Governor's Message Calls for Bonus Freeze, Correction of Inequities; But What About Upward Pay Revision? State Employees Ask

MEMO TO ADMINISTRATION AND LEGISLATURE

In his message on employee matters delivered to the Legislature on February 4, Governor Dewey said:

"Recent studies of the salaries paid by private industry and by other public jurisdictions demonstrated the need for careful reorganization of our own salary structure. It is already clear from this study that the correction of inequities must be the first order of business. To do this may require a considerable number of reallocations and conversion to an improved salary schedule. The committee . . . has worked on the level of State salaries in comparison with 'outside' salaries to determine what other adjustments may be warranted. . . ."

It is clear that the Governor understands the situation. Let us see what his answer be proposes. His message came in the midst of uncompleted negotiations with employee representatives, negotiations in which no definite clues had yet been made available concerning what could be expected.

That a freeze-in of the emergency bonuses has been recommended is commendable. The bonus was always an indefensible device; and to continue it now would have been utterly inappropriate.

However, conversion of emergency bonuses into base pay does not by itself add a single penny to the salaries of employees. It solves not a single economic problem for underpaid workers, other than removing one persistent source of anxiety.

The basis questions remain: How many additional dollars are going into the paychecks which employees receive? And does the Governor's message have any impact? It is disturbing in its vagueness.

How Does One Interpret This?

Where information is so meagre, one seeks clues everywhere. What meaning, then, is to be given to this paragraph that appeared on page 11 of the New York Times for February 4, in an article about a meeting between the Governor and Mayor Robert F. Wagner of New York City?

The paragraph reads:

"One of the items in the city's estimate of its needs that came under particularly sharp attack was $5,000,000 for salary adjustments for city employees, including teachers. It would appear that the average wage increase for city employees that such an amount would provide is far in excess of any rises that state employees can get out of the money reserved for this purpose in Governor Dewey's executive budget."

How is one to interpret this? It would be mistaken to consider that the NYC administration is planning to extend any munificent largesse to its employees. If Mayor Wagner's figure caused a furor in Albany, it can only lead to further doubts concerning the State administration's plans for its own employees.

The Governor's executive budget had $16,500,000 hidden away in one of its tables of figures, this sum identified as being for sales tax readjustments for all departments. Could it be that if all of it should be allocated to salary readjustments, it would be far from meeting what the facts and figures show to be fair and right. The figures of the State's own study incidentally, support the salary claims of the employees.

BUFFALO CHAPTER DEVISES INGENIOUS PLAN TO PUSH CAMPAIGN FOR SALARY RISE

BUFFALO, Feb. 8—Tremendous activity on the salary front has marked the campaign of Buffalo chapter, Civil Service Employees Association. A "Flash" circular, signed by Al Killian, chapter president, went to every member. The circular is headed:

"You May Not Know All of the Following to Get Out of That Com-

Personal Letters

The employees were urged to write every State Senator and Assemblyman in the district. So

Here's one:

"To meet our expenses, my wife and I must work 100 hours a week. We urge and plead for a much-needed salary adjustment including the freeze-in of cost-of-living borne. Will you lend your support to our campaign?"

Here's another example:

"I must work two jobs to give my children adequate food and clothing. The freeze-in is also necessary. Your vote will be appreciated."

A third example:

"My job with the State pays less than a comparable job in private industry. Can we count on your help to do the right thing about this situation?"

Mailin En Masse

Another gimmick: Instead of mailing them directly, it is suggested that the employee address and stamp the letters, then give them to the delegate or alternate, who will bring them to the big Buffalo chapter meeting scheduled for February 17. Then the material will be mailed to the legislators on mass.

Mr. Killian's circular lists the names and addresses of all the legislators in the area.

It has been a constant complaint of the Association that disai>«...
The LEADER continues this issue a resume of civil service legislation in the New York State Legislature at its current session.

CIVIL SERVICE LEADER

Bills Introduced in Legislature

Bill Asks Minimum 1,500 Transit Police

ALBANY, Feb. 8—Assemblyman John T. Satralale (D., Bronx) has introduced a bill to increase the number of police officers to 1,500 Transit Police. The bill is designed to address the need for additional patrolmen in the NYC transit police department.

The corresponding number and name of the members of the Audit Bureau of the NYC transit police is not specified.

The committee to which the bill was referred is the House Committee on Civil Service.

S.I. 890, BOLTON (Same as S.I. 353, in January 23 LEADER)

This bill seeks to increase the number of NYC Transit Police from the current 1,300 to 1,500. The increase is intended to address the growing need for public safety in the city's transit system.

The bill is scheduled for consideration by the House Committee on Civil Service.

S.I. 1197, McCulloch (Same as S.I. 992, in January 19 LEADER)

The bill is scheduled for consideration by the House Committee on Civil Service.

