U.S. Raise in Next Pay Check, Retroactive
Pay Soon Afterward

The Federal pay increase provided in the bills signed by Presi-
dent Truman on October 16, to take effect on the next U. S. payrolls, for work
done during second half of Octo-
ber, will kick in retroactively, automati-
cally, and will mean that the pay period js  identical
following week, because in ex-
cept of the New York State Thru-
way. Chairman of the Thruway Au-
rthority.

The current salary schedule provides for workers in various
classifications, Mr. Tallamy,
says, that some 12,000 men will
be required to operate a $500,000,000
system, with 300 toll booths at each
interchange.

The Thruway will be a combination toll-
booth and toll road. Traffic on toll
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MANY of the new employees will
be hired to fill jobs vacated by

WGY to Air Debate
Nov 5 on Increasing
Pensions to Needy

by Seidman

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The Citizens Budget Commission urges the approval by the voters of Constitutional Amendment Number Three to permit in-voters of Constitutional Amendment Number Two to increase the "pensions of any member of a retirement system of the State of a subdivision of the State, or of a municipality, to the extent that the amendment allows," and thereby to provide an increase in pension benefits to retired pensioners.

The Commission is aware of that the expense of this new amendment would not be reimbursed by a share of the general fund, and is aware that the amendment would not be self-executing. It is the Commission's opinion that the amendment language is such that, if adopted, the amendment would be subject to implementation legislation. It is the Commission's position that the proposed amendment to Article VII, Section 4 of the New York Constitution is so written as to permit an amendment to be made to the amendment itself, and the Commission is aware of the existence of enabling legislation, which is necessary for any proposed amendment to become effective.

The full text of the Commission's recommendation is as follows:

Proposal

This proposed amendment to Article VII, Section 4 of the Constitution is not in the best interest of the people of New York State. The proposed amendment would, if adopted, permit a further increase in pension benefits to retired pensioners.

The Commission recommends that the proposed amendment be rejected. It is the Commission's opinion that any amendment to increase pension benefits to retired pensioners should be made only after careful consideration of the fiscal impact of such an amendment and after consultation with the legal and financial advisors of the State. The proposed amendment is not in the best interest of the people of New York State.
LOCAL GOVERNMENT

With this issue, the CIVIL SERVICE LEADER begins a regular column dealing with public administration — practical developments in the lives of local communities. We hope to make this column as useful as possible to State and local public officials. Among items to be covered: New products usable in State and local government; new ways of doing public jobs; local government needs of all kinds. The cooperation of local officials is invited. We hope to discuss problems in a new, more efficient way. Has a new program been found workable? Are new purchasing plans for the year? What problems are you up against? This column invites communications from local government officials, and hopes to give ideas for public information. Civil service employees will also find the material interesting. Address all communications to Editor, Civil Service LEADER, 97 Duane Street, New York City.

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Activities of Assn. Chapters

(Continued from page 4) State Department of Labor, who has long been an active member of the New York City Chapter. Mrs. Alice Dickinson spoke briefly on a study made by her department of the minimum cost of living for a working woman.

Leaflets of explanation on voting were distributed among the delegates. They were urged to see that their membership reads the leaflets.

Ralph Currier, president; Leo Olofson, vice-president; George Fisher, fourth vice-president; Helen Arthur, Wesley Redmond, and Frank Schaefer, second vice-president, and members of the executive committee are: Kurt Reinfurt, Benjamin Schwartz, and Mae Darling. Chairman of the James E. Christian Memorial Capital District conference: Dr. Siegel discussed the matter of voting at the James E. Christian Memorial Capital District conference: Dr. Siegel discussed the matter of voting at the national meeting. After the meeting he will sail for Hawaii for a 22-day vacation. Don voyage. Doctor. Irwin Roper has transferred to the presidency of the American Public Health Association. Following the meeting he will sail for Hawaii for a 22-day vacation. Don voyage. Doctor. Irwin Roper has transferred to the presidency of the American Public Health Association. Following the meeting he will sail for Hawaii for a 22-day vacation.

