be filed. The tax returns this year may be filed any time up to April 15. If you're required to live or eat at the place of work, you must be included in gross income. If you hear, "Meals and lodging were furnished for the convenience of the employer," it must be included in your gross income. If you're required to live at the place of work, take your deductions until the latter part of the year.
Leaders of employee unions, who have been on leave without pay for more than a year, are trying to bring their pay up to the level at which it was when they left. The Government Employees Retirement System, which is now considering the situation of their pay, is open to them. The system is to be used in the City government, but the fact that no proposed legislation for an exclusive bargaining agency has been drafted may be a sign, too, that this particular battle is in a long way off.

The pay of U.S. laborers, mechanics and workers in the skilled trades is based on local wage rates, and the results are erratic and substandard. The situation is changing, and the result is that the lowest paid workers are being shifted to the average pay.

The idea of putting an administrator's pay under wage board jurisdiction is the law. The U.S. has not yet to try something new, but this situation is changing, and the result is that the lowest paid workers are being shifted to the average pay.

In New York State the Labor Law requires that certain employees be paid at rates prevailing in local private industry, but this has been a difficult job. The Department of Labor in New York State has been working to raise the rates of employees in local private industry, but is still trying to reach these goals.

The State is not being paid for the work of its employees, because its wages are not being paid. Hence the State is not paying its employees, and the State is not paying its employees.

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Comment

DOES NOT LIKE

By C. C. Wadleigh, Editor, The LEADER:

It is not a good idea to coordinate Social Security with the State Employees Retirement System. We believe that this bill would have to be re-
tered at any time under the State Constitution. Under Social Security, the retire-
ment age is 65, which is about 10 years too old. It may be set to work in school zones from the hours of 8 to 9 in the morning, noon to 1 p.m., and 3 to 4:15 in the afternoon.

In a school installation, the set-up would be in this fashion: 780 JUMBO stoplights have been installed at one intersection in Denver? It is in the interest of one city employee who also keeps track of 1,000 persons who are being asked, who are looking for a job, that the mayor launched this new effort because of the belief that valid complaints and suggestions were not reaching him.

TRAINED EMPLOYEES ON CALL IF WORK LOAD GETS HEAVY

IT'S A DIFFICULT task to train the number of qualified employees in the right office at the right time. The Civil Service Administration reports that the Rhode Island Department of Education needs to hire 120 new employees using part-time interviewers when the work load suddenly increases in local employment offices. The work load is relatively a "must" in employment of this type, the department expects part-time interviewers to work when ever needed. Anyone who cannot report for work when contacted three times within any given week is likely to lose his job. Part-time interviewers work by the hour and have temporary civil service status.

The department has also prepared a booklet, "The Part-Time Interviewer," which points out what is expected from the employee in terms of cooperation and tells him about his rights and privileges as a part-time worker.

BIG STOP LIGHT TRIED TO CUT ACCIDENTS

JUNIOR stoplights have been installed at one intersection in Ashland, Va., as safety measures, according to the American Public Works Association.

The red light itself is not any bigger. It just looks that way because the state highway department has placed 12-inch lenses on top of the standard eight-inch stop lights. The enlarged red light is believed to be especially well-suited for intersections on heavily-traveled, high-speed roads in rural areas where motorists should be able to see the stop light in advance in order to stop in time.

POLLICE DIRECT TRAFFIC FROM TOWERS

In Dearrow, Ohio, four large clocks 25-feet high, equipped with traffic lights and loudspeakers, are helping solve the traffic congestion problem near the Ford auto plant in Dearrow.

Each of the new towers is manned by a policeman who uses a microphone to control the traffic signals that guide traffic coming in any direction. The policeman can also use a microphone and give oral traffic directions to a single car if he is busy.
Applicants will be accepted until Friday, February 4, in the State's new series of exams. Written test will be given on Saturday, March 5, except that key punch operators will take a performance test on March 13.

6117. ASSISTANT GAS ENGINEER, and CLERK, New York State, for appointment at three vacancy in Albany, one in NYC, and one in Saratoga. Applicants must have a bachelor's degree in mechanical engineering and two years' experience either in the design, construction, or operation of engineering work for the production and distribution of gas. The examination requirements: (1) bachelor's degree in mechanical engineering; (2) two years' experience in the design, construction, or operation of engineering work for the production and distribution of gas; and (3) a master's degree in architecture plus one year's experience in the field of architecture and engineering. The examination will be held on Friday, January 21.

