They are among the founders of a national confederation of independent civil service organizations. They are, left to right, top row: Otis Banks, North Carolina; Charles E. Cas- ler, New York; John J. Kelly Jr., New York; W. Martin Regan, New Jersey; Milton Goldman, New Jersey; William F. McDon- nough, New York; bottom row: Martin A. Kelley, Michigan; Dr. Worthington Pearre, Maryland; Fred Biggerstaff, North Car- olina; John J. Goff, New Jersey; Nelson Watkins, Ohio. John P. Powers, president of the Civil Service Employees Associ- ation, and the newly organized national group. Among the purposes of the National Conference of Independent Civil Service Organiza- tions will be the exchange of ideas, pooling information, and improvement of personal relations. (Story Page 11)

14 Legislators Invited To Big Meeting of Metro Conference September 18

Six State senators and eight assemblymen, who reside in the metropolitan area and are members of the Legislative Civil Service and Pension committees, have been in- vited to address the first full meet- ing of the Metropolitan Conference, Civil Service Employees Association. The legislators have been asked to brief Conference members on the work of their respective committees.

The meeting will be held at 1:30 P.M. on Saturday, September 18, at State Hospital, 611 Clarkson Avenue, Brooklyn. All chapter presidents, deputies and CSEA members in the metropol- itan area are invited to attend, to learn about the Conference "in person."

F. Henry Gellman, association salary research analyst, will dis- cuss salary allocations and ap- peals procedures. Those attending the meeting will also hear a brief report by J. Earl Kelly, dis- trict officer of Classification and Com- pensation.

The Conference's legislative program will be on the agenda, and the Conference chairman will announce names of chairmen and members of committees for the coming year.

Invitations were sent to Assembly- man Thomas A. Duffy, Harry S. Mory, Frank J. Pino, Edmund R. Lupton, Samuel Homan and Horace L. Kirschenbaum, members of the Assembly Civil Service and Pension Committee, to Assemblymen Louis Kalish and Anthony J. Ten- tler, members of the Assembly Pension Committee; Senator William Mahler, William S. Hulst Jr., Herbert J. Sedln, John B. Pacy, Joseph R. Marx and S. Wentworth Horton of the Senate Civil Service Pension Committee, shown asFredora.

This will be the first Confer- ence meeting presided over by the new chairman, Henry Bickel. Other officers are: Angelo C. Co- caro, 1st vice chairman; Ace Greenberg, 2nd vice chairman; Joseph J. Lyons, treasurer; and John Edith Fruchthendler, secretary.

Mike Fruchthendler has requested that the names of delegates who will attend the meeting be sent to her, care of Public Service Commission, 52 Broadway, New York 7, N. Y.

The invitation to meet at Brook- lyn State was extended by Dr. Nathan Rechlin, director of the hospital. The hospital's CSEA center, of which John R. Spence is president, will act as host to the Conference group.

There were no mixed feelings about the final results of the State pay plan. Many employees have bitterly complained about the state's new salary scale, which was to fit into this new scale have been some important adjustments have been made and the State's salary structure is now far more sound and equitable than ever before. This year's legislation made it possible for us to do some things that needed doing long ago, but which, until a new law opened the way, were impossible.

A few employees are disappoint- ed that the pay scale and pension- ion rules were not raised. Actually, the salaries were raised higher than they need to be. It was, however, a great mass of employees were satisfied; the new scale was not carried similar or comparable re- spective employees. Some of the basic principles in the new salary scale plan for public employees is that the new scale is a fair and equitable compensation.

All we know that the pay for everyone was increased, many cases it was less. But in a few cases it did not go up to the other jobs that required com- pensation. It may well have been that there might be higher than they need to be, but it would have been a lot better than the old scale. The new pay scale comes out of the public employees salaries have been increased.

All of these factors are to be considered, but the employer in the salary changes. They were with- held carefully. A great deal of infor- mation about salaries paid ele- ments of the State has been re- searched in the State. The State has set the rate at which employees would be paid and the pay range at which employees would be paid. This would violate our guiding rule of the State.