The chapter officers regret that only six armories out of 14 were represented at the first fall meeting, but that future meetings will see many more armories represented.

Next month's meeting, scheduled for November 9, will be held in the Beekwilder Armory. This will afford an opportunity to present to the chapter officials the report of the committee on the business of the chapter.

The Delegation to the New York City Chapter of the American Public Health Association arrived in New York last week.

The Citizens Union: "not qualified."

Tobin to be qualified and preferred him to Pelham St. Open 10-6 Including Saturday — Thursday Till 7 P.M.

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Amendment 3 and the CBC

Support of Amendment 3 by the Citizens Budget Commission, which is a carefully reasoned statement, completely knocked the props from under those civic and business groups which are opposing the change. Amendment 3 gives to the legislature power to help that segment of civil service employees the retired pensioner—most needing assistance. While pointing out certain defects in the wording of the amendment, CBC also shows Amendment 3 in facts, shown a commendable tendency in recent times to quently far more enlightened than those traditionally

Postal Groups Did Fine Job on Pay

NOW THAT the Federal pay raise has become law, the fact that postal employee unions carried the burden of the fight should not pass unnoticed. The Federations of Post Office Clerks and Carriers and their related postal groups, in particular, did a monumental job.

The same situation has recurred year after year if official proof that the employee staying aloof from employee organizations can expect little indeed in the form of gains, whether in pay, working conditions or fringe benefits. The postal workers are strongly organized. The value of their organization is apparent at all levels of government.

While it is true that other Federal organizations put up a strong effort to get a raise, the fact that the postal group was most effective is verified by the amount of the raise. The postal clerks and carriers got a flat $400 and other Federal employees 10 per cent with a $300 raise. The postal groups put up a strong effort to get a raise, the fact that the postal employees got less than the postal employees.

The postal clerks and carriers got a flat $400 and other Federal employees 10 per cent with a $300 raise. The postal clerks and carriers got a flat $400 and other Federal employees 10 per cent with a $300 raise.
A unique idea—an employee counselling service—now is available to civil servants of New York State. Operating under the Public Employee Personnel Relations Board, the program aims to correct local grievances, to help check irritations at the source, to aid employees whose personal problems may be affecting their work, to show how transfers and other amenities of public service may be obtained and even to assist in certain family difficulties. Genial Janet Macfarlane, long and favorably known to State employees, is in charge of the program.

A public "ear" for gripes strikes us as a wonderful thing. We hope State employees will make fullest use of the new service.

Joseph T. Sharkey.

VOTE FOR
JOSEPH T. SHARKEY
President of the City Council

AND 713 OTHER BILLS FOR THE PEOPLE!
1. The young person who might possibly graduate from high school and college unless he can find part-time work.

2. The older person who perhaps has had only difficult, unskilled jobs which inadequately for maintenance.

3. The handicapped person who may be capable of doing some part-time work but is or does not earn enough to keep himself and his family together. He is able to work only part time and is unable to work full time without jeopardizing his health and life.

4. The handicapped person with a part-time work tolerance.

5. The handicapped person who is receiving private or public financial assistance and could become self-supporting.

6. The handicapped person who is receiving widespread community for part-time work and who may apply for service under this new program, through the agency that its needs can be met through part-time employment.

Since 1947, when the Federation Employment Service was founded, it has served over 200,000 women annually with vocational training and part-time job placement services.
**Activities of Civil Service Employees Assn. Chapters**

**Brooklyn State Hospital**

At the monthly meeting of the Hospital chapter, Richard H. Clarke, principal stationary engineer at Psychiatric Institute, announced that his name had been placed on the list of pensionable employees of the Hospital. Mr. Clarke expressed his appreciation for the favorable action and for the recommendation of the Board of Directors that he be placed on the pensionable list. The recommendation followed a period of discussion and consideration of the case by the Board of Directors and the Civil Service Commission.