6118. GAS TESTER, $3,100 to $3,600, for one vacancy in Department of Public Works, Albany, requiring high school graduation or equivalent diploma; one year's experience in architecture, or two years' experience in the design, construction, or operation of engineering work for the production and distribution of gas; and a master's degree in architecture plus one year's experience in the field of architecture and engineering. The examination will be held on Friday, January 21.

6116. ASSISTANT ARCHITECT (Prom.), Examination! reopened, $2,780 to $3,900; one vacancy in NYC and Albany. Applicants must have a bachelor's degree in architecture, or equivalent combination of training and experience in architecture, and (3) either a bachelor's degree in architecture or an equivalent combination of training and experience in architecture, plus (3) either a master's degree in architecture or an equivalent combination of training and experience in architecture and engineering. The examination will be held on Friday, January 21.

6115. BOILER INSPECTOR, $6,470 to $7,970, for one vacancy in Department of Labor, NYC. Requirements: (1) one year's work as a boiler inspector in the administrative office; (2) a master's degree in engineering; and (3) either a bachelor's degree in architecture with a minor in architectural engineering, or an equivalent combination of training and experience in architecture, engineering, and related chemical engineering. The examination will be held on Friday, January 21.

6114. SENIOR GAS ENGINEER, Promotion, $6,470 to $7,970; one vacancy in NYC and Albany. Requirements: (1) 30 graduate hours in public administration, or (2) a master's degree in public administration, plus two years' experience as a gas engineer. The examination requirements: (1) a bachelor's degree in public administration, or (2) a master's degree in public administration, plus two years' experience in public administration or equivalent combination of training and experience in public administration. The examination will be held on Friday, January 21.

6113. PAYROLL AUDITOR, $3,100 to $3,600, for one vacancy in Albany, Rochester, Syracuse and Buffalo. Applicants must have experience in the keeping of time records and/or in supervision of payroll work, or (b) a master's degree in accounting, or (c) three years' experience in accounting. The examination requirements: (1) two years' experience in payroll accounting, full-time position; or (2) one year's experience in payroll work, part-time position. The examination will be held on Friday, January 21.

6112. REVENUE OPERATOR (IBS), $3,440 to $4,100, in NYC. Requirements: (1) a bachelor's degree in accounting, or (2) a master's degree in accounting, or (3) a professional accounting degree from an approved school. The examination will be held on Friday, January 21.

6111. CIVIL SERVICE EMPLOYEES BUY AT VARIETY AND SAVE! VARIETY FURNITURE CO. 518 WEST 57TH ST. NEW YORK 19 SPECIALS 2-PIECE SOFA BED & CHAIR $129 2-PIECE BEDROOM SUITE $149

Questions answered on civil service. Address Editor, The LEADER, 91 Duane Street, New York 7, N.Y.

There are no educational or experience requirements for stenographic jobs. $2,500 to $3,750, typist jobs. $3,000 to $4,000, apply to the Board of U. S. Civil Service Examiners, Washington, D.C., until further notice. Pay ranges from $1,700 to $2,800 a year.

Apply to the Board of U. S. Civil Service Examiners, Washington, D.C., until further notice. The examination is No. 343. (Friday, January 21).

For further information, visit the Civil Service website or call 800-CIVILSVC.
U.S. raises of $125 to 800, flat amount in each grade. Proposed by Eisenhowser.

No Postal Pay Rise unless Rates Go up

**Classification Act of 1949, as Amended**

<table>
<thead>
<tr>
<th>Present</th>
<th>Proposed</th>
<th>Increase Over Present</th>
<th>Aggregate Increase</th>
<th>Progression of Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Min.</td>
<td>Max.</td>
<td>Min.</td>
<td>Max.</td>
<td></td>
</tr>
</tbody>
</table>

| $1    | $2.980 | $2,625 | $3,106 | $3,565 | $3,440 | $3,925 | $4,215 | $4,640 | $5,090 |

**Cost estimates** (GO and CPC) $200,000,000. Percentage increase 4.9. Average increase 2.52.

The present minimum and maximum payroll scales are compared to the new ones proposed by President Eisenhower for classified and crafts-protective and custodial employees. The postal schedule raises will increase in amount, as percentage. The raises are not granted on a per-grade basis.

Augusta, Ga., Jan. 2 — The pay increase bill to be submitted to Congress by President Eisenhower, with a special message, on Tuesday, January 11, will provide for flat amounts of increase, not percentages.

