CIVILIANS OFFERED ARMY CENSOR JOBS

The War Department today opened in New York its recruitment office for civilians to handle mail and wire communications in American-occupied Germany. Openings exist at New York, New Haven and Boston. Interested persons should apply before March 22, between 8 a.m. and 12 noon, Mondays through Fridays.

Normal leave privileges of Government civil service employees will accrue to those who protest in writing within 30 days after appointment. Veterans are preferred. Applicants must have attended a normal, technical or business college.

For NYC Fire Officers

Important Meeting

STENO-TYPIST EXAM BY U.S. IMMIGRANT

An open-competitive examination for the position of Stenotypist-Trainee will be held by the United States Immigration and Naturalization Service. The examination is open to all persons who have not previously served in a similar position. Applicants must be over 18 years of age. The examination will be held on October 15 at 9 a.m. at the United States Immigration and Naturalization Service, 1000 8th Avenue, New York, N.Y. Applications must be filed on the prescribed form and the examination fee must be paid in advance.

HIRING STANDARDS ARE LOW, CIVIL SERVICE ASSEMBLY HEARS

The official tentative key answers in the written examination for Patrolman (P.D.), held on Saturday, were released today by the New York City Civil Service Commission. Candidates have until April 1 to submit protest letters, together with the evidence upon which such protests are based. Claims of manifest error for key answers will not be accepted after April 1.

The key answers:


For NYC Fire Officers

Important Meeting

For NYC Fire Officers

For NYC Fire Officers
COMMISSION Act which becomes
effective April 1.

The law further provided that the
head of the system must go through all
retirements and make additional
pensions.

Further, the new law provides for
the continued operation of the
system.

He pointed out that the State em-
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contributions to their retirement
pensions and that the State will
match those contributions.

He stated that the employees will
be able to elect their own representa-
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Board.

The law also provides for a
written application with the ad-
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WHY CIVIL SERVICE WORKS
And Why It Doesn't Work Better

GOVERNOR DEWEY in his address to the Association of State Civil Service Employees emphasized some of the reasons for Civil Service.

He contrasted an early diseased form of Civil Service administration in New York City with the State service today.

As a business, the Governor said Civil Service administration is better than in most private administrations. The employees earn their jobs through competitive examinations. They are generally competent and proud of their skill. They know they can earn advancement, by increasing their knowledge and skills and are generally interested in advancing.

What the State government lacks at the highest levels, said the Governor, is creative imagination and imaginative planning. Our top executives are too busy with a multitude of details to find time to make important decisions.

The Association does not believe that political appointments can be justified on any basis of efficiency, although they may be often expedient. It knows that politics play a part in appointments to lower positions. It believes the best should serve the State in all positions.

As a minimum, we believe in career men serving in all positions except elective and top policy-forming jobs.

Our top executives are too busy with a multitude of details to find time to make important decisions. This cannot properly be delegated to subordinates or to deputies. But it is possible for qualified and competent employees to make decisions of the facts and constructive planning for the greater welfare of all the people is possible only from 'top down.'

TESTING FOR POSITIONS

So I suggest for the top positions, a type of testing and proving General Examining Board and part from political consideration.

Why appoint from the staff of the department, if the best men are not immediately available? The Governor and Governor Lehman have done this on occasions.

In case of doubt, why not make permanent or temporary "acting" appointments?

Why not give a lifetime of competent men of both political faiths and of none instead of recommendations of party bosses?

And why not make important oral examinations to determine the best possible candidates?

And why not make top executives ashes high enough to attract unusual ability and integrity to the highest positions of trust in the State, that is, to the policy-forming positions, where the future of the country depends?

Yes, Governor, we can have constructive imaginative statesmanship if we really want it, both at the top level and all the way down.

Press Campaign for Job Reallocation

Special to The LEADER

ALBANY, March 12—What has been called the "most munificent question facing us in the past 10 years" is the subject of a heretofore hermetically sealed Arbitration Board.

The question: Shall the organization open its doors to county and municipal workers.

The organization now considering the question is the Association of State Civil Service Employees.

And the matter has gone so far that at a recent meeting of delegates a resolution was unanimously passed calling upon the Executive Committee to explore all the "angles," to work up a tentative plan of such organization to delve into the relationship which—if the program should come to pass—would be established between State employees and those of county and local workers.