There were also some fields of work in the State where the new scale had a greater impact on the pay range at which employees would be paid. The new scale was not as well adapted to the pay range of the working salaries.

There were also some fields of work in the State where the new scale had a greater impact on the pay range at which employees would be paid. The new scale was not as well adapted to the pay range of the working salaries.
Where to Apply for Jobs

21 U. S. Employees To Participate In Internal Training

Where to Apply for Jobs

NYC Department of Personnel, in

Three years' residence in NYC is

Requirements: bachelor's degree

Application may be made by

City Jobs.

2000

List of NYC Exams

The following NY City exams will
be held on Monday, October 8, 1954:

9883. RESEARCH ASSISTANT, Public Health Department, $2,500-

Applications must be accompanied by

Licenses Required: (1) bachelor's degree;

in human biology, with major studies in

in original training program, plus sufficient

__ 1955

150 SERIES—$1,675.00

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7198. DIETITIAN (2nd amend-

7007 above. Fee $3. (Open until further notice.)

7036. PROFESSIONAL, GRADE 1, Domestic Relations Court (4th amended notice, 2nd filing period), $3,745; 25 vacancies. Requirements: bachelor's degree; and (a) either (i) graduation from school of medical, surgical, obstetrical and pediatric training; or (b) not less than three years of experience in social work, plus sufficient education to qualify for the duties of the position, plus sufficient education to qualify for the duties of the position. Fee $3. (Open until further notice.)

7028. PUBLIC HEALTH NURSE, GRADE A, District 2, New York City (4th amended notice, 6th filing period), $3,600; 50 vacancies. Requirements: (a) training in an approved school of public health nursing; (b) age, 30, except for veterans. Fee $3. (Open until further notice.)

7026. PROFESSIONAL, GRADE A, District 2, New York City (4th amended notice, 2nd filing period), $3,200; 125 vacancies. Requirements: (a) bachelor's degree; and (b) either (i) graduation from school of medical, surgical, obstetrical and pediatric training; or (ii) not less than three years of experience in social work, plus sufficient education to qualify for the duties of the position. Fee $3. (Open until further notice.)

36. OCCUPATIONAL THERAPIST, GRADE 1, 12th filing period, $3,430; 11 vacancies. Requirements: (a) bachelor's degree in occupational therapy; (b) New York State license, fee $3. (Open until further notice.)

Civil Service summary. Sex or race is

entered as second-class matter. Acceptance of mailing at special bulk rate of

SUBSCRIPTION PRICE $2.00 Per Year. Individual copies, 25c.

CIVIL SERVICE LEADER

21 U. S. Employees To Participate In Internal Training

WASHINGTON, Sept. 7—Twenty-one U. S. Government employees have been selected by the U. S. Civil Service Commission to participate in its sixth annual Junior Management training course opening September 9. Thirteen are resident trainees and eight are away. The 21 are chosen from among 65 employees who applied. Federal agencies throughout the country, will participate in a five-month program of lectures, group discussions, case courses and practical work assignments, designed to develop management skills.

MANY A BARGAIN IS HOMES—See Page 11.

Looking for a Home?—See Page 11.
Independent Govt. Employee Groups Plan Joint Action

The National Conference of Independent Public Employee Organizations was established at the Hotel New Yorker, N.YC. The meeting was called by representa
tion from Michigan, New Jersey and New York. A permanent committee was formed to adopt a program and constitution, to advance the interests of all public
employees.

The Conference pledged itself to the following:

The Conference program in
cluded:
1. To seek public understand
2. To seek to bind together the
3. To seek the change of informa
tion relative to public employee
4. To stimlate and support ed-
5. To aid in having adopted and
6. To institute and promote per-

Submit Amendments Now
For CSEA Constitution

The committee on revision of the constitution and by-laws, Civil Service Employees Association, will meet Thursday, September 16 at 9 a.m. at the State Education Building, Albany.