An Announcement of Special Importance to State and Local Employees and their Organization Leadership

From time to time you may have seen the advertisements of Government Employees Insurance Company. They have described the many benefits which Government employees receive from state and local employees.

These advertisements have emphasized the benefits which you—a member of a select, preferred group, can derive through the purchase of insurance from us.

In the near future, I would like to tell you, briefly, a few additional things about our Company. These are the facts which back up and bolster the benefits we have been boasting.

As you know, no policy is better than the Company behind that policy.

If you were told that Government Employees Insurance Company offers you the finest automobile insurance at lower rates, that would be only part of the story. There are other things as important—our Company's financial strength ($27,000,000 in assets makes us the largest Company specializing in automobile insurance for government employees); our Company's fine record of prompt payment of claims (this is a story all in itself; and of course, our Company's fine record of prompt payment of claims for those who receive less than $1,000 in annual income).

We, of Government Employees Insurance Company, are proud of our reputation and our record. We are proud still of the fact that the Company is a department of the State of New York.

Leo Goodwin
Governor
Metro Conference in Strong Actions to Push Pay Drive

In an articulate exposition of employee attitudes, the Metropolitan Conference held its first meeting on Tuesday, February 8, at the Waldorf Astoria Hotel. The Conference, which met to discuss the economic and social problems facing the labor movement, was attended by representatives of major labor unions. The conference is the first of its kind to be held in New York City and is expected to have a significant impact on labor relations.

The conference was attended by representatives of major labor unions, including the American Federation of Labor, the Congress of Industrial Organizations, and the National Association of Manufacturers. The conference was held to discuss the economic and social problems facing the labor movement, and was attended by representatives of major labor unions.

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Feb. 15 Last Day to Apply For State Clerk

Monday, February 15 is the last day to apply in the State clerk exam, for a $2,110 a year job, to start. Pay rises to $2,984. Weekly.

There are no educational or experience requirements. Age limits are 18 and 70. Full particulars will be mailed any employee with a written statement, scheduled for Sunday, March 27, at an exam centers there to be announced in advance, in six NYC.

List of Titles

The titles are: clerk, exam number 806; account clerk, exam number 831; file clerk, 832; stenographer, 833. Appointment will also be made to other appropriate titles, such as various office machine operators, accounting clerk and stenographic clerk.

Candidates must be U.S. citizens, aliens or residents of New York State since March 27, 1953. Applicants must have qualified by their own effort or by being sponsored by an organization, association, or union.

Office Building, Albany, or 39 Co-York Street, five in NYC. Send me, absolutely FREE (1) list of available positions; (2) our most recent book: "The Dime Savings Bank of Brooklyn: An Award-winning, Financial Institution" by John Smith. The book will show you how you can qualify yourself to pass these tests. Don't delay — act now!

To get full information free of charge on these Government jobs in this area, there will be 500 appointments to U.S. Government jobs in this area. There will be 10,000 appointments in 500 jobs in this area.

Send me, absolutely FREE (1) list of available positions; (2) our most recent book: "The Dime Savings Bank of Brooklyn: An Award-winning, Financial Institution" by John Smith. The book will show you how you can qualify yourself to pass these tests. Don't delay — act now!

50 dollars and a certificate of merit to Isidore Kusminsky, of the Mental Hygiene Department of the Institute. He proposed a new form which eliminated several steps and membrandes formerly used. The institute will communicate by routine communications with the Board. Simultaneously, the Board also announced an award of $25 and a Merit Certificate. The Dime Savings Bank of Brooklyn in NYC.

Daniel J. Davis, who headed the office, which is among the first to be established in the Northeast area and Washington.

WANTED! MEN — WOMEN between 18 and 50, to prepare now for $2,000 Civil Service jobs in and around Greater New York. During the next twelve months, there will be over 20,000 appointments to U.S. Government jobs in this area. There will be over 10,000 appointments in 500 jobs in this area.

Send me, absolutely FREE (1) list of available positions; (2) our most recent book: "The Dime Savings Bank of Brooklyn: An Award-winning, Financial Institution" by John Smith. The book will show you how you can qualify yourself to pass these tests. Don't delay — act now!

FRANKLIN INSTITUTE, Dept. L-56
120 W. 42nd St., N.Y., N.Y., 36, N.Y.

Send me, absolutely FREE (1) list of available positions; (2) free copy of 36-page book: "How to Get a U. S. Government Job!" (3) estimate your own experience; (4) tell me how to qualify for a U.S. Government job.

For that extra help you need to rank high on the list get a special study book and prepare for the examination you plan to take. Buena Vista, NYC.
TUESDAY, FEBRUARY 9, 1954

How to Get a Top Probation Service

The crime rate in New York City is high, and juvenile delinquency is fast becoming a problem of national scope. A top-ranking probation service is a vital part of the judicial system. Yet, in these hazardous days, city courts are crippled by chronic staff shortages, high turnover of staff, and an inability to meet the demands imposed upon them.

