Cash Awards to Employees

ALBANY: Nov. 21 — Dr. Frank B. Tolman, chairman of the State Employees’ Merit Award Board, announced the award of $200 jointly to two State employees at Willowbrook State School. The cash award, comprised of the individual certificates of merit, went to: Dr. Ralph Austin, head industrial shop worker, and Lucan Tevlin, a maintenance worker. At a cost of $38, the two men adopted a hand-fed, automatic card-indexing machine for additional use in their respective departments. This idea was half in the implementation stage.

The Board’s action, said Dr. Tolman, “indicates its important function of recording wider recognition to State workers who make definite contributions to the operation of administrative departments. The achievement of Miss Austin and Mr. Tevlin is an excellent example of the constructional type of work which such employees can be encouraged to make over and beyond their regular duties.”

Mrs. Kunofsky, chairman of the Albany Civil Service Employees Association, said that the new merit award is “a welcome step forward by the State Civil Service Department’s Merit Award Committee.”

The announcement and application form, Mrs. Kunofsky devised the new form to be used in the inspection of industrial employees. The application form is used by the State Civil Service Department’s Merit Award Committee, the Kunofsky committee, and the administrative boards, of which the employees are encouraged to make over and beyond their regular duties.

The main recommendations of the Board are:

1. Individual certificates of merit shall be awarded to all State employees.
2. The Board would serve on a part-time basis.
3. The Board would serve on a full-time basis.

For complaints not resolved by the grievance board, the decision of this committee shall be final. The grievance board shall serve on a part-time basis.

4. There are two types of grievance procedures:
5. For complaints not resolved by the grievance board, the decision of this committee shall be final. The grievance board shall serve on a part-time basis.

The grievance procedures now in existence are unnecessary, the Kunofsky committee said. The Kunofsky committee said that the grievance procedures are unnecessary, the Kunofsky committee said.

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State Seeks Beginners
For 170 Engineering Jobs;
Other Openings Listed

Employment Interviewer Included

Applications in the State's annual "college series" of examinations, to recruit college seniors and graduates for careers with the State of New York, will be received at State Civil Service Department offices until Friday, December 18. Application may be made in person, by representative or by mail.

Written tests will be held January 16.

170 of the jobs are in the engineering and architecture specialty is open to qualified U. S. residents. Appointment at $9,751 a year will be made to jobs in an engineer's assistant, engineer draftsman, junior architect, landscape architect, junior engineering technician and junior personnel technician. Pay rate is $4,322. Specialized courses in architecture or engineering are required.

Administrative Jobs

Candidates in the administration specialty at $4,121 to $4,953 must have a bachelor's degree or completion of a State employee training programs and three years of college work. Eighty will fill jobs as administrative aide, junior examiner of methods and procedures, junior personnel assistant, junior personnel technician and junior architect.

The mathematics specialty at $4,571 to $4,972 requires a bachelor's degree, including 20 semester hours in mathematics. Statistics applicants must have 12 semester hours in mathematics and statistics. Pay is $4,571 to $4,972 a year. Further details on the job list will be announced to junior personnel technicians at $4,251 to $4,652.

15 Internships

The State also offers 15 internships to college students with 230 graduate hours in psychology. This is not part of the professional and technical administrative assistant exam. Applicants must have a bachelor's degree or completion of a State employee training program, State Department of Mental Hygiene, 217 Lake Street, Albany, N. Y., for information on the psychology internships only.

Journalism

Among the regular jobs are those of publicity aides, $3,071 to $3,472, appointed from the Journalist Series, a four-year course in journalism and English, or $5,071 to $5,472, a five-year course in journalism and English and a five-year course in English and French. Candidates in the journalism specialty must have a bachelor's degree from Jan. 30, 1954, and a master's degree or its equivalent or be eligible by that date for the State Bar exam. Starting salary is $4,331 to $4,652. Starting salary for clerks is $3,351 to $3,552.