One measure will deal with the classified schedule, on which Inc. raises will increase in amount, as grades rise, from $50 minimum to $800 maximum. The average would be $200, or 8 percent, but the increases are not granted on a percentage basis.

No raise is proposed in the highest grade, 15, this particular question being left for Congress alone.

The details of the postal raise have not yet been finally worked out, but the same general plan is expected to be followed.

"If Money"

The postal increases will depend on the raise in postal rates. At the last session of Congress the postal employees proposed for 4 cents as an increase for first-class mail now 3, 7 cents for air mail, 6, as well as other postal rate increases. The same recommendations are expected to be repeated.

As the last Congress disposed of the postal raise postal rates, the question arises how the new Congress will dispose of any independent of employees, which will be necessary for additional sources of revenue being paid by its cost.

The President will deliver his State of the Union Message to Congress on Thursday, January 6. In that message, he will make brief mention of his plan for rates. The President, however, is expected to get closed in the special message five days later. Meanwhile an essential particulars about the proposed classified and crafts, protective, and custodial raises will be included in the new bill.

Washington, Jan. 3 — Because of the preponderance of employees in lower grades, aggregate annual salary increases in Grade I would total 30,360,980, while aggregate annual salary increases in Grade II would be $31,080.

The Administration considers the President's proposal too large, and has devoted intensive study on the matter. Mr. Young said the President's proposal would result in a relative even percentage increase in all grades, whereas the increased bill would provide for a partial conversion of the Federal Government to the new grading system.

The Administration will submit the proposal to the new Congress which convenes next month. Mr. Young said there would be some reason to believe that the pay raise would seek to provide general pay for all grades which will be fair to employees, which will permit the Federal Government to attract and retain lower caliber employees, correct inequities in the present schedules and assure that employees are promoted to higher grades their pay will bear more meaningful relation to their increased responsibility.

Mr. Young compared the new proposal with the pay bill which was disapproved by the President last August, showing that the new proposal would result in a relatively even percentage increase (approximately per cent) in all grades, whereas the disapproved bill would provide for 7 percent increase in Grade I, and a diminishing percentage of increase for the higher grades. Also, the disapproved bill had provided a floor of $450 increase in the first five grades 1 through 5, and a maximum increase in grades 6-15 through 50.

Thus, he said, the disapproved bill would have intended for the disapproved bill would have intended rather than corrected existing inequities.

CPC Pay Discussion

General十四 and covered in his discussion included postal and postal. Services and employees of the Department of Medicine and especially in the Veterans Administration.
NYC Pilot Program in Sanitation Dept. Solving Labor Relations Problems

The Department of Sanitation is making progress toward solving the problems of labor relations that have plagued it in the past. This progress is due to the experimental laboratory set up in the Department by Mayor Robert F. Wagner.

The Sanitation Department was chosen because it presents problems that are typical of other departments and divisions throughout the city. It is also a department that is undergoing major changes and that has a large number of employees.

The Sanitation Department is divided into several subcommittees, each of which is charged with solving a specific problem. These subcommittees include:

1. Uniformed Sanitation Officers
2. Non-Uniformed Sanitation Officers
3. Laborers
4. Maintenance Men
5. Clerical and Administrative Personnel

The Department of Sanitation is careful not to create a situation in which one group is in control, but rather to find a balance that can be maintained. This balance is achieved by giving each group a chance to present its viewpoint and by allowing the Department to make the final decision.

The joint committees and subcommittees have been formed to help solve these problems. The committees include representatives from various parts of the Sanitation Department, as well as representatives from other city agencies. This ensures that all viewpoints are considered.

The Department of Sanitation has developed a series of grievance procedures that are designed to be fair to all parties involved. These procedures include:

1. Grievance presentation
2. First level hearing
3. Second level hearing
4. Appeal

The Department of Sanitation is also working on a plan to eliminate the use of contract labor. This plan involves the creation of a new department, the Department of Labor, which will be responsible for recruiting and training new employees.

The Department of Sanitation is making progress toward solving the problems of labor relations that have plagued it in the past. This progress is due to the experimental laboratory set up in the Department by Mayor Robert F. Wagner.
The requirements for the U. S. personnel officer exam for jobs paying $4,130 to $5,200 were last issued last week by James M. Russell, director, Second Person- nel Division, U. S. Civil Service Commission.

The last day to apply is Thursday, January 20, at least three years of general, and varying amounts of specialized personnel experience are required, depending, on the grade. Educationally, personnel education is required for general experience.