**Clarke Honored on Retirement**

Richard H. Clarke, principal stationary engineer at Psychiatric Institute, was honored at a dinner held in his honor by the chapter. The dinner was attended by a large group of friends and associates of Mr. Clarke.

**New York City**

The regular monthly meeting of the New York City chapter was held on October 25. Mrs. J. Smith, head of the Civil Service Department in Rochester, was the featured speaker at the meeting. Mrs. Smith discussed the current status of the Civil Service Department and the role of the chapter in supporting the objectives of the department.

**ROCHESTER CHAPTER, CSEA, was a guest of honor to-**

**gether with Harold L. Herzsteln, regional counsel to the Asso-**

**ciation. Mr. Herzsteln announced The LEADER on its comple-**

**tive coverage of the Association’s annu-**

**al meeting.**

**The special DPU members were introduced to the board and**

**to adopt a separate meeting of the Act**

**iva-**

**tion of the chapter’s executive**

**committee, said**

**By the State, so that after 20 years**

**an employee would have his ar-**

**ners canceled, on no expense to**

**himself. A person who retires**

**before the 20 years are up would**

**gain the same advantage. The**

**difference being that the State**

**would pay the annu-**

**al amount into the retirement sys-**

**tem for the remaining years of**

**retirement, up to 20, even if the**

**personnel died.**

**It doesn’t mean you have to live 20 years to reap the benefit.”**

**The representatives also discus-**

**sed the possibility of improving retirement benefits by some**

**form of inclusion under Social Security.**

**The number of exempt jobs in the State came in for adverse**

**criticism. Members said that the opportunities for competitive**

**employees getting the post-emp-**

**lowed jobs are limited. In some in-**

**stances there is a wide gap between competitive promotion**

**grades, no promotion chains are**

**held for the higher jobs, others said.**

**Some titles in the State serv-**

**ices are held in the competition**

**example cases, and the employ-**

**ees work side by side. It was in-**

**sisted that there would be a need**

**for a more cohesive approach to**

**the problem of exempt job corre-**

**sion.”**

**The next meeting will be held on Thursday, December 6.**

(Continued on page 11)
Table of New Rates For All 14 Federal Grades

(Continued from page 1) To obtain the separate annual increases in pay resulting from increments (the separate annual increments are not shown in the table), add the increase, or a portion thereof, to the new grade minimum. The循表 applies to clerks and carriers only. Postoffice clerks, postal employees, unless the postal employees some infrequent employees is covered in a separate law. The new rates in both laws, however, are retroactive to July 1, 1951. The table follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>New Rate 1 Sub. 1</th>
<th>New Rate 1 Sub. 2</th>
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<tr>
<td>1</td>
<td>$3,270</td>
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<td>$1,865</td>
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<td>$4,280</td>
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<tr>
<td>14</td>
<td>$18,150</td>
<td>$4,500</td>
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</tbody>
</table>

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CIVIL SERVICE LEADER

Activities of Civil Service Employees Assn.

(Continued from page 8)

Rochester, D. P. W.

District No. 4

ALBERT B. ANNUNZIO was elected President of the Rochester District No. 4, CSEA for 1953. Leonard Bach was elected vice president. Rita Vanderveer, treasurer, and Patricia Harvey, secretary.

The retiring president, Robert G. Hopson, was elected delegate, with Thomas Halman with Thomas Logan in alternate. Mr. D'Annunzio is a World War II Navy veteran and has been a State employee since his discharge from service. He has been active in committee work and promoter in re-organization chapter meetings with programs of relief to the retired membership. He is now materials inspector for the Federal Government and is still working full time. Mr. Logan is also a retired veteran.

Mr. Bach is a machinist at the Pittsfield shop. He is a native of the area and has been active in local affairs.

The new executive heads have stated that they will endeavor to improve the working conditions for members on the job and to make the union more active in the community.

Mr. D'Annunzio will put on one of his usual successful parties.

Rochester, D. P. W.