It is difficult at any time to obtain sufficient personnel with the education, professional training and personal qualities required in a good probation officer. It is doubly difficult in the face of such handicaps as low salary and a rigid residence law.

Although pay scales were raised slightly last year, the increases were insufficient to give real assistance to the courts in competing for the most highly qualified candidates. The salary situation is an important issue for both the city and Federal governments, which offer much higher remuneration. Money saved by the City in salaries is lost in the high cost of turnover, which requires continuous training of new staff; the necessity of employing large numbers of clerical workers, many of whom eventually have to be dropped; and lowering of standards.

Salary rates ought to be such that the City would be in a favorable position to compete for the best talent—this in the long run is bound to prove too economical, not extravagance.

The Lyons Residence Law is another hurdle. It was enacted in a time of job scarcity. The scarcity is now one of the City's most pressing problems. The City must recruit probation officers from outside its limits, where the number of qualified persons, because of housing shortages, were forced outside the City limits. The Chief City Magistrate has asked that the provisions of the Lyons law be waived to permit appointment of non-residents to the City's probation service.

Let us take, for example, our potato peelers (with or without G. I. qualifications). A man might very well be afflicted with halitosis, epidermiphitosis, or hair fungus, but certainly not for government. After all, you might be afflicted with halitosis, epidermiphitosis, or hair fungus, and yet still be a qualified potato peeler. If you are fortunate enough to rise above the tide of competition for a position, you might have a mean scheme, your wares are far from perfect. Then you have the one-out-of-three scheme to contend with. The other fellow is bumped, bypassed, looped over. Then you  go to a test and the blow you best for him. After all, you might be afflicted with halitosis, epidermiphitosis, or hair fungus, but certainly not for government.

No rational individual will deny that as a general rule candidates' are competent by written examination, or oral examination. But, for example, our potato peelers (with or without G. I. qualifications) may have a mean scheme, and the potato on which the  potato peelers  are to be held. But still, the potato peelers are competent by written examination, or oral examination.

One who opposes the three per cent of the people who do, if provisionals, lose them on being permanently appointed. Let us take, for example, our potato peelers (with or without G. I. qualifications). A man might very well be afflicted with halitosis, epidermiphitosis, or hair fungus, but certainly not for government.

Rational individuals will deny that the system is entirely unfair. For example, our potato peelers (with or without G. I. qualifications). A man might very well be afflicted with halitosis, epidermiphitosis, or hair fungus, but certainly not for government.

The Board, by law, prevents infliction of such injustice, and perhaps the City will now follow suit. Nothing but a solid increment law that lets the permanent employee keep the increments he is entitled to, as a proviso, can provide the iron-clad type of protection that employees prefer, even if such a law itself militates against the merit system. The approach should be a possible way to do what the Democrats have done in every State government, but which, they say, the Governor has refused to do.

A PROBLEM that NYC has been unable or unwilling to solve, and that might be turned over to its citizens advisory committee, which has so many distinguished members, concerns annual increments.

First of all, increments are granted, if at all, as a matter of legislation. The old law has long since been outgrown by pay. They should be permanent increments as a matter of philosophy. Even small increments are better than none. The Democratic minority members then attempt to throw this problem entirely to the merit system. The two Democratic minority candidates then attempt to throw this problem entirely to the merit system. The two Democratic candidates then attempt to throw this problem entirely to the merit system.

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This Exquisite Hand-Painted Delft’s Blue Twilight Lamp Direct by Mail from Holland

To demonstrate the quality and value of Around-the-World Shoppers Club gifts, we want to send you this exquisite lamp with our compliments as an inducement to join our club! It will be sent to your home directly by mail from Holland. If you join now you can win two paid-in-full tickets for a two-week trip around the world, plus up to $1,000 of spending money—or a beautiful new 1954 Studebaker Ranch Wagon, or any one of 475 other wonderful prizes! See details below.

Beautiful, Unusual Gifts From All Over The World For As Little As $2.00 Each!
Wouldn’t you like to go shopping around the globe with a traveler who knows where the finest merchandise and biggest bargains are? Wouldn’t you like to visit distant lands, shop for exquisite gifts in exotic bazaars, go through Old World workshops? Best of all—"show place" with the exciting things you've purchased—for about $2.00 each!

A Thrilling Surprise Each Month
To introduce you to the thrills and enjoyment of shopping abroad, let us send you this Dutch Twilight Lamp without charge. Then, as a member of the Around-the-World Shoppers Club, each month you will receive a surprise package sent to you directly from the country of origin—and with it will come a colorful brochure telling all about your gift! When you actually see the articles, you’ll wonder how the Club can offer such tremendous bargains. The secret, of course, is that foreign nations need U.S. dollars to support native industry, and offer the Club unheard of values in exchange.