No specialized courses are required for literary assistant with graduate credit. The exam is open to qualified residents of the U. S. Pay ranges from $2,931 to $4,052. Candidates must be graduates of the technical assistant exam in No. 6254.

Accounting Assistant

The State will also hold an exam for accounting assistant positions, with starting pay ranging from $3,054 to $3,554. Candidates must obtain either (a) a bachelor's degree, by June 30, 1954; or (b) a bachelor's degree in accounting, or (c) a bachelor's degree in accounting and one year's experience in accounting, or (d) a bachelor's degree in accounting and two years' experience in accounting or administration, or (e) a bachelor's degree in accounting and three years' experience in accounting or administration, or (f) a bachelor's degree in accounting and four years' experience in accounting or administration. The test will be held January 10.

Public Administration

The State also includes public administration intern positions for its training program. Starting salary is $5,344 a year. Candidates must have a bachelor's degree, by June 30, 1954, or a bachelor's degree, by the same date, and one year's experience as a junior manager or administrator in public, personnel or business administration. In addition, applicants must have 12 semester hours in appropriate fields of study.

The written test for public administration intern posts will be held January 18. The exam is No. 6582.

Employment Interviewer

Also included in the "college series" category is the exam for employment interviewer jobs, with the Division of Employment of the State Department of Labor. Salary ranges from $3,871 to $5,472. Requirements are: Either (a) a bachelor's degree, by June 30, 1954, or a bachelor's degree, by the same date, and one year's experience as a junior manager in personnel or employment administration, or (b) a combination of less than two years of experience and a bachelor's degree, by the same date, and one year's experience as a junior manager in personnel or employment administration. The test will be held January 10.

CIVIL SERVICE LEADER
Saturday Closing of County Offices

Most municipal employees know that as the last legislative session, the County Law was amended to provide that certain county offices would remain open on Saturdays during July and August.

There seems to be some confusion surrounding this law. The Pay Window Offices would remain open on Saturdays during July and August, except Sundays and holidays. The fundamental policy question in the closing of public offices on Saturdays is its effect on public convenience. Under existing law there is nothing to prevent any county office from maintaining a skeleton force on Saturday. This practice has been followed in State offices without difficulty. The maintenance of skeleton forces permits rotation of Saturday assignments for employees. At the same time it provides assurance that persons requiring the services of the government will not be deprived of the opportunity to transact their business.

Multiple Functions

"In the case of County Clerk offices, it is not only the function of the county clerk that is involved. The county clerk in each county in the State (except Albany, Erie, Queens and New York) is an agent for the Commissioner of Motor Vehicles in the issuance of motor vehicle registrations and drivers' licenses. The county clerk is also the clerk for the Supreme Court and outside of New York City, clerk for the County Court. Consequently, Saturday closings in some instances result in inconveniences to persons who may require the use of these public offices in this way."

"In rural areas opening on Saturday mornings is regarded as an important convenience for persons who travel to the county seat to transact their business on that day.

"The effect of this summer policy on these offices is on the way to the courts.

"Sales Bill, Introductory 1927, Print 3237, authorizes the closing of designated county offices on Saturday from July 1 to Labor Day for a two-year trial period. In its favor is the fact that courts are closed during summer months and the demand for other services not as great as during other months. Opposite are the closing of these county offices on a uniform basis outside of New York City, Nassau and Westchester Counties. If after a trial period it is shown that the inconvenience can be continued without undue inconvenience to the public, the provision can be made permanent.

"Sales Bill, Introductory Number 2537, Print Number 2537, and Assembly Bill, Introductory Number 2217, Print Number 2544, which implements it, are approved."

What Offices Are Affected

From Section 206, Subdivision 2 of the County Law, amended by Chapters 796 and 106, Laws of 1938, it is clear that the offices affected are: County Clerk, Surrogate, County Treasurer, Clerk of the Board of Supervisors, and Civil Office of the Sheriff. These are the only offices that would be affected by this new law.