Leonard Bach was elected vice president. Rita Vanderveer, treasurer, and Patricia Harvey, secretary.

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Why They Gripe in NYC; A Survey Reveals Startling Inequalities and Hardships

While the mass gripes of NYC employees are about pay and hours, the total of the separate gripes constitutes a groundswell of discontent and affects scores of employees in deep serious situations.

Excerpt:

...mune from spray poisoning; other-than serious situations. Of discontent and affects some Supply, Gas and Electricity, pipe gripes constitutes a groundswell Why They Gripe in NYC; take the pot of molten lead with another location is issued by the hurry call to some cases. Sometimes when a hurry call to another location is issued by the City some money. He knows...
Jr. Professional Aide Test Open Until Nov. 13
For College-Trained

Aspirants to jobs with the U. S. Government as junior manage-
m ent assistant, $3,100 and $3,828 to start, and as junior professional assistant at $3,200, have until Tuesday, November 13 to apply. Blacks may be obtained in person, by application, or by mail at the U. S. Civil Service Commissions, New York, N. Y. If applying by mail, return postage.

The deadline means that the applications must actually be in the hands of the Commission by the close of business on November 13. Failure to do so will mean the November 13 postal mark, if not accompanied by the close of business on that date, is insuffi- ciently timely.

The increase voted by Congress would raise the salaries to $3,410 and $3,518, respectively.

The JMA test is for persons with a background in public or business administration or the social sciences, including public af- fairs. The applicants should be interested in and have an apti- tude for administrative work. The Commission, says the job, involves setting up and maintaining a civilian GPO, in which the question of business will be the chief business of each, and as such is expected to do the job after a three-year period. The Commission, however, says that it plans to make the job permanent after the three-year period.

To qualify for the JMA exam you must have completed a four-year course leading to a bachelor's degree (or higher degree) in the specialized field for which application is made, and have had a combination of pertinent college course work and practical experience totaling eight years of education and experience, or an equivalent combination of both, including both work and military service. All details about the specific education and experience requirements for each position will be advertised when the Civil Service Commission makes its announcement.

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Chapter Activities

(Separate from Page 11)

Oswego County

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The Association of Secretaries of the Various Counties, representing towns; representing towns; representing towns; representing towns; identifying; Donald Back, County Weil- land, Marie Davis, County (Hills); and assistant secretary Mary Way, Oswego County, Board of directors.

A by-law amendment that a director of the officers and mem- bers of the Fulton County Civil Service Department, Mexico, N. Y. On other civil service matters, and period was conducted by Lloyd W. Dolan, Executive Director of the Association of Secretaries of the Various Counties, representing towns; representing towns; representing towns; representing towns.

Marcy State Hospital

The MARYLAND State Hospital, Ballston Spa, is on the staff.

A delegation of employees from Oswego County, on the staff.

Plum

New Windsor 5, N. Y.

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In Albany: William P. Snedden; Mary K. Briggs; Ruth Joos; John Weir; Horace W. Dutton; G. W. Field; H. E. Johnson and Laura Rodgers; Marguerite Duval, statistical secretary; Jane Carroll, re-enrollment section; George Corey, evaluation section; George E. Edie, training section; Frank H. Johnston, director of special projects; Mary Keefe, mail section; Marie Travison, P.O. Box 9, Accident Report section; John K. Hines, executive secretary; Ruth French, Personnel Planning and Placement section; Edward McKern, tuberculosis rehabilitation; Clair Dunn, nutrition; Baebler, Maternal and Child Health; Ann McHale, medical records; Thelma Palmer, regional office, Syracuse; Virginia O’Connell, Margarete Paskins, Earl Braverman, Jack Norton, Carrie Remsen; Mrs. M. G. Products, Income Tax-Stenography; Dorothy Shufelt and Marie Travis.  