Applicants must pass a written test, pay a separate fee of $5, and pass personal interviews. The written test will appraise (a) general abilities, including vocabulary, subject usage and interpretation of writing, (b) ability to make sound judgment and administrative decisions.

Applicants must be 21 years of age. The written test will take about three and one half hours.

The general and specialized requirements, in years, follow:

- **General Experience**
  - 1. Personnel specialist with experience in employment, recruitment, classification, wage analysis, and other phases of personnel administration.
  - 2. As an administrative assistant whose experience in government, or in a large business or industrial concern, has given him a thorough knowledge of the fundamentals of personnel administration.
  - 3. As a teacher of comprehensive courses, in personnel management, in a school above high school level.

Examples of unacceptable general experience:

1. As a sales manager for a business or industrial concern.
2. As a personnel technician in a commercial employment service not having a program of extensive quality.
3. As superior of a small group of personnel workers.

Specialized Experience

Examples of acceptable specialized experience:

Employee Relations — Conducting, investigating, and handling personnel relations programs which include disability, workmen's compensation, grievances, welfare and recreational services, counseling and negotiations systems.

Position filled by qualified members of the Service.

There is no maximum age for new employes in New York State, and also in New Jersey.

_Special Requirements_ for positions in NYC, Westchester, and Rockland counties:

- There are vacancies in NYC, Westchester, and Rockland counties for a number of positions.

**Radio and TV Equipment**

- There are numerous jobs available in NYC, Westchester, and Rockland counties for various types of employees.

**Employment Description**

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Question, Please

DOES ONE have to pass a test for a Federal job before veteran preference is added? If one doesn't, is not a law paid for it? Hasn't a law been in effect that such corporation has combined one hundred and fifty of the stockholders, and that is disproved?

The former law income from jobs not covered by Federal Social Security is reduced by up to $3,500 a year for Social Security. This is in addition to pay beyond the employee's ceiling. This is the same as a normal service disability. The present ceiling is 30 days.

The answer is negative. It is necessary to pass a test in order to qualify as a veteran. In general, the reason for this is that veterans have earned the right to work for the government.

The hands of the President and other officials are exercised by the courts. There are rules for the settlement of disputes between the President and the courts. The President may not use the courts to settle disputes.

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FCC Notice:

This equipment generates, uses, and can radiate radio frequency energy and, if not installed and used in accordance with the instructions, may cause harmful interference to radio communications. However, there is no guarantee that interference will not occur in a particular installation. If this equipment does cause harmful interference to radio or television reception, which can be determined by turning the equipment off and on, the user is encouraged to try to correct the interference by one or more of the following measures:

1. Reorient or relocate the receiving antenna.
2. Increase the separation between the equipment and the receiver.
3. Connect the equipment into an outlet on a circuit different from that to which the receiver is connected.
4. Consult the dealer or an experienced radio/TV technician for help.

No sideband suppressed carrier audio transmitters, receivers, or transceivers are approved for use in the United States of America.
CSEA Membership Drive Indicates Big Jump Over 1954; 60,000 Figure Due This Year; Member Committees in Albany Area Listed

ALBANY, Jan. 3 — The membership drive of the Civil Service Employees Association is progressing remarkably well, it was announced by Alex Greenberg and Norma Stone, chairmen of the statewide membership committee. With less than three months to go in the membership campaign, which expired the organization already has received 80% of the total paid membership to the end of the calendar year last year. The statewide membership committee feels this drive promises to make the tremendous gain of 1954, in which 3,000 members were enrolled, the new membership drive.

A committee of employees from Kings Park State Hospital, CSEA, are seen presenting a $500 donation check to the Director of Hospitals, Mr. James Cooley, for the benefit of the American Heart Association. The funds were raised voluntarily in memory of Mrs. Janet Blegen, R.N. Left to right, Maryanne Yov, chairman, St. Charles Hospital John Link, 1st vice-president, Kings Park chapter; Frances Lax, R.N., chairman, Fund Raising Committee; Charles Buckman, M.D., director, Kings Park State Hospital.

Charles Lamb Finds Draft
Of CSEA Accomplishments
Effective Membership Tool

CSEA's Draft of the Accomplishments is a reminder of the value of our membership. CSEA has been using its draft to emphasize the benefits of our membership. The draft, which has been effective in the past, has been helpful in recruiting new members to the association.