Shemin Urges New Test for U. I. Failures

State Pay Plan

(Continued from Page 1)

Softball champs. The Buffalo State Hospital softball team has won top honors in two leagues — The Buffalo State Hospital League and the Mental Hygiene League. Left to right in the photo above are: Bob Burns, team captain; Dick Fischer, keynote speaker at the banquet; and Whitly Newland, team manager. Whitly is holding the last ball hit — and caught in right field — during the final game between Buffalo and Willard.

Courts Order Dismissed
Hospital Cook Reinstate

ALBANY, Sept. 6 — In a preced

The court ordered the dismissal of the

Mr. Delahoyde asked for his old

Mr. Delahoyde said he was not

The Commission did not.

Courts Justice Harry E. Stribick, pointing out that an innocent man invites a judicial

The CSEA fight has been based

The CSEA constitution was

Employee Safeguards

There are some government

There are other safeguards, too.

What would happen if we had

What safeguards does the

An employee, or his appointing

Any employee, or his appointing

What does this mean in terms

The employees would be

the pay that they deserve.
Brooklyn State Hospital

The new staff, according to expectations, did not measure up to expectations, said "Emll Impresa, chapter president.

Mr. and Mrs. Charles O'Bryne have announced the birth of a son; William Bradley, on August 15th in St. John's Hospital, Queens. Mr. and Mrs. Charles O'Bryne are the parents.

Mr. and Mrs. Francis King married on August 20th in St. John's Hospital, Queens. Mr. and Mrs. Francis King are the parents.

A tentative schedule of filing and test dates for nine competitive exams to fill jobs in the New York State Civil Service Commission has been released by the New York State Civil Service Commission.

Proposed filing date and test date are:


Physically-Handicapped State Workers to Be Honored

Albany, Sept. 6—The annual State Employee's Achievement Award will be presented to 24 New York State employees from the Albany office of "National Employ the Physically Handicapped" this Friday, Sept. 10, for outstanding performance by a physically handicapped state employee. The Governor's Committee on "National Employ the Physically Handicapped" will make the presentations.

State employees at all levels may submit names of persons who have demonstrated by performance the ability to overcome physical handicaps and serve as an inspiration to fellow employees. The committee must be given enough time to prepare a suitable handicap award for presentation.

Nominations should be submitted to the personnel officer of the department in which the handicapped employee is employed, and the name of the employee should be forwarded to the New York State Civil Service Commission at a later date than Friday, September 10.

IF YOU ARE A STOCK BUYER

All we ask of you is to return the coupon below, which would mean that you have given us permission to send you our current Securities recommendations without any obligation on your part. We would then send you detailed information on stock recommendations from 960 per share and up.

We believe that the low-priced speculative shares have good capital appreciation possibilities. Some of our suggestions are stock recommendations with good dividend records.

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You will find the literature or offering circular that we mail to you self-explanatory as to the nature of the recommendations and the present price or approximate quotation.

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To: THE PRICE OF A LIVING

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Please send descriptive offering or offering circular on your present stock recommendations. I realize that this request places me under no obligation whatsoever.

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Mail this coupon for rates on your car

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Governing Employees Insurance Company

offers you—the government employee—an opportunity to own the finest automobile insurance protection at low-preferred-risk rates. If you are not yet a member of our family of satisfied policy owners, we invite you to join over a quarter million government employees who now ensure their automobile insurance protection to Govermment Employees Insurance Company.

MAIL THIS COUPON FOR RATES ON YOUR CAR

NO OBLIGATION—NO AGENT WILL CALL

Governing Employees Insurance Company

Governing Employees Insurance Company, 1700 Pennsylvania Ave., Washington 6, D. C.

TO CIVIL SERVICE EMPLOYEES

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\(\text{COMB}+\)

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\(\text{LATEST}+\)
HOW TO HANDLE YOUR SALARY APPEAL

Under the law establishing the new salary plan, each employee may be allocated to a salary grade which is not satisfactory to him.