Join Today By Mailling the Coupon
So—come aboard our magic carpet and let's set out on our shopping trip! You may join on the 3 months plan (3 consecutive shipments for $7.00), the 6 months plan (6 shipments for $12.00—you save $2.00) or the 12 months plan (12 shipments for $22.00—you save $6.00). When your gift packages begin arriving, covered with stamps from distant lands, you’ll be delighted you joined. However, if you become displeased in any way, simply resign membership and your unused payment will be refunded. Furthermore, if you are not delighted with your first selection, keep it as well as the Twilight Lamp and receive a full refund! Mail the coupon now while these gift lamps from Holland are being offered FREE for joining!

AROUND-THE-WORLD SHOPPERS CLUB OFFERS YOU AN OPPORTUNITY TO WIN

A TRIP AROUND THE WORLD by PAN AMERICAN Clipper

FOR 2 PEOPLE

ON THE WORLD’S MOST EXPERIENCED AIRLINE

OR A 1954 STUDEBAKER RANCH WAGON (2nd Prize)

Or Any One of These 475 Magnificent Prizes

It’s easy! It’s fun! Simply finish the statement "I would like to take a trip around the world because..." in 25 words or less! Yes—just a few straightforward words on why you like to travel may win for you any of 477 breathtaking prizes—topped by a three-week around-the-world trip for you and a companion of your choice! With a Pan Am. Clipper as your magic carpet you’ll be whisked from one exciting country to another—all around the world! You’ll be guided to all the famous sights, you’ll sleep at the best hotels, eat at the finest restaurants and cafes—with all expenses paid! You’ll shop in the world’s most fabulous marketplaces, with "spending money"—$100.00 if you join a 3-month subscription, $300.00 if a 6-month subscription, and $1,000.00 if you are a 12-month subscriber—as part of your reward! And you pick your own travel date, up to one year from the time prizes are awarded. Join the Around-the-World Shoppers Club now and become eligible to receive in the coming weeks the most coveted Among the World’s Splendid Prizes, a Deluxe Camera!

MAIL COUPON For Your FREE Surprise Gift and Your Official Contest Entry Blank

Car of Civil Service Leader

AROUND - THE - WORLD SHOPPERS CLUB

MAIL COUPON For Your FREE Surprise Gift and Your Official Contest Entry Blank

Cuba of Civil Service Leader

97 Duane Street, New York 7, N. Y.

Mail coupon today! Be sure to mail this coupon blank together with your entry blank. Mail today to guarantee your chance to win the big prize! In addition to our Around-the-World Shoppers Club, Pan Am. Clipper offers you other membership plans where you win a trip around the world, a fine car, and a trip to anywhere in the world for as little as $35 per month. If you're not delighted with any prize, your money is fully refunded without quibble.

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MAIL COUPON For Your FREE Surprise Gift and Your Official Contest Entry Blank
**Where to Apply for Jobs**

<table>
<thead>
<tr>
<th>State</th>
<th>City</th>
<th>Address</th>
<th>Phone</th>
<th>Requirement</th>
<th>Application Information</th>
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<tbody>
<tr>
<td>N.Y.</td>
<td>New York</td>
<td>641 Washington Street, New York, 14, N.Y.</td>
<td>Phones 10:30 to 5, Monday through Friday; closed Saturday. Tele. Watkins 4-1000, 5-0641 or 5-0626.</td>
<td>90% of vacancies in New York, 10% in Brooklyn and Manhattan.</td>
<td>Applications may be obtained at post offices except the New York, N.Y., post office.</td>
</tr>
<tr>
<td>N.Y.</td>
<td>Rochester</td>
<td>17 East Main Street, Rochester, N.Y.</td>
<td>Phones 9 to 5, Monday through Friday; closed Saturday. Tele. Corlindia 7-8800.</td>
<td>90% of vacancies in Rochester, 10% in the surrounding area.</td>
<td>All of foregoing requests for exams for county jobs.</td>
</tr>
<tr>
<td>N.Y.</td>
<td>New York</td>
<td>10 West 30th Street, New York N.Y. (Manhattan)</td>
<td>2 blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 5, excepting Saturday, 9 to 12. Tele. Corlindia 7-8800.</td>
<td>90% of vacancies in New York, 10% in Manhattan and Brooklyn.</td>
<td>All of foregoing requests for exams for county jobs.</td>
</tr>
<tr>
<td>N.Y.</td>
<td>New York</td>
<td>1291 Avenue of the Americas, New York, N.Y. (Manhattan)</td>
<td>Tele. Corlindia 7-8800.</td>
<td>90% of vacancies in New York, 10% in Manhattan and Brooklyn.</td>
<td>All of foregoing requests for exams for county jobs.</td>
</tr>
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**OPEN-COMPETITIVE**

710. **Construction Inspector, Automotive and Mechanical Engineering (State of New York).**

**Requirements:** Bachelor's degree in engineering and three years' experience in the field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (SLUDGE BOAT), $5,360; two vacancies. Jobs with City of New York. (Thursday, February 18).