State to Open

9 More Tests On Dec. 7

ALBANY, Nov. 33 — The State Civil Service Department will hold six statewide and three Westchester County open-competitive exams on Saturday, February 14. Those otherwise eligible candidates must be U.S. citizens and New York State residents for at least one year. In addition, Westchester County residents will be given first preference for social case worker jobs in that county.

The filing period for the exams is Monday, December 1 to Friday, January 1. Do not attempt to apply before December 7. Candidates in the associate actuary (casualty) test may apply to February 14. Exam number, title and salary range are given, in that order.

9218 Associate actuary (casualty) (open nationwide), $6,801 to $8,924.
9225 Senior public record analyst, $6,542 to $8,088.
9252 Senior medical social worker, Westchester County, $6,715 to $8,550.
9661 Senior social case worker (casualty), $7,175 to $9,550.
9662 Senior social case worker (public assistance), Westchester County, $7,175 to $9,550.
9622 Associate personnel technician (municipal service), $6,504 to $8,084.
9623 Senior personnel technician (municipal service), $6,504 to $8,084.
9822 Associate personnel technician (public service), $6,504 to $8,084.
9823 Senior personnel technician (public service), $6,504 to $8,084.

The LEADERS will publish them.

Fast Hiring of Engineers and Stenos

The Premium for Skill — The Department of Transportation has openings for civil engineer positions in the associate actuary (casualty) field. Applications are due on February 14.

"Anyone with a bachelor's degree in engineering, passed the civil service exam, and served as a 2-year probationer will be eligible to apply," the Department's chairman notes.

Current salaries range from $7,000 to $9,000 for beginners and $9,000 to $11,000 for experienced workers.

A.D. Fisher, the board's chairman, says that the Civil Service Commission is looking for "people of outstanding ability." He adds, "We want people who will be able to capitalize on it."

The Department has openings for construction engineer- $4,600 to $5,300; civil engineer- $4,964 to $5,600; professional engineer- $5,168 to $6,000; and senior engineer- $6,800 to $8,500.

The Commission positively will not recommend any reduction of present salaries.

Social Security

The subject is highly controversial. Police, fire and teaching groups, in general, want no part of Social Security in the past, can not be expected to pay for the effort. The subject is not yet for the new year, but we will see what happens.
The following State open-competitive exams are now open for receipt of applications. Last date to apply is December 28; apply on page 32.

The complete list is available at the State Office Building, Albany, New York, or write to the State Civil Service Department, Office Building, Albany, Room 203. For information, call 1-800-692-8686.

The New York星空 STRIPES is now open for trial hygiene and safety, fee $5. (Monday, December 28).

TERRITORIAL BIOLOGIST, $6,801 to $8,231. Six vacancies in Division of Laboratories, Bureau of Laboratories, State Education, Albany. Requirements: (1) college graduation and equivalent experience of at least nine years in the field of biological science, teaching, research, and field work; (2) knowledge of some, if not all, the species of animals and plants; (3) travel ability; and (4) two years' experience as a Territorial Biologist in State service. Fee $3. (Monday, December 28).

TRAVEL THERAPY TECHNICIAN, $2,931 to $3,721; 20 vacancies in Division of Research and Development. Requirements: (1) college graduation in Physiotherapy or Allied fields, or degree in related field; (2) ability to work in a team setting; and (3) one year's experience in physical therapy. Fee $3. (Monday, December 28).

ASSISTANT REPAIRING, $3,411 to $4,212. Ten vacancies in Department of Public Works, Saratoga Springs. Requirements: (1) high school graduation or equivalent; (2) one year's experience in the field of heating, ventilation or air conditioning; and (3) ability to work as a member of a crew. Fee $3. (Monday, December 28).