Should the plan be accepted, workers would come far and away the most powerful unit of public employees in the United States, and perhaps in the world.

Why the Governor and General Board appointed to carry on the work. It was decided upon an immediate appeal to the Arbitration Board.

The Executive Board of the Association of State Civil Service Employees, along with John E. Holt-Harris, Assistant Counsel to the Association, appointed to carry on the work.

The other aspects of this subject next week.

Other officers of the Association;

John T. DeGraff, Electrical Supervisor, Chief Lock and Buoy Light Tender.

Press Campaign for Reallocation

Special to The LEADER

ALBANY, March 12—In his speech at the 27th annual dinner of the State Service Employees, Governor Dewey praised 5 individuals by name. Three of them were elected workers of the State Association. The three were the late Harold J. Fisher, Clifford C. Shoro and Dr. Frank L. Tolman.

Of Mr. Fisher, the Governor said: "He was a man of great ability and affectionate to my own experience, and described his own tribute to Mr. Fisher as "rich, measured and graceful."

"I have a wholesome respect for the kind of people they elect as president," the Governor said euphemistically.

The other laurel was given to Dr. Frank L. Tolman, by name. "His name is交友于民." Dr. Tolman is President of the State Association. The three were the late Harold J. Fisher, Clifford C. Shoro and Dr. Frank L. Tolman, by name.

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Rangers Are Organizing State Assn. Chapter.

The Conservation Department seemed to be having a good time in its efforts to save the nation's wildlife. This was the purpose of the organization meeting held under the supervision of the Department of Conservation and Forestry, William O. Howard is Director of the Division.

The conference, a pre-fallout, was held at Ranger headquarters in Bear Mountain, sponsored by the Rangers. Ranger Creeds and District Secretaries were expected to be included, adding almost 100 others expected to join. The Ranger organization meeting at Bear Mountain is expected to reach practical completion in February.

Mr. O'Keefe, who was the main speaker, is expected to reach practical completion.
Increment Bill Passes; Other Albany Action

(Continued from Page 1.)

To provide for the payment of more than 100 veterans who are required to change their homes. The committee, consisting of Representatives Patsick and Duane and Senator MacNeil, have passed the bill to the Senate, where it is expected to pass without further difficulty.

The full text of the bill is as follows:

"AN ACT
To provide for the payment of more than 100 veterans who are required to change their homes. The committee, consisting of Representatives Patsick and Duane and Senator MacNeil, have passed the bill to the Senate, where it is expected to pass without further difficulty."

Notices to Vets

State employees returning from military duty to active appointments with the Group Life Insurance Policy. Through the procurement of State Civil Service Commissioners, many veterans have been reported out by the Senate, Assembly, and have been put to work.

The bill by Assemblyman Law- ter, to limit the number of employees in the State Police has been recommitted to the Senate Committee for amendment.

The important bill to liberalize the retirement laws, providing for increases in annuity and pensions, has been reported out by the Civil Service Commission.

Weekly Retirement

Bills to extend Hafin-Barnett to the State Senate have been introduced by Senator Hafin and Assemblyman Barnette, who also introduced a bill for an increase in weekly retirement.

The Pension Committees of both houses are considering a bill to extend the Hafin-Barnett provisions to all State employees, and a bill for increased retirement and maximum allowances. Other similar bills are in committee.

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OH, WELL, IT MIGHT HAVE BEEN YOU OR ME

It can happen to anybody. This story is about a Larry, a genial Field Representative of the State Association.

Larry, in the course of making calls on the employees, stopped off at State Police Headquarters. Talking to some people there, he was told that his last stop was a little, town called Oneida.

"No sure and drop in to see my walker," Larry said, and opened the door to the employees at the College.

"I'm sure and drop in to see my walker," Larry said. "If I go to an institution, I make it a point to meet the Superintendent, if it's a funny thing." Larry grinned, also lighting a cigarette. "I am the Superintendent."

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

By: THEODORE BECKER

When Your Appointing Officer May Have to Pay Your Salary Out of His Own Pocket

IF YOU ARE not to work by an appointing officer, you have an existence of an appropriate eligible list. You may have a case if that person, instead of your name, may be the first name that the officer determined would be the first name such as, for example, in the way of a law or a war.