711. **Chief Architect, Associate Architect, Assistant Architect (State of New York).**

**Requirements:** Bachelor's degree in architecture and two years' experience.

**Salary:** $3,100.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

712. **Architectural Engineer (State of New York).**

**Requirements:** Bachelor's degree in engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

713. **Technical Writer (State of New York).**

**Requirements:** Bachelor's degree in English, journalism, or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

714. **Civil Engineer (State of New York).**

**Requirements:** Bachelor's degree in civil engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

715. **Chemist (State of New York).**

**Requirements:** Bachelor's degree in chemistry or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

716. **Accountant (State of New York).**

**Requirements:** Bachelor's degree in accounting or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

717. **Auditor (State of New York).**

**Requirements:** Bachelor's degree in accounting or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

718. **Engineer (State of New York).**

**Requirements:** Bachelor's degree in engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

719. **Civil Engineer (State of New York).**

**Requirements:** Bachelor's degree in civil engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

720. **Accountant (State of New York).**

**Requirements:** Bachelor's degree in accounting or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

721. **Engineer (State of New York).**

**Requirements:** Bachelor's degree in engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

722. **Auditor (State of New York).**

**Requirements:** Bachelor's degree in accounting or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

723. **Civil Engineer (State of New York).**

**Requirements:** Bachelor's degree in civil engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

724. **Accountant (State of New York).**

**Requirements:** Bachelor's degree in accounting or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

725. **Engineer (State of New York).**

**Requirements:** Bachelor's degree in engineering.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

726. **Auditor (State of New York).**

**Requirements:** Bachelor's degree in accounting or related field.

**Salary:** $3,360.

**Application Information:** Applications may be obtained from the State Of New York, 1291 Avenue of the Americas, New York, N.Y. (Manhattan). (Thursday, February 18).

 باستخدام the requirements in the image.
The following State open-om- competitive exams are now open for application, and the time to apply is given at the end of each announcement. Unless otherwise stated, candidates must be residents of New York State.

**STATE BACTERIOLOGIST (VIELOLOGY)** $3,794 to $5,066; Division of Laboratories and Research, Albany. Requirements: (1) bachelor's degree in bacteriology or related field; (2) two years of practical experience in medical bacteriology or equivalent; and (3) two years of social work case work, or equivalent. Applications in an exam for this test are scheduled for March 18 (Continued on Page 18).

**APPLICATIONS ARE INVITED FOR THE FOLLOWING CIVIL SERVICE EXAMINATIONS**

**STATE EXAMS OPEN POSTAL JOBS FOR MEN AND WOMEN: TEST CLOSES FEB. 18**

<table>
<thead>
<tr>
<th>##</th>
<th>Exams Available</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>ASSOCIATE IN CHILD DEVELOPMENT</strong></td>
<td>Applications are invited for the higher paying positions. It is anticipated that there will be permanent appointments. It is recommended that applicants apply for the higher paying positions.</td>
</tr>
<tr>
<td>2</td>
<td><strong>ASSISTANT SUPERVISING PUBLIC HEALTH EXAMINER</strong></td>
<td>Applications are invited for the higher paying positions. It is anticipated that there will be permanent appointments. It is recommended that applicants apply for the higher paying positions.</td>
</tr>
<tr>
<td>3</td>
<td><strong>ATTENDANT</strong></td>
<td>Applications are invited for the higher paying positions. It is anticipated that there will be permanent appointments. It is recommended that applicants apply for the higher paying positions.</td>
</tr>
<tr>
<td>4</td>
<td><strong>BIOSTATISTICIAN</strong></td>
<td>Applications are invited for the higher paying positions. It is anticipated that there will be permanent appointments. It is recommended that applicants apply for the higher paying positions.</td>
</tr>
<tr>
<td>5</td>
<td><strong>CIVIL SERVICE LEADER TEST</strong></td>
<td>Applications are invited for the higher paying positions. It is anticipated that there will be permanent appointments. It is recommended that applicants apply for the higher paying positions.</td>
</tr>
</tbody>
</table>

**EXAMS NOW OPEN**

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<tr>
<td><strong>NYC Promotion</strong></td>
<td>Candidates in NYC promotion exams must be present, qualified as indicated, and pass the exam. The next date to apply for these positions is February 18.</td>
</tr>
</tbody>
</table>

**Long Island Police Jobs Open**

Applications for police recruit, $3,411 to $4,312 a year, and the Long Island and Niagara Frontier police officers, $4,961 to $4,964 a year, will be accepted until Friday, February 6. The State Civil Service Commission announced the written competitive exam for these positions. 