HIGHWAY LIGHT MAIN- TENANCE OFFICER, $2,711 to $3,511. Six vacancies in Division of Public Works, City of New York. Requirements: (1) high school graduation or equivalent; (2) one year's experience in the field of street maintenance; and (3) ability to work as a member of a crew. Fee $3. (Monday, December 28).

HORSES, $3. Three vacancies in Department of Agriculture and Markets. Requirements: (1) one year's experience in the field of horse husbandry; (2) ability to work as a member of a crew; and (3) knowledge of some, if not all, breeds of horses and their characteristics. Fee $3. (Monday, December 28).

For information on where to apply, see page 32.

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Onondaga Chapter Honors Corcoran

SYRACUSE, Nov. 21 — Onondaga chapter, Civil Service Employees Association, honored Mayor Thomas Corcoran of Syracuse, at a testimonial dinner at the balcony of Hotel Onondaga.

The toastmaster was George Richardson, Cornelian Council, was toastmaster, Traffic Judge John E. Birketta Jr. of Albany, CSEA amato- rious council principal speaker. Other speakers included John W. C. Moore, mayor; President Donald H. Mead; Mayor-elect Donald H. Mead; Mr. and Mrs. J. A. Weis; and the Rev. John J. Molina, pastor of the Lutheran Church of the Abatement, gave the benediction, and Rabbi Benjamin Friedman, president, delivered a message.

Mayor Corcoran’s speakers included Fritz Campbell, chairman, and the Onondaga County Council of Supervisors; Charles M. Cooper; CSEA secretary; Barry G. Fox, CSEA treasurer; John J. Pflug, CSEA 1st vice president; Robert; President; James Corcoran, president, of the Syracuse Police Benevolent Association, and Fred- ric D. Bower, president of Municipal Employees Local 411, AFL, CIO.

Monsignor Joseph B. Toomey, mayor-elect of Albany, CSEA asso- ciation, recited the — a letter to the mayor on behalf of the Onondaga Municipal Employees Local 415, AFL, CIO.

Dr. Ralph Bohn, assistant director; Dr. Willard Hogeboom, board of civil service then in special session, was also invited to attend.

President Ferro said the Legis- lature should act at once to raise salaries to civil service em- ployees. Thomas Astone, who was

Ballroom of Hotel Onondaga.

NYC Patrolman Exam Closes November 30

Monday, November 30, is the last day to apply in the NYC patrolman (C&D) exam, which will be held in military service between No- vember 4 and 26, 1953. The test will be held on December 15 at the Police Headquarters, 350 First Avenue, and the Municipal Employees group presented a gift for the Mayor’s "birthday shop."
Pass Mark Authority Needs Thorough Study

The pass mark, always a tough subject in civil service exams, has caused the NYC Board of Education serious trouble, because of a State Education Department ruling that the pass mark cannot be set after the papers are rated.

In civil service examinations the prevailing practice is to reveal the numerical pass mark in the notice of examination, but to the right hand of the question. Yet the pass mark is something less significant than scoring candidates benefit more than the others. Instance, suppose the needs of the service require more allowed to a commission or board to adjust the rating. For ruling that the pass mark cannot be set after the papers are rated.

The two attitudes are at opposing poles.

In assessing "futures," one must multiply the objective situation by the characteristics of the man. Dewey's flexibility, his demonstrated capacity to learn from experience, and his unwillingness to formulate solutions to difficult problems—all these will weigh favorably. But the question of whether he can rally a tarnished GOP in time for the November election is not so clear. He has lost a few skirmishes with the GOP legislators in the Wicks battle, there will be enormous importunities upon him to run again.

But Dewey will have to consider. With the burgeoning signs of Democratic power, he will not want to end his career with the possibility of defeat. He will survey laid possibility with the greatest care, especially if his opponent should be Franklin D. Roosevelt, Jr. Dewey would have to doubt him in the General Assembly. And the candidate for the present political vortices, perhaps only one other Republican—Senator Irving—may have the essential strength.

