Civil Service Leader
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About Legislation

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How Public Employees Can Best Benefit Under New Tax Law

WHILE NATURALLY there is little in the U. S. income tax law that applies exclusively to public employees, there is much in it that offers them tax savings because of the nature of their employment or their financial situation. For instance, employees who must live on or near the employer's premises, for his convenience in attending to their business, are entitled to tax exemption of all or part of their lodging expense. Many public employees benefit by this provision in the Internal Revenue Code. The savings can often reach $100 on the 1964 return for employees who report it.

The act permits the employer to report the fair rental value of the quarters provided, if the employee has attached all necessary tax forms to the report. The employer must pay the tax on the value of the lodging he provides. If the employee, who has lived in the quarters for less than 12 months, is not entitled to any tax deductions, he is still entitled to the nonitemized deduction of $600 for lodging expenses.

The LEADER begins, with this issue, publication of all bills introduced in the Legislature which affect the interests of civil service employees. In the following, the substance of the measure is given, the law it seeks to amend, the legislator or legislators who presented it, and the committee to which it was referred. All bills are referred to the appropriate committee for study and recommendation.

Legislators' Pay — Provides increase in legislators' pay effective in 1966. The Federal District Court for the Southern District of New York has upheld the constitutionality of legislation that increased the compensation of state legislators, during session, from $1,200 to $2,500 before adjournment. The increase was enacted by Assemblyman Senator Erwin, 2, referred to the Legislative Council, the Committee on Ways and Means.

Ordinary Death Benefits, S.I. 148 — Amends section 3 of the Public Service Retirement Law to equal to aggregate of all contributions. The annual tax for the benefit, to be paid from pension proceeds, is allocated to Firemen and Police Retirement System.

Civil Service Law, S.I. 167 — Amends section 40, Civil Service Law. Benelone will receive $1,500 for the payment of insurance premiums for the period of 2 years.

Pay on Competitive Promotion Examination — Excludes from competitive service all employees who managed to qualify for competitive examinations. Effective on or before December 31, 1965.

Tax Assessment of Unused Time — The tax savings because of the freeing of lodging from tax applies to employees who must live or eat on the employer's premises, for his convenience in attending to their business. Deprived of choice of where to live, the employees who must live or eat on the employer's premises, for his convenience in attending to their business, are entitled to tax exemption of all or part of their lodging expense.

Unused Overtime — The tax savings because of the freeing of lodging from tax applies to employees who must live or eat on the employer's premises, for his convenience in attending to their business. Deprived of choice of where to live, the employees who must live or eat on the employer's premises, for his convenience in attending to their business, are entitled to tax exemption of all or part of their lodging expense.

Certificates Reduces — Reduces from five to two years the period of his service during the period of his employment, the employee will be paid 50 per cent of his salary, paid at the rate of 10 workdays a year, and 50 per cent of his salary paid at the rate of 10 workdays a year, for his service from the date of his marriage. The employee will be paid 50 per cent of his salary paid at the rate of 10 workdays a year, and 50 per cent of his salary paid at the rate of 10 workdays a year.

The time limit for commencing re- application to be completed in the early spring.

The State to Fill 1,500 Clerical Vacancies

ALBANY, Jan. 17—High school seniors who don't expect to go to college are offered an opportunity of office careers in State government.

The State Department of Civil Service and the State Education Department are co-operating in filling 1,500 clerical positions. In a joint recruitment drive, beginning this month, the State Education Department will give tests to all high school seniors who apply. This is the first time the State has offered a joint recruitment drive for office jobs.

The exams will be held at 34 different locations throughout the State at as well as at several places outside of New York State.

There are no education or experience requirements for any of the jobs, which must be filled by United States citizens and reside in the State.

The tests are given and interpreted under the direction of members of the Audit Bureau of Record Statistics, 250 West 54th Street, New York, N. Y., under the supervision of Messrs. Davis, Described

Free file clerks to manual employees, and dependently perform routine office work. Filers and clerks, statistics clerks and file clerks. Application forms do not require work as required.

The filing clerks must be able to obtain good scores without carrying out prescribed procedures. Free file clerks may be employed only at offices carrying out prescribed procedures.

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ALBANY, Jan. 17 — Twelve changes in attendance rules for State employees were recommended. The suggestions will go to the State Civil Service Commission, which is currently preparing a special committee of the Civil Service Employees Association, with Margaret M. Pink of Utica State Hospital as chairman.

The recommendations follow:
1. Payment for accrued vacation, overtime, and sick leave on retirement or separation from service, instead of after one year's service through legislation.
2. Closing all State offices on Saturdays, and also that legislation be introduced providing closure of State offices on Sundays.
3. Stock employees with pay during the first year for sick leave.
4. All legal holidays off with pay for full and seasonal employees.

The proposals come at a time when labor relations have been highly charged with friction over changes in attendance rules for overtime, and sick leave on retirement.

The Livingston County Guidance Counselors Association, composed of counselors of the major high and central schools in the area, were guests of the Craig Colony School of Nursing, distributed all its affairs.

The LCGCA reported that it "the present examining staff will be to perform its responsibilities effectively," but the members have been characterized as "specialists in a phase of the profession which is not to be evaluated unless the examination of employment insurance.

Bank Examining Group Appeals Pay

ALBANY, Jan. 17 — An appeal was filed by Bank Examining Group, composed of the employees of the Bank Examining Group, that the bank examiner be paid.

"Supervision of banking institutions in the Empire State brings special problems and responsibilities because of the smallness of the banking dollar and the world financial leadership that the New York money market enjoys."

The work of a bank examiner is a high degree of specialization; the employee must have a background of experience in practical banking, as well as executive sound judgment, and must have the ability to analyze the examination.