The employee must present the reasons for his belief that his job rank is in a grade below his in the new scale. Appeal forms may be secured from the personnel director in his department or institution where the work is performed.

The Civil Service Employees Association has for years aided employees in securing the classification and salary. At this time it has prepared and sent to each chapter president a statement setting forth in clear form just how the employees should list the facts supporting his claim that a higher salary grade is due him. He must indicate the new salary grade which he feels he is proper.

In many cases the problem is one of whether or not the duties and responsibilities of his job call for a title different from that now used. The employee can appeal for change in title if he wishes. In such cases, he should for the appeal form. A reallocation appeal differs from the appeal for a higher grade and is a "reallocation appeal." A reallocation appeal (CC-54) can be initiated by: 1. An individual (CC-54), 2. A supervisor (CC-54), 3. A personnel officer (CC-54).

An employee initiated appeal can be filed: 1. Directly with the Division of Administrative Appeals; 2. Through the department or unit mentioned. A reallocation appeal (CC-54) can be given for experience used in the formulation of the committee or institution where the employee worked.

A reallocation appeal is more effective if a reallocation appeal is more effective if the employee has been determined by the Classification and Compensation Appeals Board is empowered to re-

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A reallocation appeal can be given for experience used in the formulation of the committee or institution where the employee worked. A reallocation appeal is more effective if the employee has been determined by the Classification and Compensation Appeals Board is empowered to review a determination and make suggestions and, where practicable, and to obtain review of the appeal. Processing of appeals is subject to final approval of the Director of the Bureau of Management Services. A determination of the better arguments.

Applicants and the civil service organization will in no circumstances be aided in the processing of the appeal. A reallocation appeal can be given for experience used in the formulation of the committee or institution where the employee worked. A reallocation appeal is more effective if the employee has been determined by the Classification and Compensation Appeals Board is empowered to re-

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Don't Repeat This

To: Don't Repeat This
Civil Service Leader
79 Duane Street, New York City 7

I. The strongest New York State Republican ticket is: 

For Governor
For Lieutenant-Governor
For Attorney-General
For Comptroller

II. The strongest New York State Democratic ticket is: 

For Governor
For Lieutenant-Governer
For Attorney-General
For Comptroller

III. In my opinion, the election will be won by: 

□ Republicans  □ Democrats

(Write which) Please return this coupon immediately

Longevity Pay Idea Is Spreading

The idea of "longevity" pay in public service is spreading.

The cities of River Rouge, Michigan and Houston, Texas have joined the list of municipalities whose employees receive longevity pay.

Under the plan in the Michigan city, all employees (except elected officials) receive $20 per year for each year of service, to a maximum of $400. Employees with 20 years or more of service receive $400 each July. Employees will also receive a $100 bonus each year for each year on the month in which their employment anniversary falls.

Houston employees (except police and firemen) receive $10 per year for each year of service, to a maximum of $50 per month, or 25 years' service. Members of the police and fire departments will be receiving longevity pay for a number of years under State law.

New York State and New York City have both adopted a modified longevity pay idea, through the device of an additional increment. But other jurisdictions have not yet followed. It would appear probable that a goal of $50,000 would be perhaps the most popular in the State.

James M. Mead was former United States Senator and long a member of the Federal Civil Service Commission. He was consistently popular with civil service employees while serving as a senator in Washington. George W. Mehaffey was a former first time postmaster in New York City. He was in support of the "longevity com- ing" in Democratic politics.

The Republicans
The Republicans have all men who have held important political office or are of good standing as candidates. Their Governor, the late Governor P. A. Beekman, enjoys an immense personal popularity.

The Democrats
The Democrats have all men who have held important political office or are of good standing as candidates. Their Governor, the late Governor P. A. Beekman, enjoys an immense personal popularity.

Read the rest of this article in your local newspaper.