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the NYC Civil Service Commission contains 34 names. Standing was DEPUTY CHIEF LIST, even were: Maxwell Lehman, editor of "Personnel Agencies Through the wards H. Gerken of the New York cities to the newspapers. He listed civil service? nearly every hand.

In seeking college graduates for Federal Personnel Officers to cover every single agency. It open to much improvement. All of federal agencies lu
to attract outstanding college and graduates with any major is professional talent.

The long awaited U.S. exam for housing officer candidates was absent him the

The exam is No. 3-190 (339). It is open to citizens of the U.S. for persons who otherwise are legal in the United States. Any limits are 18 and 35. No age limits apply for veteran.

The Civil Service Section, was required. Now any major is professional talent.

Mr. Lehman cited instances from his reporting experience to show how efforts to withhold news that "gobbledegook"—that new rules and regulations to America's disabled war veterans. The gathering brought out a
to do with a major in any field; or a difficult combination of administrative, professional or technical talent.

The NYC open-competitive exam for housing officer candidates must have at least 5 feet 6 inches tall, have three years' experience as a housing officer, and complete the written test open to those who pass the physical-technical test.

Gifts from World Over For All

The Civil Service LEADER, through special arrangements with the Around-the-World Shoppers Club, offers its readers an unusual opportunity to obtain rare and beautiful gifts from every corner of the world. Many of the articles were assigned to be sold at a very low price, were it not for the

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List of CSEA Chapter
And Conference Heads

Reckland State Hospital

Activities of Employees in State

Membership Committees
Of Southern Conference
Southern Conference Seeks Employees Benefits

NEWBURGH, Nov. 23 — Delegates from 13 chapters in the Southern Conference area were present at a business meeting held in the Newburgh Armory.

Discussions offered by the delegates centered around employees working out of titles and the wording of two provisions in the Attendance Rules.

Charles E. Lamb, Conference President, was asked to take up the matter of out-of-title work and attempt to seek a proper solution by requesting that the correct titles and salaries be allotted to the employees concerned. Discussion revealed that many of the out-of-title positions are in the Department of Mental Hygiene.

Want Attendance Rule Changed

The Conference voted to seek a change in the wording of Rule II in the Attendance Rules so that it would read: For time off for Saturdays, Sundays and legal holidays occurring during the year, or days in lieu thereof, each employee except those on a per diem basis etc.

A great deal of discussion was centered on Rule 9 of the Institutional Article. The department of Social Service offered the revised rules now in force, some instructors having taken advantage of the new ruling, which says: "The absence of a student because of a scheduled visit that is necessary for the physical, mental or spiritual welfare of the student shall be excused." Rule 9 was changed in the reorganization of the 1954 Legionnaires bills for new mental hygiene and mental institutional employees. The next meeting will be held in January. The Conference felt that changing such a holiday in some departments and not in others was discriminatory.

Governor Thomas E. Dewey that "it is necessary that there is considerable doubt of the person's recovery." The Conference believed the wording of Rule II was not necessary, and they have no authority to remove it. This resolution was removed from Rule II. It was felt that many employees in State service are widows with children and work of necessity. If their dependents are so seriously ill that there is doubt of their recovery, the dependents would certainly be in a hospital being cared for by others, yet there is a borderline when the employee might be needed at home, the Conference felt.

Discussion on Election Day

Kingsbani, secretary-Treasurer, presented a resolution re-requesting the Civil Service Employees Association to take every possible action to have Election Day a holiday. It was thought that granting such a holiday in some departments and not in others was discriminatory.

Other topics discussed were the Finance Law of New York State and its effect upon new mental patients, the amount of time for the best possible police force to the people. We feel that there is considerable doubt of the person's recovery." This resolution was moved from Rule 13. It was felt that many employees in State service are widows with children and work of necessity. If their dependents are so seriously ill that there is doubt of their recovery, the dependents would certainly be in a hospital being cared for by others, yet there is a borderline when the employee might be needed at home, the Conference felt.