For more information, visit the Civil Service Commission website or contact the nearest office.

**EXAMS NOW OPEN**

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</tbody>
</table>

**Exam Details**

- **Term**: 24 months
- **Salary**: $4,964 to $6,088
- **Location**: New York City
- **Application deadline**: February 18

Additional information: The exam is open to men and women and will be held on February 18. It will consist of multiple-choice questions and cover topics such as law enforcement, emergency response, and public safety. The exam is designed to assess candidates' knowledge of criminal justice systems and their ability to perform duties related to law enforcement. Successful candidates may be appointed as police officers and may be eligible for promotion to higher ranks within the police department.

**VA Offers Laundry Jobs**

The Veterans Administration is seeking laundry workers. $450 and $500 are available for these positions. The current list of vacancies is as follows:

- **Laundry Worker (Part-Time)**: $450 per month, available at the VA Hospital in New York, NY. The position requires a high school diploma or its equivalent.
- **Laundry Worker (Full-Time)**: $500 per month, available at the VA Hospital in New York, NY. This position requires a high school diploma or its equivalent.

Both positions are open to veterans and are scheduled to close on February 18. Interested candidates should apply online through the VA's official website.
Semi-Secure Proposed By Young for Some Jobs That Now Have None

WASHINGTON, Feb. 5.—The sharp downturn trend in Federal employment is running its course, Philip Young, Chairman of the U. S. Civil Service Commission, told the American Federation of Government Employees, at a dinner celebrating the 71st year of U. S. civil service.

Latest figures show that since January 1939, nearly 3,500 positions in an actual net reduction of 170,750 employees, with a 3,650 reduction during last December. In the continental United States, manpower decreased by 8,000 during the same period. A total of 2,056,210 employees were reported on the Federal payroll as of December 31, 1938.

While the President's budget for 1939 indicates slight further reduction in Mr. Years, it can be assumed that these will be taken care of by simple and natural wartime conditions.

Semi-Secure Jobs

Discussing the need for providing better security for many U. S. employees, Chairman Young proposed an expanded and restored Schedule A, outside the career service, for non-supervisory and confidential jobs, in Schedule C, and the competitive service.

"In addition to absorbing unusual expansions and contractions, such a group could include certain other positions which, while not temporary, do not meet the criteria for either the career service or Schedule C," he said.

"For example, it might include low positions below the policy-making level in any new agency set up to administer a program which may not be a permanent Government activity, and also certain other positions, which, although they are not on the permanent payrolls of State or local officials, do form an important segment of the public sector. Consequently, the current political climate may have an effect upon the effectiveness of the job that can be done, such positions are clearly not career material."

INTERNEYE EXAMS

1-29 416. DENTAL DIRECTOR OF INTERNEYE EXAMINATION $12,000 at Albany, N. Y. Open to all New York State residents.


2. Jobs as U. S. government agents, where a wildlife refuge or semi-security jobs, and in which game management may be necessary. Game management agents are not required to make any permanent Federal conservation of wildlife, make inferences based on game management information on game management.

Experience Required

Two years experience as a wildlife refuge or same management job, in which research is needed, plus at least one year experience in game laws enforcement. College study in biology, game management, forestry management or law may be substituted.

"Home Training for Civil Service Physical Exams" . . . with special sections on physical and medical exams for petrolum employees.

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Name

Address

City and State
Activities of Employees in New York State

(Continued from Page 11)

New Higher Tone in this radio with an Extra Pair of Hands

Dewey's budget committee to membership is really noteworthy. Fifty chapter, CSEA, has gone all out since October 1. Latest to grant a salary increase to all employees is Dorothy Kaufman, administrative assistant of LO 300 who vacations later this month.

State Insurance Fund

State Insurance Fund claims department held its first all-day meeting of the year. Some 200 members participated. A resolution was adopted to involve the State Insurance Fund in the formation of a state union of insurance employees. The union would be modeled on the State Teachers Retirement System.

New York State Hospital

The New York State Hospital at Binghamton held its 30th anniversary celebration on January 18. The decorator's party was attended by over 500 guests. The hospital is the largest in the state and serves patients from all over the state.

Binghamton State Hospital

The MEMBERS of Binghamton State Hospital Credit Union meet on January 18. The treasurer's report showed that in the fiscal year 1953 there was a share balance of $128,283.90, a loan balance of $101,277.81, and cash in bank of $30,153.11. This represents a substantial increase over the previous year.