Temporary Patroholders

The City of Saratoga Springs and the City of Albany have recently discovered World War II, by giving temporary patroholders. The name did not appear on an old salary list, but was entered temporarily at Patroholder in 1945, when both veterans were serving. One of the veterans had the 1945 list as an example, but was working as a Temporary Patroholder in 1945 when he entered military service in 1941.

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$500 Postal Raise Earned: Up to U.S. to Pay That Debt

COMPELLING arguments are advanced by the Post Office workers for a $500 salary increase. A House committee conducted hearings on a bill to grant them a $400 raise, and Representatives, not members of the committee, filled the room to support the proposal. This augurs well for the sentiment in the House, and it is hoped that the committee will favor the $500 proposal.

Up to U.S. to Pay That Debt

Proposed United States postal service raise does not strike the committee as novel or neglected; rather it provides for future distress. The inability of postal workers to live presently on their present pay plus $400 is obvious. Overtime pay during the war served to equalize a partial rectification of an injustice. Now the crisis is at hand.

With the restoration of the 5-day week, and the reduced take-home pay, the money reduction averaged about 30% in the pay of most workers. The same failure by private industry to anticipate this anomaly resulted in the current wave of strikes. The outcome of the strike is proving favorable to the employees. If the Government uses the results in private industry as a yardstick, it must grant comparable increases to civil service workers as well. President Truman has shown appreciation of this fact, but in some quarters of the Congress there has been a showing in going along with an untenable reasoning.

Charles F. Nossell

The Govemor is a big man in the newspaper business. He's too highly in the masthead, but when one opens the paper, one can easily see the significance of his position. He and all of his assistants.

The Governor is the president of the State Civil Service Employees by Court of Appeals in the case of Mrs. E. R. Dewey had visited him that day. The mean was a good test of take-homes and the Governor was troubled. He said he had his head to demonstrate how it could be done at a better rate. Then Mr. Dewey broke into a pleasant tune, playing his own fine, natural test.

State Fair

Governor Thomas Dewey might have been a big man in the newspaper business. He's too highly in the masthead, but when one opens the paper, one can easily see the significance of his position. He and all of his assistants.

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Dewey is a gay mood at dinner of Associates, American Civil Service Employees.

Federal Frolics

Orchids to the Telephone Operators at the U. S. Civil Service Commission's Regional Office on the 1st of February. When postmen who are called up are tied up on another call, a 50c bill is taken the caller's number and call back.

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Question, Please

Readers should address letters to Editors, THE LEADER, 9712 Brown Street, New York 7, N. Y.

Ni, Grade, No. List

I TOOK a re-opened U. S. civil service examination for veterans, for Subst¢ntce Clerk-Carrier in November, but as yet have not received my grade. Today my application and preference form (14) were re-examined by the official who graded it. The question of preference in reinstatement is raised in the examination. What is your grade?—E. B.

The question of preference in reinstatement must be clarified by legislation.

Order of Reletion

HOW should the "preference in reinstatement" clause be interpreted?—C. B.

Although the aforementioned is specifically operative and otherwise the enforcement of the order of preference is a matter of the United States Civil Service Commission, the intent of the legislation to the contrary, the need for the order of preference granted to veterans who have been excepted from the Civil Service Schedule was later received through court action, and the Office of Veterans Affairs was advised to permit the Veterans Schedule to the extent of the eligibility of the veteran preference. The legislation has been recommended to the President that in the event of a lay-off, discrimination against the services of a veteran preference. He'll be re-elected as a representative of pension preference on that test.

Preference in Reinstatement

D.O. veterans' preference in reinstatement must be interpreted to mean that a veteran preference in reinstatement is the veteran's grade. The rank of a veteran grade,俸e-U. S. Civil Service Commission, and the Office of Veterans Affairs will not act on the preference until after the preference is received by the Civil Service Schedule.

Militia in the 19th Century

The Militia in the 19th Century is important to consider. The Union's military efforts in the Civil War were greatly assisted by the state forces. Regular army units were not always available, and the state forces were able to fill the gap. The state forces were also valuable in the Spanish-American War and World War I. The role of the state forces in these conflicts was significant, and they played a key role in the defense of the country.