Insurance Department


Arthur Leff, chairman, Edward Combs, Disability Benefits; Helen Miller, Disability Benefits; John Brady, Workmen's Compensation; Paul Tucker, State Office Building.

What Does the Association Do for Me?

No matter what your job, salary or department may be, you'll find that your CSEA membership can mean a lot to you. It can mean that you can no longer be accommodated to the demands of your employer or organization. It can mean that you can no longer be restricted in your career opportunities. And it can mean that you can no longer be forced to accept less than your due. CSEA is dedicated to providing its members with the best possible representation and representation that they have come to expect.

The LEADER begins below publication submitted for publication.

The Association gives the employee a voice in the affairs of the organization. It provides a forum for the exchange of ideas and for the expression of opinions. The Association promotes the professional and technical development of its members. It helps to maintain a high standard of performance by offering training programs and by providing opportunities for advancement.

The Association also enhances the professional standing of its members by representing them in negotiations with management. It helps to ensure fair treatment and reasonable working conditions for its members. The Association provides a means for resolving disputes with management through collective bargaining.

The Association further improves the working conditions of its members by representing them in matters of discipline and grievance. It helps to maintain a positive working relationship between management and employees. The Association is committed to upholding the rights of its members and to fighting for their interests.
Apply Until Jan. 20 for These NYC Tests

NYC Open-Competitive

7319. SUPERINTENDENT OF CONSTRUCTION (GRADE 4), NYC. Promotion Authority and Department of Education, tests open until March 3 consisting of lectures, group work, and experience equivalent. Persons who have obtained a bachelor's degree in engineering from the University of the State of New York, or four years of experience in the design or development of engineering projects, will be summoned for the performance of duties of the position. For appointment in full-time positions, full-time paid experience in construction supervision is required. Final candidates must have high ratings in interviews and tests. (No closing date).

7346. SENIOR STATISTICIAN-ENGINEER, $4,590. Applications also issued and received by mail. Written test, weight 100, to appear for this qualifying period, January 20. Fee, $3. Last day to apply is given at end of each notice. No second opportunity will be given to candidates who fail to appear for this qualifying period. (Thursdays, January 20).

7370. INSPECTOR OF STEEL SHOP, GRADE 3, $4,616. Open to all candidates. Applications issued and received by mail. Written test, weight 100. All candidates who pass the written test, weight 40, will be summoned for the oral test. No second opportunity will be given to candidates who fail to appear for the oral test. Written test, weight 40; oral test, weight 60. The written test will contain questions of logic, arithmetic, and factors in the oral test will be questions of practical experience. Full-time paid experience in steel work, major emphasis on statistical experience, is required. Persons who have an engineering degree by June 30, 1955, will be admitted subject to proof of graduation. Written test, weight 60; oral test, weight 40. (March 23).

7415. JUNIOR ELECTRICAL ENGINEER, $4,080. Eighth filing period. Applications also issued and received by mail. Written test, weight 100, to appear for this qualifying period. Persons who have obtained a bachelor's degree in electrical engineering from the University of the State of New York, or four years of experience in the design or development of engineering projects, will be summoned for the performance of duties of the position. For appointment in full-time positions, full-time paid experience in engineering is required. Final candidates must have high ratings in interviews and tests. (No closing date).

7417. MECHANICAL ENGINEER, $4,876. Open to all candidates. Applications also issued and received by mail. Written test, weight 100, to appear for this qualifying period. Persons who have obtained a bachelor's degree in mechanical engineering from the University of the State of New York, or four years of experience in the design or development of engineering projects, will be summoned for the performance of duties of the position. For appointment in full-time positions, full-time paid experience in engineering is required. Final candidates must have high ratings in interviews and tests. (No closing date).

Who wants to get into civil service?

Have you a relative or a friend who would like to work for the Federal government, or some local unit of government?

Why don't you get a complete guide to your civil service job for him? He will find full job listings, and learn a lot about civil service. The price is $1 — That brings him 50 issues of the Civil Service Leader, filled with the government Job news he wants.

Civil Service Leader, filled with the government Job news he wants. Please enter the name listed below:

NAME ____________________________

ADDRESS ____________________________

CITY ZONE ____________________________

Complete Guide to Your Civil Service Job

The only book that gives you (1) 54 pages of sample civil service tests; (2) information about how to get a "patronage" job; (3) information about how to get a "patronage" job without patronage; (4) complete information about veterans preference; (5) tells you how to transfer from one federal job to another federal job. "Complete Guide to Your Civil Service Job" is written so that both young and old can learn how to get a civil service job. Available at your local bookstore. 