Discussion offered by the delegates centered around employees working out of titles and the wording of two provisions in the Attendance Rules.

Charles E. Lamb, Conference President, was asked to take up the matter of out-of-title work and attempt to seek a proper solution by requesting that the correct titles and salaries be allotted to the employees concerned. Discussion revealed that many of the out-of-title positions are in the Department of Mental Hygiene.

Want Attendance Rule Changed

The Conference voted to seek a change in the wording of Rule II in the Attendance Rules so that it would read: For time off for Saturdays, Sundays and legal holidays occurring during the year, or days in lieu thereof, each employee except those on a per diem basis etc.

A great deal of discussion was centered on Rule 9 of the Institutional Article. The department of Social Service offered the revised rules now in force, some instructors having taken advantage of the new ruling, which says: "The absence of a student because of a scheduled visit that is necessary for the physical, mental or spiritual welfare of the student shall be excused." Rule 9 was changed in the reorganization of the 1954 Legionnaires bills for new mental hygiene and mental institutional employees. The next meeting will be held in January. Time and place will be announced.

SOUTHERN CONFERENCE

fates from 13 chapters In the Southern Conference area were present at a business meeting held in the Newburgh Armory.

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bedrooms, parquet floors, aereeiis.
All rooms with every conceivable extra. 2
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League Advises U. S. To Copy Canada on Layoffs and Training

A plea that the role of layoffs should be in the inverse order of seniority, instead of the order of seniority, was made by James M. Bland, Chairman of the Canadian Civil Service Commission. Mr. Bland wrote an article entitled "Canadian Civil Service Commission," published in "Good Government," in which he dealt with the Canadian experience in a preface, rationalized it in his article, and summarized it in his conclusion.

Mr. Watson said that the U. S. Government pays little attention to the usefulness of its employees, and that the Canadian Government has been paying more attention to this matter. Mr. Bland complained that the U. S. Government is losing thousands of its best workers and re-

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Dignified men and women to earn $15 a year in a spare time counseling neighborhood churches, synagogues, fraternal organizations, etc., with a sure-fire fund rais-

ing plan that can raise over $12,000 a year in a church with a membership of over 5000—no risk or expense to the church, with these two facts: 1) Wholesale cost of mailing is 10 cents per 100 names, and 2) Wholesale cost of mailing is 5 cents per 100 names.

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$5.00 American Plier Tool Tool Set—Inlaid Tools—Surgical Operations—Home Training for Civil Service

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U. S. Government Dept. to Cut Force

WASHINGTON, Nov. 22 — De-

Assistant Secretary of War John T. Samsen on December 20, said he had been unable to reach an agreement with the Civil Service Commission on the elimination of 15,000 employees in the Federal service.

Veteran Preference

Mr. Watson said that in Canada veterans receive some advantage in getting government jobs, but that preference is re-

stricted to combat veterans, and even then they have no special privileges during layoffs. In the U. S., he added, all veterans receive prefer-

ence in appointment and reten-

tion, regardless of whether they were in combat or not. When there is a reduction in force, vet-

erans are retained in the U. S. while more experienced non-vete-

rans lose their jobs, he said.

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Engineers Promotion Requirements Approved

Engineers Promotion Requirements approved for promotion to Assistant Civil Engineer by the Civil Service Employees Association and Civil Engineers Guild. The requirements have been approved by the NYC Civil Service Commission.

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220 vacancies. Requirements:
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NYC EXAMS OPEN—APPLY NOW

Frenchie, The Poodle, Popular

Orders for Frenchie the Poodle, the outstanding new bargain in dog supplies, have been placed with the Civil Service Leaders, continue to pour in.