SPECIAL DISCOUNTS

GET

CIVIL SERVICE LEADER

Tuesday, February 9, 1954

Page Twelve
Half of NYC Government Listed as Security Agencies

About half the NYC departments and agencies declared "security" status by the Domestic Relations Court in its Municipal Civil Service Commission (MCC) campaign against the pre-1972 Civil Service Law, now, or any one of 475 other wonderful shoppers' clubs receive each month an exciting surprise gift from a different country. Three, six or receive an exquisite hand-painted Aviation Workers, has approved a partnership to encase in the general security effective Jan. 1, 1054 of a Limited Partnership to Manhattan, Brooklyn, Queens and Richmond. Department of Correction Security Positions Security jobs specified in particular: Investigation Service, Domestic Relations Court. The classification has decided to obtain the required information by the State Board of Elections.

BRADFORD DELIVERS TALK

The classification and pay plan of the Port of New York Authority was discussed by Dr. W. F. Bradford, chief of the Authority's Pay and Classification Department, before the Municipal Civil Service Commission. It was learned Monday that the current pay plan of the Port of New York Authority is the subject of a court proceeding. The court has ordered the Port of New York Authority to cease and desist from the payment of any salaries or wages in excess of the rates provided for in the current pay plan. The court has also ordered the Port of New York Authority to pay all salaries or wages in excess of the rates provided for in the current pay plan to the employees affected.

CIVIL SERVICE COACHING

The New York State Civil Service Commission announced that it will be conducting coaching courses for its members. The courses will be held at the State Education Building in Albany, and will cover a variety of topics, including the Civil Service Law, budgeting, and personnel management. The courses will be open to all members of the State Education Department, and will be taught by experienced instructors.

SAMUEL LEIBSON

Samuel Leibson has been named the new chairman of the New York State Civil Service Commission. Leibson, a long-time member of the commission, has been instrumental in the commission's efforts to improve the state's civil service system. He replaces outgoing chairman John Brown, who has held the position since 1992.

ELECTROLYSIS

ELECTROLYSIS is a process that uses an electric current to cause a chemical reaction in a liquid. It is used to remove impurities from metals, to form new materials, and to produce gases. The process is used in a variety of industries, including the production of aluminum and copper.

NYC HOSPITALS

The New York City Hospitals have announced that they will be implementing a new patient care system. The system will allow hospital staff to quickly and accurately access patient information, improving patient care and reducing wait times.

ADDRESS:

LEADER BOOKSTORE
97 Deane Street, New York City

This Leader Guide "Guide to Your Civil Service Job" by Maxwell Lehman and Morton Vernon. It includes a pay run 100% for postage.

READER'S SERVICE GUIDE

Mr. Fitis

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COLEGIATE DESKBOOKS

Edited by: A. J. DeGroot, President; R. J. DeGroot, Vice-President; F. J. DeGroot, Secretary.

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COOLY RECEIVED BY STATE EMPLOYEES

SOMETHING LESS THAN ENTHUSIASTIC

In employee circles, there was considerable anger concerning upward salary revision and adjustment of state employees' salaries. It was apparent that many employees felt they were not benefiting as much as other groups of workers, particularly those in private industry. In some cases, the amount of the increase was so small that it did not even cover the cost of living. This created a feeling of injustice and dissatisfaction among many state employees.

THE GOVERNOR'S MESSAGE

THE PUBLIC EMPLOYEE IS MOST IMPORTANT

ALBANY, Feb. 8 — First reading by State Employees.

The public employee is most important, said the Governor in his message to the employees. He urged them to make the public service more attractive and to improve working conditions. He also recommended the establishment of a new plan for retirement and pension systems and called for action to increase their pay. The Governor was optimistic about the future of the public service and believed that it could attract more young people.

Advancements in the public service

Working together over the years, we have enhanced the dignity and worth of the public service. The Governor expressed his appreciation for the efforts of the employees and thanked them for their continued service. He believed that the public service was more important than ever and that it deserved the best people.

Salary inequities

Salary inequities are the most important part of the state's fiscal situation. The Governor noted that the state was facing a serious financial crisis and that the employees' salaries were a major part of the problem. He called for a review of all state salaries and urged the employees to work together to find ways to improve the situation.

Social Security

Social Security is another problem that must be addressed. The Governor recommended the consolidation of state and federal retirement systems and the establishment of a new plan for retirement and pension systems. He believed that this would provide a more secure future for the employees and their families.

The Governor's recommendations

The Governor's recommendations are as follows:

1. A seven-point program to improve the public service.
2. A new plan for retirement and pension systems.
3. The consolidation of state and federal retirement systems.
4. A review of all state salaries.
5. An increase in the compensation of the employees.
6. An improvement in working conditions.
7. An improvement in the financial status of the employees.

The recommendations are designed to improve the financial status of the employees and to make the public service more attractive. The Governor believes that these recommendations will help to attract more young people to the public service and to improve working conditions.

The Governor's message concludes with an appeal to the employees to work together to make the public service more attractive and to improve working conditions. He expressed his appreciation for the efforts of the employees and called on them to continue to work together to find ways to improve the situation.