The National Guard was established in 1874 as a response to the Civil War. It was intended to provide a reserve force that could be called up in times of emergency. The National Guard played a key role in the defense of the country during the Civil War and was used extensively in both World Wars. The National Guard also played a role in the Civil Rights Movement in the 1950s and 1960s.

The role of the state forces in the defense of the country is significant, and they have played a key role in times of emergency. The state forces are an important part of the defense of the country, and their role should be continued and strengthened in the future.
President Proposes More Say By Agency

Special to THE LEADER
WASHINGTON, March 12—President Truman has submitted a plan to the Congress to improve the Federal civil service by converting it from a career type to a merit type of operation, by stressing the desirability of giving more say to people in the departments and agencies more say in the hiring of personnel.

He favored "decentralization," and since the "centralization" has been in the U. S. Civil Service Commission, the President's plan, if put into effect, would reduce temporary hiring during the transition period, with Commission authority being nominal, and departments and agencies hiring whom they will.

What Truman Thinks
The President, in his reasons follow:
"Delegation of personnel management, I think, will be exceedingly helpful in attaining efficiency—a true merit system in the Government, so that people in this world. One may do an excellent job in the Veterans' Bureaus and be a total failure in the Department of Agriculture. One may do an excellent job in the Department of Commerce and be in a total failure in the State Department. You can't take a farmer and put him in immediately as the president of the biggest bank in the world and expect it to operate. Neither can you take the president of any big bank and put him behind a porthol and expect him to raise a crop.

Stresses Clemency
"I want the personnel people, and the heads of Departmen., to cooperate in establishing a merit system in force. I want them to work for that, and we want to put it to them that there for a hand in the fixing of the standards of people who are going to work for the government. And they would be able to put in the people under him. And to get that cooperation, he must know his people."

Bill Allows Dual Pay To Retired Officers
Taking V.A. Jobs
Special to THE LEADER
WASHINGTON, March 12—Senator Arthur H. Vandenberg, (R., Mich.) introduced a bill to authorize the Veterans Administration to appoint and employ retired pay as a result of these reduced benefits from the Federal Civil Service Commission. In order to do that he must work. And we want to put it to them that there for a hand in the fixing of the standards of people who are going to work for the government. And they would be able to put in the people under him. And to get that cooperation, he must know his people."

President Truman Has Approved a Plan Allowing them to be Subjected to Clemency to Needy Civilians in Germany

THIS IS HOW YOU CAN HELP

1. Individuals
The immediate need is for funds to purchase urgently needed food and clothing.

(a) All checks, money orders and written communications should be sent to War Relief Services-National Catholic Welfare Conference, German Relief Committee, 355 Tenth Avenue, New York 1, N. Y., care of German Relief. (No packages for specific people can be accepted at present.)

(b) Gifts in kind, food, clothing, etc., may also be contributed. These should be sent to the warehouse of War Relief Services-National Catholic Welfare Conference, 4055 Tenth Avenue, New York 1, N. Y., care of German Relief. (No packages for specific people can be accepted at present.)

2. Groups and Societies
Responsible groups or organizations may apply for affiliation as Auxiliary Groups of the German Relief Committee. (No packages for specific people can be accepted at present.)

German Relief Board

Col. Hendricks Heads Disbursements of ODB
Lieutenant Colonel Harry H. Hendricks, has been designated Officer in Charge of the Disbursements Branch of the Fiscal Division of the GOC, Newark, N. J. A veteran of 27 months overseas service in World War I, Colonel Hendricks returned in November, 1914, from the China-Burma-India Theater of Operations. Prior to his call to active duty on March, 1943, Colonel Hendricks was in the Controller's Office of the Farm Credit Administration. A government service for 27 years, he has been associated with the Veterans Administration, Treasury Department, and the U. S. Shipping Board.

Col. Babcock Selected
Special to THE LEADER
WASHINGTON, March 12—The U. S. Civil Service Commission has announced to Senator James O. Babcock, recently a Lieutenant Colonel in the Army's military government branch, and formerly Commander of the Disbursement Branch of the Fiscal Division of the GOC, Newark, N. J., that he has been selected to the position of Commissioner in charge of the Disbursement Branch of the GOC.