To Federal Employees
Watch The LEADER for a series of articles, starting soon, that's of utmost importance to you. These articles describe the new Federal Retirement System, the new FEPC, the new Merit System, the new Pay System, and the changes that will affect Federal employees. Watch The LEADER for these articles—starting soon.
THIS EXQUISITE HAND-ENGRAVED
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If You Join the
Around-the-World Shoppers Club
To demonstrate the quality and value of the Around-the-World Shoppers Club gifts, let us send you this beautiful Crystal Bell, a verified $6.00 value, direct from Belgium with our compliments as an inducement to join our Club! Your Crystal Bell stands over 4½" high, and has an exquisite piping tone. It is hand-blown in the picturesque village of Val Saint-Lambert, and is genuine Belgian Crystal, hand-engraved by skilled artisans with techniques going back hundreds of years. When you see it, you will agree it is one of the most beautiful objects you’ve ever seen.

...and it’s yours as a FREE Gift when you join our Club! Read details below!

GIFT MEMBERSHIP. If you wish to give Membership as a gift, please use separate sheet, specify term of membership, and attach to the coupon so that we may know your friends are entitled to the hand-engraved Crystal Bell as an extra gift.

Beautiful, unusual gifts mailed to your home each month from all over the world—without payment of duty or postage!

Wouldn’t you like to go shopping around the globe with a world traveller who knows where the finest merchandise and biggest bargains are to be discovered? Wouldn’t you like to visit distant lands, go through the fantastic workshops of the Old World, watch the native craftsmen of Africa and the Far East create beautiful things with their ancient skills? Most of all—wouldn’t you like to make your own home a "show place" with the exciting gifts you’ve purchased—values as much as double what you are asked to pay for them?

A Thrilling Surprise Gift Sent To Your Home Each Month
To introduce you to the thrills and enjoyment of shopping abroad, let us send you this handsome hand-blown and hand-engraved Bell of Belgian Crystal direct from Val Saint-Lambert without charge. Then, as a member of the famous Around-the-World Shoppers Club, each month you will receive a surprise package sent to you direct from a different foreign country—and with it will come a colorful brochure telling the story of your gift and adding even more glamour to your shipment!

Around-the-World Shoppers Club, Dept. 112
c/o Civil Service Leader, 97 Duane St., New York 7, N. Y.
Study Aids for Candidates Taking U.S. Post Office Clerk-Carrier Test in New York

The 108 persons who have taken this examination for the United States Post Office Department in New York City have written in the same office. The results are as follows:

1. Kaufman, Leon, Forest Hills 19140
2. Frone, Samuel, Rensselaer 20010
3. Wallin, Alan, Brooklyn 100180
4. Lattil, John, Kew Gardens 10010

Key indicate the trains on which mail must be placed in order to reach those stations, and answer the questions.

The number 3 after train 1 above, is in the alphabetical order, so mail must be placed on train 4 for Hope, and then mail on train 3 for Clinton.

The following instructions require that you accurately place mail destined for particular cities on the proper train.

When you answer the sheet for the letter shown on the chart, you should place the space under the letter for the train on which you should place the mail.

**Latest Eligible Lists**

- Voluntary and delivery clerk, names of the eligible lists on each list appeared in the LEADERSHIP section of the LEADERSHIP and CIVIL SERVICE LEADER on Page 11 and in the CIVIL SERVICE LEADER on Page 11.

- State Open-Competitive
- **Open-Competitive**
WHY PAY RENT
LOOK AT THESE BARGAINS
ST. ALBANS $11,500
3 family home • 4 rooms up & down • attractive interior • close to all • $11,500

Chapelle Gardens $13,500
beautifull brick 1 family • 6 rooms, plot 40 x 100 • basement • $13,500

MOLLIS $12,500
4 rooms, plot 40 x 100 • $12,500

SPRINGFIELD GARDENS $10,000
9 rooms, plot 50 x 100, frame, $10,000

NEW HOMES
ST. ALBANS
2 Bedrooms • 2 Story
These are brand new homes
with every luxury and every modern improvements.
$13,060