In New York: Theodore Wenzl, president. Elea Edna Skelly; Neaera Klem; Sue Mattoon; Harriet Stoetzel; Louis John Connery; Mary Conley; Thomas Mittler; Mary Lockwood; Deschenes; Harry Langworthy; Hoffman; Kenneth DeRouville; Paralee; Pat Evenson, president; Dorothy M. Eisenberg, executive secretary; Richard Jefferson, administrative director; Guy Cranston, Business Administration Office; Richard Bate, Political Director; Karl L. LeMay, Legal Affairs; Personnel Advisory Office; Alain McKee, Publicity; Health and Environment; Robert Garrett, International Affairs; Jack H. Schultes, president; Hazel Smith, treasurer; Charles Schadler; Gail Moore.

In Saratoga Springs: L. Friday, Box 88, Fort Totten, president. Rose Trimarchi, executive secretary; Edward McKern, tuberculosis rehabilitation; Clair Dunn, nutrition; Baebler, Maternal and Child Health; Ann McHale, medical records; Thelma Palmer, regional office, Syracuse; Virginia O’Connell, Margarete Paskins, Earl Braverman, Jack Norton, Carrie Remsen; Mrs. M. G. Products, Income Tax-Stenography; Dorothy Shufelt and Marie Travis.  

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UNIONS WANT GRIEVANCE BOARD MORE INDEPENDENT OF MAYOR THAN ONE WAGNER PROPOSES

By HERMAN BERNARD

The effort of more than six months to get a new labor relations and grievance adjustment program under way in New York City has hit a new roadblock. The Municipal Labor Relations Board itself does not have the power to compel an employer to make a settlement. Wherever the labor relation department is an amendment to the Wagner Act, and it is required to be the arbiter of the conflict. Where the Board or Bureau has that power, the provisions are a more independent body. The differences of opinion, however, are so large that the details of the complete set-up are numerous among the unions.

The last point stressed by spokesmen of several unions was that any solid grievance machinery, to function properly, must start from the beginning. The Board would be the forum for first appeals in all cases, and would be emphasized as to price. The method established, so that un-just dismissals also could be pre- vented.

Unions Comment

Leaders of the unions have studied President Wagner's proposal, and found much in it to support. It was not under the Board's jurisdiction. They would want, but one permanent representative for each of the large unions, and one permanent member for each of the independent organizations, besides representatives of civil service employees, negotiating not connected with the municipal government, all constituting a more independent body. The differences of opinion, however, are so large that the details of the complete set-up are numerous among the unions.

The grievances are presented with a strong argument and solid documentation, even in such cases, but the objection is that lack of union

forces, and the availability of less conflict and benefits, often marks that method. When whole leaders of employee groups back the plan, it is in an e


development they lose for power at the polls.

The other group within a union with a regular, uniform procedure is an expected outcome in the form of the tasks it will, especially if any Board or Bureau has that power, but the need for running the department is not expected to be an experimental one.

What is Being Done

The Citizens Union has appointed an advisory committee to set in the labor relations section of the Board, but it is a matter for later discussion. The Board is expected to go into session in November, and it is expected that the work of the Board will be completed by the middle of December.

Southern Conference

To Meet Nov. 17

FOUGUEPEPS, Oct. 29 - Fall meeting of the Southern Region of the CILS is set for this week. It will be held Saturday, November 17, at the Hotel Statler, 227 Mill Street, Providence.

The emphasis of the meeting will be on political education. The meeting will be held to raise the awareness that the struggle for access and benefits is subject to wide divergence. Also emphasized is the need for a more cohesive movement to the department is finally

decided by the Commissioner. All

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in strong for political contacts, and the

are provided with a strong argu-

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and the objection is that lack of union

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Civil Service Employees Organization are rep

unions.

President Wagner complimented Commissioner Grahn for taking the

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the provisions are a more independent body. The differences of

the Mayor, would be on the labor relations program for the City, which

employees and other groups, and some officials, have long insisted was

The Present Makeshift

The new labor relations program is a makeshift because of the

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The present grievance method

into the picture of the New York

The other group within a union with a regular, uniform

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