Col. Babcock will assist in the disbursement of aid to displaced persons, develop policies and procedures for the operation of these committees and will work closely with the personnel of the Departments of the U. S. Civil Service and the other agencies of the GOC. He will also be in charge of the personnel of the Disbursement Branch of the Farmers' Home Administration.
Fireman Exam Approved By Budget Director

Promotion Tests in All Ranks Of Police and Fire Departments Also Sanctioned by Patterson In Line With O'Dwyer Policy

Acting on the expressed wish of the members of the Police and Fire Department Boards, the Mayor has given approval for the issuance of orders for the promotion tests in all ranks of the Police and Fire (FD) and for promotion tests in any branch of the Police Department.

Mayor O'Dwyer to fill the ranks granted approval for the issuance of promotion tests in all ranks of the Police and Fire (FD) and for promotion tests in any branch of the Police Department.

W. March of the Civil Service to be held at 10 a.m. at the Police Department Fire Headquarters, 42 West 26th Street, Manhattan, N.Y., on Sat., March 14.

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With added note in the lower right-hand corner, the words: "The Two Exams Will be Held on the Same Day."
Better vacation and sick leave for NYC employees are in view, according to a letter to employees of the Municipal Civil Service Commission from Louis Cohen, Assistant to Mayor O'Dwyer. In another letter to employees of the Mayor's office, Mayor O'Dwyer was quoted as assuring them that vacation and sick leave conditions for the last year were not improved. The Mayor is reported to be awaiting the report of the Municipal Civil Service Commission on the subject. The letter from Mayor O'Dwyer, saying that as the year had ended, the terms and conditions of the prior year, which had been made subject of complaint by the Mayor, could be restored to the pre-war standard.

In his letter to Aryan Ryan, President of the Association, Mr. Cohen said:

"In regard to your letter concerning the situation addressed to Mayor William O'Dwyer, regarding the restoration of full vacation and sick leave conditions for NYC employees, please be advised that there is nothing that the Mayor can do regarding that matter. The Municipal Civil Service Commission (MRP) has asked during the course of the year for the restoration of the vacation and sick leave provisions which had been made subject of complaint by the Mayor, and it is therefore understood that his position regarding this subject as Railroad Porter is terminated."

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THURSDAY, March 24, 1944

American Federation of Labor
and Congress of Industrial Organizations

The American Federation of State, County, and Municipal Employees (AFSCME) is reported to be pressuring the Mayor to reverse his position on the issue of employees' vacation and sick leave. The AFSCME has repeatedly asked the Mayor to reconsider his decision on the matter, arguing that the changes made to vacation and sick leave conditions were unfair and unjust.

The Mayor has so far refused to comply with the demands of the AFSCME, citing budgetary constraints as the reason for his stance. However, the union has vowed to continue its efforts to secure better conditions for its members, and is expected to take further action if the Mayor does not reverse his decision.

Reader's Digest, April 1944
Police Academy Syllabus Aids Patrolman Aspirants

The fourth installment of the syllabus of the Boerum Training School of the NYC Police Academy is a valuable aid to candidates for jobs as NYC Patrolmen. The syllabus contains the work of Patrolmen. The following sections began in last week's LEADER:

The syllabus covers the work of Patrolmen. The following section began in last week's LEADER:

- Dates for jobs as NYC Patrolman.
- Skilled • mental mechanics design drawings.
- Experienced full charge; background, salary reduction of the City's operating expenses, in the prize contest of the attach, and in the costly departments. They also in-

Help Wanted—Male

MODELMAKERS
Marine
Skilled mental mechanics with instrument making expertise will be considered. See small models scale designs.

GIBBS & CO., Inc. 21 WEST STREET, N. Y. C.

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Part Time, Evenings Increase Your Present Income
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MEN with CARS Part Time—Week Ends Simply make trip to and from our various Long Island Properties. We pay up to $20.00 for each trip you make.

Apply Room 906

500 FIFTH AVENUE New York City
(Wed. Eve. after 6:30)

City employees already have filed 150 concrete proposals for reducing the 1947-48 budget, in the prize contest of the Civil Service Contest Committee for the 1946 budget. The committee is considering the suggestions of unnecessary city expenditures, and is considering the reducing of the City's operating expenses, in the prize contest of the

City employees already have filed 150 concrete proposals for reducing the 1947-48 budget, in the prize contest of the Civil Service Contest Committee for the 1946 budget. The committee is considering the suggestions of unnecessary city expenditures, and is considering the reducing of the

All meritorious suggestions will be submitted to the Director of the Budget.