FULLY DETACHED
8 ROOMS
NO CASH FOR GI

$14,700

NOW READY!!
BRAND NEW HOMES
See the new all modern brick, 1 family, 6 room homes, full basements, counter kitchens, modern plumbed, automatic heat, extra large rooms, beautiful location, laundry in basement, four burner gas range, landscaped lot with parking area.
Price $13,060

ST. ALBANS
2 Bedrooms • 2 Story
Gorgeous 2 family • 8 rooms, completely converted
$13,000

2 FAMILY
$12,000

NEW YORK BLVD. $12,400

FULLY DETACHED
8 ROOMS
NO CASH FOR GI

$13,000

MORTGAGES ARRANGED

ST. ALBANS
3 story • 6 rooms, plot 50 x 100, frame, $12,000

NEW HOMES
ST. ALBANS
2 Bedrooms • 2 Story
These are brand new homes
with every luxury and every modern improvements.
$13,060

FULLY DETACHED
8 ROOMS
NO CASH FOR GI

$14,700

NOW READY!!
BRAND NEW HOMES
See the new all modern brick, 1 family, 6 room homes, full basements, counter kitchens, modern plumbed, automatic heat, extra large rooms, beautiful location, laundry in basement, four burner gas range, landscaped lot with parking area.
Price $13,060

ST. ALBANS
2 Bedrooms • 2 Story
Gorgeous 2 family • 8 rooms, completely converted
$13,000

2 FAMILY
$12,000

NEW YORK BLVD. $12,400

FULLY DETACHED
8 ROOMS
NO CASH FOR GI

$13,000

MORTGAGES ARRANGED

ST. ALBANS
3 story • 6 rooms, plot 50 x 100, frame, $12,000
## Eligibles on State Clerical Lists

### STATE Open-Competitive (Continued from Page 10)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<td>Lee, Sarah</td>
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### LEGAL NOTICE

**THE PEOPLE OF THE STATE OF NEW YORK, by the Governor of the State of New York, as Trustee of the Estate of the late THOMAS A. DIAO, DECEASED.**

The estate of the late Thomas A. Diao, deceased, who at the time of his decease was a resident of the City of New York, in the County of New York, and State of New York, and who was a former member of the New York State Bar, died on the 1st day of February, 1948, and his estate was administered by the Attorney General of the State of New York, and the present action is brought to introduce and account for the estate of the late Thomas A. Diao, deceased.

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TEACHER IN ELEMENTARY SCHOOL

Regular and Instructive Examinations, Oct. 4 and 5 COACHING COURSE conducted by

SINDEY ROSENBERG
Short-Answer and Essay Preparation 3 Sessions on 5 A.T. Total: Saturday, Sept. 11 9:30 A.M. to 12:30 P.M. and 2 to 5 P.M.

FREE!


UFOA to Induct Executive Board

Most membership meeting of the Uniform Fire Officers Association will be held on Thursday, September 30, at 8:30 p.m. The new executive board will be inducted at this meeting. Newly-elected repre-

sentatives on the board are: John W. J. Farran, Lieutenant; William Clarke, Captain; John H. T. Kaye, Assistant Chief. Those leaving the board: Captain Chief Obstler G. J. G. Chisem, Mr. Martin Sladek, Mr. and Lieutenant Francis J. O. Martin, Mr. and Mr. C. cloudy. The election: President, non-President, and non-

TAMPERED WITH IN A MANNER WHICH COULD AFFECT THE RESULTS OF THE ELECTION.