The poodle may be obtained for only $75, plus 20 cents mailing charge, and either two coupons from The Leader or one wrapper label. Two coupons appear in this issue—Pages 2 and 18. The cost is less than half the regular price. Only through a special arrangement with the manufacturer has The Leader been able to make such an outstanding offer. Frenchie stands 18 inches high and weighs 13 pounds. It is shaggy in any position—sitting, standing or lying. A small French beret with pompom adds to its charm. It is a complete plastic collar and leash. He makes a wonderful gift.

You'll find a picture of Frenchie and comments on how to get him, on Page 18.

U. S. Exam for Painter's Jobs Closes Soon

Painter and painter's helper jobs at Veterans Administration hospitals, schools, and recreational centers are being filled. Apply to E. M. T. C., 140 Broadway, New York 6, N. Y., before March 1, 1954; or equivalent military service from July 1, 1940, to present time. The $2,750 jobs, one year for the painter's helper.

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State Legislature Votes Watered-Down Bill For NYC Social Security

ALBANY, Nov. 23 — The special session of the State Legislature passed the Dewey Administration bill to permit Social Security coverage for about 40,000 NYC employees not now under either a public employee retirement system or Social Security, but it was not the bill that the NYC employees wanted.

NYC Budget Director Abraham A. Lautro, after conferences with employee leaders, told Mayor Vincent R. Impellitteri to support a bill which Mayor-elect Robert F. Wagner Jr. also favored, that would have permitted dual retrospective coverage for substitute teachers, and prohibited the Board of Estimate from signing a contract for Social Security coverage of competitive or labor class employees. The Dewey Administration bill omits authorization of dual coverage, and authorizes the Board of Estimate to exclude any and all titles from any NYC retirement system coverage so that Social Security could apply.

Governor Thomas H. Dewey's objections to the provisions of the NYC Administration bill are understood to have been based on the granting to City employees more than the State gave to its own employees, hence the Governor didn't want to set a precedent that might induce State employees to seek the same benefits. This applied to the dual coverage. The removal of the restriction against including competitive and labor class jobs was in line with what the State did.

The topic came before the special session on the urgent request of Mayor Impellitteri, so that a contract could be signed with the State, for Social Security coverage, by December 15, the last date on which three-year retroactive benefits under Social Security could be obtained. The Impellitteri Administration's bill did not specifically provide for retrospective coverage, but the timing made it possible, and it was part of the informal agreement with Chief employee groups that retrospective coverage could be granted.

The State, in bringing 10,000 of its Social Security system, made no provision for retroactive benefits for the three allowable years, nor did the NYC Administration system, but also because the employees of the Department of Health, Education and Welfare, and in local government other than NYC.

The dual coverage to which Mayor Impellitteri had understood to have been based on the Dewey Administration bill would have arisen as follows: Suppose a teacher, was not eligible for membership in a retirement system during the substitute period, which is the actual case. He or she would then be eligible for Social Security, if an agreement between the City and the State were signed, and approved by the U.S. Department of Health, Education and Welfare. But when the substitute teacher became a regular teacher he or she would then be eligible to become a member of the NYC Teachers Retirement System. Also, he would be entitled to pay into the substitute system—that is, his reserve ordinarily created by contributions from salary—the amount that he would have been entitled to contribute had he been a member of the Teachers Retirement System from the beginning.

In imposing no statutory limitations on titles so that Social Security could apply in State service, but also because the employees of the Teachers Retirement System started, this applies only to present members, and not to new entrants. Hence the need for a supplement of Social Security for the substitute employees, and the recommendation that the Board of Estimate consider the matter of the Teachers Retirement System coverage from the beginning.

The authorizing the Board of Estimate to operate in the whole field, instead of only outside the competitive and labor classes, was particularly requested in City employee groups. While the State constitution specifies the scope of Social Security, and requires that they must cover all employees, it further provides that the State's only applies only to present members, and not to new entrants. Hence the need for a supplement of Social Security for the substitute employees. The Mayor of the City would have been entitled to contribute to the Teachers Retirement System.