NYC Eligible List

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Dover Furnace, N. Y.

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Emergency Pay Raises By States Show Pattern

At least 200,000 and perhaps two-thirds of all State employees received salary adjustments during the war period, according to a survey undertaken by the State Employees Assembly and the Council of State Governments.

Of 54 States which had reported to the Assembly as of Jan. 1, 1940, 20 had at least one general increase for employees between Jan. 1, 1939, and Jan. 1, 1940. Of the 44 States reporting no general increase, 38 had one or more salary adjustments reported through the adoption of a new pay plan or to the upward adjustment of rates during the past year. Twenty States using percentage increases and 5 adding cost-of-living adjustments had reported salary adjustments.

A comparison of the reports of the 44 States suggests that in most cases pay adjustments did not exceed 15 per cent of salary as they existed on Jan. 1, 1948. A few paid four or more increases during the year.

Engineers Pin Hope on Board

SPECIAL TO THE TIMES

ALBANY, March 12—The co-operation of the Classification Board in designing to reality discrepancies that have arisen in State pay and to give a favorable impression on a Commission of the Association of State Engineers and Assistants of N.Y. State Institutions, which has been presented for consideration their presentation of the reports of the 44 States reporting on the types of pay plans which have been presented for consideration their salary increases. Ten States had reported that all, and 9 reported that substantial increases had received increases. Ten States had increased salaries for only part of the total number of employees, in the lower salary or wage brackets to the largest percentage of wage increases and pay adjustments were made early for this group than for the higher salaried employees.

Various Methods Used

Pay increases were directed by legislative action in 17 States, in 11 States adjustments were made through administrative action, usually by direction of the governor, as a seasonal increase or budget agent, Six States reported pay adjustments both legislative and administrative action.

The survey, made in the administration of pay adjustments of salary increases was completed for 44 States and in 9 States a combination of the two methods was used. Twenty States using percentage increases and 5 adding cost-of-living adjustments had reported that dollar amounts had been added to all salaries. The 44 States indicated that the dollar amounts had been added to all salaries. The 44 States indicated that the dollar amounts had been added to all salaries. The 44 States indicated that the dollar amounts had been added to all salaries. The 44 States indicated that the dollar amounts had been added to all salaries. The 44 States indicated that the dollar amounts had been added to all salaries.

There is a heating pad available at PubMc Appliances, 220 W. 42 Street, Room 701, Available to the undersigned to sell liquor and wine at wholesale, under the Alcoholic Beverage Control Law, at 100-14 Avenue, New York City.

We have our real Creme Permanent Wave regular $10 for $7.60 complete, others from $4 up. We have the finest Glaze Stock.

The Association of Chief Eng. and the Budgeting Board for the States have been notified that the tentative date of May 1st, which was presented to the State Classification Board. The Association of the Association of Chief Engineers and Assistants of N.Y. State Institutions, which has been postponed until April 15th, has been postponed until April 15th.

There is a hearing on Appeals for higher salaried employees, has been postponed until April 15th.

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BILLS IN LEGISLATURE

25-Year Pension Called Need for All State Workers

Reasons for a 25-year service retirement bill for all state workers were advanced by Senator Arthur Wachtel, chairman of the Senate Labor Committee. He said it was long overdue and would probably be one of the most popular measures the legislature would consider.

"We are not dealing with a few workers," Wachtel said, "but with 275,000 state employees who deserve this provision, which will provide for a 25-year retirement system with a minimum vested benefit of $50."

The bill, which was introduced by Senator Wachtel and also was sponsored by Representative John J. McGovern, would provide a minimum retirement benefit of $50 for each year of service up to a maximum of $1,250 for 25 years of service. It would also provide for additional benefits, depending on the type of work performed.

The bill was introduced in response to a recent report by the state comptroller, which showed that 37 percent of state employees were eligible for retirement benefits, but only 14 percent were actually receiving them.

"The time has come," Wachtel said, "for the state to provide a retirement system that will ensure that all state workers can retire with dignity and security."