ACCOUNTANTS CALL PROPOSED TEST UNFAIR

A group of accountants in the NYC Accounting Board has filed a two-pronged complaint with the Civil Service Commission against the proposed examination for Sen-

ior accounting positions. The accountants say the test, if given as announ-

ced, will be arbitrary, discriminatory, and destructive of the merit sys-

Teach in a City-Wide List

The present examination should be set up departmentally rather than as a city-

wide list. It is strongly felt that a situation will arise in which some people are forced to fill positions from the open-con-

ternative list, while fully qualified eligible from other departments are deprived of positions because there are no vacancies in their particular classes. It is further said by 'We're Not Supervisors' that the account-

nants are objecting to the in-

clusion of the present employees designated to test the supervisory skill of the candidates. They protest their state, 'That includ-

ing employees in such an exam-

mination would make it difficult whether a can-

didate has passed or failed on the strength of his knowledge of accounting, or on how much he knows about supervisory procedure.' Few senior accountants, they add, have any super-

The test, if given as announced,

will be arbitrary, discriminatory, and destructive of the merit sys-

Early bird discount for 2019!

SCHOOLS CROSSING GUARD PREPARE FOR THEIR YEAR AHEAD

The civilian school crossing guard program of the NYC Police Department went into high gear last week, as 2,800-member ad-

visory screening board met to re-

view qualifications of candidates who passed the recent written and medical tests. Initially, the Police Department will hire 117 to 120 full-time duty at school crossings in the Bronx. If the experiment proves successful, there are more than 1,000 of the 2,320 school crossings in the borough to be man-

All school crossing guards will be sworn in September 8, and will be given a special orientation course before September 8 and 9, and be ready for work when school opens September 12.

SAVE TIME FOR HEROES—CURRICULUM BIBLIOGRAPHY

Keep your heroes informed with the latest information on the test. If given as announced, it could make it difficult whether a can-

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Affordable Photos, reasonable turn-around time. 5x7 photos for $2.00. No minimum or maximum orders. Photos can be color or black and white. Satisfaction guaranteed. No hidden charges. Call now and ask about our early bird special.

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Oct. 13, 14, 15, 6 to 9 P.M.

Half Term Begins Sept. 30th

EXTRA SESSIONS: WED. 9 TO 12 A.M.; THUR. 6:30 TO 9 P.M.

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REGISTRATION

Oct. 15, 16, 17, 11 A.M. to 1 P.M.

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School Clerk Exams in 6 P.M. for the Civil Service Exams. (6, 7, 8, 9, 10)....

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JMust Reading for Every Federal Employee

ANALYSIS OF H. R. 2291
FRINGE BENEFITS BILL

TITLE 1: AMENDMENTS TO THE CLASSIFICATION ACT OF 1949

1. Number of positions in grade Schedule

a. 260 in GS-15; 75 in GS-17; 25 in GS-18; total 360.

b. 150 in GS-18; 115 in GS-17; 35 in GS-15; total 300.

2. Limitations on grade

a. Limitation does not affect positions in grades authorized by other statutes and reenacted by amendment.

b. Positions not affected by additional positions in these grades established by the Legislative Reference Service.

3. Step rate increases — Increases

a. Limited to all CPC and GS-1 to 16 inclusive.

b. Service counted toward longe-

d. Not payable during any

4. Exclusion from Classification Act of crafts, trades, and labor positions and application of prevailing wage policy.

a. Crafts and labor positions en-

b. New waiting period IIJ placed ta-

c. Cases and labor positions en-

D. Commission may establish

5. Transfer of certain positions from CPC to GS

a. CPC positions not excluded from Classification Act are con-

b. Most employees will receive

6. Abolishment of CPC Schedule

a. CPC schedule abolished in

b. Ceiling on aggregate pay at top rate of GS-15.