Social Security coverage for County employees, under the present "pension orphan" is on this way, and the bill as passed, which the Governor was prompt to sign, does no more than to permit the employees to become retired. Otherwise the City, just as the other retirement system, have the same Social Security coverage for its permanently and not on employees as is permitted under other statutes.

How extensive will be the acceptance of the supplemental Social Security coverage for the three years a person has to be signed for by the employees?

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Telegramss were sent to the Governor and the legislature by City employee groups, asking that the City Administration bill be passed intact, but proofs of no action.

The Board of Estimate could decide, for the three years a person has to be signed for by the employees?

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The Most Loveable Doggie Anyone Ever Saw
In A Window or Anywhere Else!

Who in the world can resist a soft, cuddly little dog like FRENCHIE the POODLE? Everyone in the family loves him—from Baby to grown-up gals! He's the perfect mating: to have around the house—a wonderful, durable toy for boys and girls—a smart, adorable conversation piece for any young lady's room! He is 18 inches tall... looks like a real miniature poodle, and he comes in all the "natural" colors: grey or black. His legs are cleverly wired so that he can pose for you in any position—sitting, standing, or lying down—just like an honest-to-goodness puppy! He even sits up and begs! Frenchie has moving eyes and long, curly eyelashes. He wears a colorful, saucy French beret with pom-pom trim. Complete with attractive plastic collar and leash.

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MAIL COUPON NOW
FOR EARLY DELIVERY

So, do your Christmas shopping early—and save money, too! At this special low price, many of our readers will want several of these darling doggies to give as presents. Order as many as you like. They make wonderful gifts for babies, for children of all ages... and your grown-up gal friends who will cherish Frenchie to decorate their beds or boudoir chairs! Just be sure to enclose $4.00 ($3.75 plus 25c mailing charge) and two coupons or your wrapper label for each Doggie you order. Send the coupon in right away! (Coupon on Page 2).

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HOW MUCH IS THIS DOGGIE IN THE WINDOW?

Thanks to the special arrangements made by the publishers of the CIVIL SERVICE LEADER, Frenchie the Poodle costs you and other readers less than one-half the price you would have to pay for him in retail stores! In accordance with our established policy, we once again bring you something special for yourself, for your friends, for your Christmas giving—at a price that saves you a lot of money! Frenchie is yours—all yours—for only $3.75 plus 25c to cover the cost of handling and postage, plus two (2) CIVIL SERVICE LEADER coupons, or—if you are a subscriber—one label from your wrappers. That's an awful lot of loveable doggie for the money! And remember—you'll see him in various retail stores—for twice the price we ask!
Activities of Employees in New York State

(Continued from Page 1) needs all the support it can get.

Your Vote is Needed...Mr. and Mrs. Albert Kovanda, of Sayville, L. I., have been visiting this area. Mr. Kovanda got in a little hunting with a friend of Sayville, L. I., have been visiting the death of his sister-in-law.

Be sure to vote for the ballot measures presented at the Southern Conference meeting was held on December 11th. Mr. Kovanda is senior executive officer of the state Employees Association.

The resignation of Edward Little, 2nd vice president, was accepted. Mr. Little, who is retiring this spring, was re-elected to the board of directors for the second time

It was announced that the chapter take advantage of an order to handle the affairs of the Secretary Gracie Bull was delegated to handle the matter

For all State employees, and that was passed, to request that Elec-

A motion was passed that the problem be handled in the manner of such a degree that there is confidence that the problem will be resolved.

Congratulations to Bruce Coger, who came through with a deer. Bruce Coger, 3rd vice president, with a deer.

The plan is available to members only.

"Serious illness shall mean illness who came through with a deer.

The bear, Sam?

The daughter of Mrs. Mae Dougherty, the daughter of Mrs. Mae Dougherty, was married.

To Bill Goodrich and John

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