LEADER BOOKSTORE
37 Duane Street, New York City

97 Duane Street, New York City

For your copy of "Complete Guide to Your Civil Service Job" by Maxwell Lehman and Morton Varman, I enclose $1 in payment plus 10c for postage.

Name ____________________________

Address ____________________________

City State ZONE ____________________________

"Complete Guide to Your Civil Service Job"
Psychiatric Institute Aides Urged to Prepare Pay Case

NEW YORK CITY, Jan. 3—In- stitute chairman, Mr. Davis Shul- der, and the Institute, at the December 9 meeting, at which it was decided to ask for a 3 to 4 per cent general salary increase for all mental hy- gine employees.

The committee directed Mr. Shulder and the Institute to re- quest a meeting with the incoming State Budget Direc- tor. He will return the the Institute's request for a meeting. The committee hopes to see the Institute's request for a meeting with the incoming State Budget Director.

The committee also directed Mr. Shulder to ask for a 6 to 8 per cent general salary increase for all mental hygiene employees.

Island. Those who can attend the hearings in person or to elect a delegate from your par- ticular site, the date for which hearings will be held, on the 8th of January there, it will be posted at a later date. If your title does not appear there, it will be posted at a later date.

Mr. Galpin to discuss reclassifica- tion of John J. Kelly Jr., as well as the appointment of Don- ald Parkhurst on the death of Dr. Jelley attended a dental meet- ing news of employee activities at the Newark State School, recently returned from her duties in the laundry. The holy maids: Frances Mork, Grace Hirsch, Edith Sperling, Sally Stotz, Ida Blumenfeld, Sadie Hirsch, Harold Brliggs, John Antllla and Francisco. Those who deco- rated the room In such gala fash- ion.

This year, The Holy Sacrifice of the menfolk: Richard Powers, Fred Bogs, Ken Gilchrist and Robert Leon- ard, 7:20-4:00 shift; Joe Ryan, Harold Wrye, Ken Corlew, John Hill, Ed Turner, 12:00 to 8:00 shift; Harry Wrye, Ken Corlew, 4:00-12:00 shift; and John R. Leahy, president. John R. Leahy was co-chairman, assisted by Joe Nealy, 8:00-4:00 shift; Ken Bowden, 12:00 to 8:00 shift. The Workmen's Compensation

ACTIVITIES or EMPLOYEES THROUGHOUT NEW YORK STATE

No, it isn’t “back to school.” It’s a group of employees at Psychiatric Institute, being addressed by their senior director, Dr. Lawrence C. Kolb

Tompkins County Aide

Recovering from Fracture

TTHACA, Jan. 3—The Aides of Servant's Hospital at St. Mary's Hospital has been released from his fractured hip at the home of his mother, Sadie E. Broadhead, and to John Island, nephew of his daughter, Alice Nizell.

Newark State School Aides

In Several Season Parties

In the absence of Mr. Davis Shulder, Newark State School's aide representative, Mr. Davis Shulder, has been releasing many of the employees.

May 30 has returned to the hospital for medical treatment. Clara Woolley, of the County Memorial Hospital, is recovering from a fractured hip at the home of his mother, Sadie E. Broadhead, and to John Island, nephew of his daughter, Alice Nizell.

These happy people are five of the 300 State Civil Service Department employees who enjoyed a terrific Christmas party on Thursday, December 23, at the Knights of Columbus Hall, Albany. The annual party was combined with a dinner-dance. Left to right, in the photo, are: Helen Fore, Lee Greene, Josephine McNeil, and Dan Sickles. They are drinking milk, as is obvious from the milk can down at Dan’s end of the table.

Membership

No Nius in Work

New York City, Jan. 3—There being no evidence of activity in the New York City Chapter, CSEA, from the minutes of the last meeting, this chapter is temporarily inactive.

Public Service Commission

Aides Hold ‘Nicest Party’

New York City, Jan. 3—The most pleasant and engaging Christmas party ever held in this Association was held on January 5th at the Knights of Columbus Hall, New York City. The party was attended by the Institute’s staff, and was a great success. The party was attended by the Institute’s staff, and was a great success. The Institute’s staff, and was a great success.

The chapter delegates are invited to attend the next chapter meeting, January 10, at 7:20 P.M., at Gasner’s Restaurant, Albany.