7. Compensation for overtime work.

a. (1) Time and one-half on salaries up to $3,500.

b. (2) From $3,500 to $6,600 the hourly rate in dollars and cents at all higher salaries.

c. Ceiling of $10,330 on aggregate pay.

d. Compensatory time off for unscheduled irregular — or occa-

8. Overtime in travel status.

a. (1) Coverage extended to in-

b. Service toward 3-year longe-

c. Commission may revise such

d. New minimums so established

9. Special provisions for certain types of work (annual differential) in lieu of hourly premium pay.

a. For employees with long tours of duty, the Comptroller General has rated those in GS-18, 115 in GS-17, and 35 in GS-15.

b. For overtime and night, and holiday duty.

c. For employees whosework

10. Lump Sum Payments for All Employees.

a. Agencies to schedule basic 40-

b. Lump sum payments not be

DIVISION II — INCENTIVE AWARDS

TYPES OF AWARDS

The old program provided three types of monetary awards:

1. Salary Step Increases — Agencies could give one-step salary increases for superior accomplishments under the old

2. Efficiency Awards — Agencies could make cash awards or salary increases for "outstanding efficiency or accomplish-

3. Cash Awards for Suggestions — Agencies could make cash awards to employees for suggestions. The old program also provided for honorary or meritorious ser-

4. The New Program in contrast to the old, under the single authority of the President, the following categories of awards: (1) cash or honorary awards for (a) both for or without cash consideration: (b) at the level of the individual; (c) under the first fall of all suggestions; (d) after the second fall of all suggestions, (e) after the third fall of all suggestions, and (f) to the same extent of the employee.

5. Dacra increase awards are whi
32 Promoted in NYC Sanitation

Thirty-two Sanitation Department employees have been promoted from the ranks. They are:

- reelection, $3,800.
- Edward C. Lucke, to Assistant
- Promoted to foreman, $4,755:
- Edward C. Lucke, to Assistant

FOREIGN OBSERVERS WATCH
WASHINGTON, D.C. — Three
foreign-government officials, em-
ployees and industrial leaders from
foreign nations, including Canada,
China, India, Japan, South Korea,
Kuala Lumpur, Nationalists China,
North Korea, and South Korea,
were visitors of the U. S. Sanita-
tion Department for the first time
in the history of the Department

Adams, $8,140.

Koreans "……... the latest developments in foreign"...

3. Restrictions on permanent

The old version of the law placed an absolute ban on permanent reassignments which has now been dropped.

4. The price is $3. — That brings him 32 Issues of the Civil Service Leader for the year.

The price is $3. — That brings him 32 Issues of the Civil Service Leader for the year.
Christian Memorial Health Department chapter, CSEA, held a steak roast at George Fischer and his active t* 4 despite good hits scored by •alute is due social chairman to wiu. Residents; Charlotte Clapper, CSEA William Siegal, past chapter president. Given the right long ball bearing given an opportunity to participate in the bearing. M Edith Schroeder, Michael Maigarel Nayman and her companions, have been invited to a family reunion in Oregon. Marge Carey, classmate, with the former winning 8 to 4, to Robert Anthony Klerkle. LaLicht, Marcelline R. Carver, Edna E. Rlcklefs, Gerald R. Sullivan, Elizabeth, R. Riley, Robert T. Reed, Arnold R. S. Ricci, and Mrs. Yeager are touring the western part of the country. Mary McGarry, of the dietary department, retired August 31. It is with great regret that they have to say goodbye to the job they have loved for many years. June Burwash will be missed. June Burwash is vacating to San Antonio. The laboratory staff enjoyed an outing at the Buffalo State Hospital from the home of Dr. Paul J. Welsh of the Buffalo City Hospital. The lab, 4, 000-mile route. The laboratory staff enjoyed an outing at the Buffalo State Hospital from the home of Dr. Paul J. Welsh of the Buffalo City Hospital. The lab, 4, 000-mile route. The laboratory staff enjoyed an outing at the Buffalo State Hospital from the home of Dr. Paul J. Welsh of the Buffalo City Hospital. The lab, 4, 000-mile route. The laboratory staff enjoyed an outing at the Buffalo State Hospital from the home of Dr. Paul J. Welsh of the Buffalo City Hospital. The lab, 4, 000-mile route. The laboratory staff enjoyed an outing at the Buffalo State Hospital from the home of Dr. Paul J. Welsh of the Buffalo City Hospital. The lab, 4, 000-mile route.