The Governor's message was sent to the employees on February 8, 1954.
MRS. O’CONNOR AND THE OTHER COMMITTEE MEMBERS RECOGNIZED FOR THEIR EFFORTS

The committee organized by Mrs. O’Connor, chairwoman, of Nassau and Suffolk counties, consists of members of mental hospitals on Long Island. No experience is required.

The committee名声 parks State Hospitals, Suffolk County

The committee, which may be accumulated up to 150 days, is generally obtainable on the hospital grounds. A. Ways and Means.

Good luck to James Edward Edwards, who has been employed at least part of each ten years immediately preceding, with salary to be adjusted accordingly. In A. Ways and Means.

Correction Department as members of uniformed force in NYC. An injustice may also occur, Mr. Sware said.

The doctor to duty back to duty back to duty. Goldberg who has been on sick leave is now reported to be back to duty. His many friends will feel his presence has been missed.

The starting salary for a 48-week, 25-hour week, is $2.50 a week. The highest salary is $5.00 a week. Higher jobs are filled by promotion.

The object of the New York State Sewage and Industrial Wastes Association, is to provide for the annual appropriation. The organization provides for annual appropriation. In A. Ways and Means.

In 1945 Mr. Edwards was selected to the Senate of the New York State Sewage and Industrial Wastes Association, as having the most recent award was shared with consent of employees, and employees who subscribed for themselves and their families with the Civil Service Department.

Mr. Edwards is the president of the New York State Sewage and Industrial Wastes Association, which may be accumulated up to 150 days. Free medical care is generally obtainable on the hospital grounds.

At the Hotel Granada to dinner are Margaret O’Malley and John Cunningham.
**Memo to Administration and Legislature**

(Continued from page 1)

error be raised to $299,000. The LEADER favors these increases; and members of the Legislature, too, deserve higher pay than they are getting. The Governor of New York is more important than our legislators. He is a more important factor in determining the lives and welfare of all the people of the State. Moreover, a higher salary will inevitably attract men of superior quality to legislative posts.

Just as upgrading is valuable in these areas, so also the same consideration holds for other positions. When the Civil Service Employees Association recommended an upward pay revision of 12 per cent, this was not an "asking" figure. It represented, too, a reasonable approach; it does to workers in business and industry. The State employee the Civil Service Employees Association recommended an legislatures are engaged in policy-making matters affecting higher incomes in private industry. Members of the Legislature are entitled to higher salaries. The LEADER favors these negotiations take place ought never to be secret facts. That means rates of pay that will attract the best possible people, men and women who will be secure and happy in their jobs, who won't leave at the first opportunity. Inconsiderate attitude is simply to fail to figure out what the amount of personnel turnover really costs?

Another instance is the case of the State Insurance Department, which is desperately in need of examiners. A pay revision of 12 per cent was undesirable. Now the department is advertising all over the nation to find examiners. The simple way, course, would be to pay salaries that would attract the kind of talent the department wanted. In the meantime, NOT having the examiners is costing the State dearly; important work not done; the examiners now in the department are overworked; and the losers are people of New York.

It isn't possible to escape the trap in which low pay is too low. If the Governor wants it to be written in the history books that he created a great network of mental hygiene assistance, he must realize that the history books tell more than this would not be tolerated in private industry. No one has ever advanced a reason why the public employee should have this handicap imposed upon him. Now, in negotiation, it is common for each side to build its case against the other. But the attitude of negotiators for the administration ought never to be, "How little of a raise can we give the employee"? That attitude is simply to fail to understand the customer arguing about the price of a piece of furniture. To continue underpaying the State's employees is the same as if in effect, an additional tax were imposed on them, and them alone.

**Question of Morale**

Take the problem of morale. A difficult matter to define, but one which touches the very heart of administration. It is related to the quality-of-work performed. There is no question that the well-paid employee, feeling economically secure, will work harder, more efficiently and more effectually than the employee who feels insecure and unfairly treated. The evidence is all around us; in private industry the most productive workers are in the high-paid areas; and as salary goes up, the quality of wares produced and the economic health of the industry goes up too. Look around you at government units. You will find a direct relationship existing between rates of pay to employees and the kind of public service the people get. In the end, higher pay is cheaper for government. The Governor of New York can do as he pleases (for example) big new mental hygiene program.

**Question of Recruitment**

Take the question of recruitment. And stay, for a moment, with the question of mental hygiene. Currently, hospitals in the Queens, Nassau and Suffolk area are pleading for 700 additional attend-

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**Latest State Eligible Lists**

This concludes publication of the first eight lists of the Civil Service Thruway toll collector. There are 400 names published above. LEADER 400 names were published on page 14 of the issue of less than with range of final scores indicated. 401-470

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**Latest State Eligible Lists**

... (Continued on page 2)