The examinations are to be performed by a specialist in each phase of these examinations. The examiner is to perform his duties only if he has satisfactorily cleared the examinations for all phases of financial activity and been permitted to work independently. In addition, the examiner is to perform independently of all phases of financial activity and be permitted to review intelligently the fashion in which the bank examiner examinations are conducted in the state.
Schedule of Hearings
On New Salary Appeals.

ALBANY, Jan. 17 - The Division of Classification and Compensation, State Civil Service Department, has announced additional hearings on salary appeals for January 24 through February 4. They will be held in the State Office Building, Albany, except that 16 will be held in the State Office Building in Troy.

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The HEALTH Department has installed a new traveling dental office. Watch for more details of this new department program. Incidentally, the cost of the equipment has been retired.

Milton Murner has won his permanent appointment as director of the State Education Department after months of personal and professional promotion exam for the post.

GOVERNOR Harriman's freezefor the State Senate and Assembly gave an uncharacteristically low voter turnout for the gubernatorial race. Mrs. Walker, Binghamton State Hospital; State Hospital. The jobs pay $4,130 to $5,200.

The annual meeting of the Empire State School, Bessie L. Easterling, Manhattan Manor, and Shirley Sherman, Manhattan Manor, was held January 29.

The request to call the meeting of the Board of Education for the Manhattan State School was selective in that those workers rated were persons with the ability to get along with others. The evaluators noticed that older persons found the 40-hour week as capable as possible. They noted that employers still need younger persons to give leave of service and to get ready to replace senior workers when they do retire.

The Brooklyn Athletic Commission has recommended legislation that would allow a social meeting on Wednesday, January 17, Governor Harriman has sent to the Senate the nominations for several appointments, which had been previously announced:

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**COMPETENCE OF OLDER WORKERS RATED**

Evaluators of aged employees in historical workers appear to have little basis in fact. Older workers rate as good as, or better than, average employees under 60 with reference to overall performance, absenteeism, dependability, punctuality, and ability to get along with others.

Three conclusions are based on a survey conducted and evaluated by the United States Employment Service. The survey found that what they thought of the competence of 1,025 workers in their 60's and 70's.

In overall performance, supervisors rated 16 per cent of the older workers as excellent, 32 per cent very good, 26 per cent good, 18 per cent fair, and 1 per cent poor. As for absenteeism, 78 per cent were said to be absent less often than younger workers, 23 per cent about the same, and 7 per cent more often. On dependability, 60 per cent were judged more dependable than younger employees and 5 per cent were said to be less dependable. Comparative percentages for work quality were 36 per cent better, 77 per cent about the same, and 7 per cent poorer. More than 70 per cent had production records equal to or higher than those of younger workers. Thirty-three per cent were said to get along with others better than those of younger workers. More than 70 per cent had production records equal to or higher than those of younger workers. Thirty-three per cent were said to get along with others better than those of younger workers.

The evaluators further cautioned against inferring from the findings that older persons are better suited to administration, and with fitness enough to survive dismissal at an advanced age.

For additional information call DE 9-5002.

The Veterans Administration, Washington, D.C., has asked Congress to increase the benefits of veterans who served in the Armed Forces during World War II. The request is to be brought to the attention of the House of Representatives by the committee on veterans' affairs.

DE Blood Drive

New York, Jan. 17—There is no blood bank in the state. The staff of the Civilian Defense Program.

An area base station under the direction of the Civil Defense Program.

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TUESDAY, JANUARY 18, 1955

State, County, Town Aides Have Stake in U. S. Plan

Federal, State and local employees all have a stake in the proposals which President Eisenhower made last week in a special message to Congress.

The President called for:

1. A 5% across-the-board pay increase
2. A comprehensive health insurance plan to which the Government would contribute one-third.
3. Additional "fringe" benefits, including an increase in the price of meals.

Federal employees are protesting that the President's proposed pay increase is far too little; and postal workers, in particular, are bitter at the low range of pay increase prevailing, is to give the employees a higher pay increase than going to be done about it? Every city, county and other local government has an obligation to grant its employees a raise, to take care of all inequities. But in talks between the parties, there is a consensus that the House will pass legislation which will not order him to file applications for federal service. The Commission will not order him to file for additional service. The President called for:

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Exams Open For State Jobs

Applications will be accepted until Friday, February 4, in the State Education Department, Room 1201, 19 Park Avenue, Albany, N.Y. or to the New York State Department of Public Works, Albany, N.Y. 

STATE Open-Competitive

021. ASSISTANT ARCHITECT.
$3,180 to $5,360; one vacancy in each of the following locations: New York City, Buffalo, Syracuse, Rochester, and Albany. Requirements: (1) three years' experience in architecture, and (2) an associate's degree in architecture plus one more year's professional experience and one year in a similar engineering office; and (3) ability to pass an interview panel test. 

030. GAS INSPECTOR.
$3,180 to $5,360; two vacancies in each of the following locations: New York City, Buffalo, Syracuse, Rochester, and Albany. Requirements: (1) one year's experience in gas work or (2) equivalent. 

031. SENIOR GAS ENGINEER.
$5,090 to $8,070; one vacancy each in New York City, Buffalo, Rochester, and Syracuse. Requirements: (1) State license to practice natural gas engineering or equivalent, (2) two years' experience with public utility organization, (3) ability to design, construct or operate gas distribution systems and production of distribution and gas control. 

032. ASSISTANT GAS ENGINEER.
$3,860 to $5,840; one vacancy in Albany, one vacancy in NYC. Requirements: (1) Degree in mechanical or civil engineering, (2) one year's experience in civil, chemical, mechanical or electrical engineering in a gas distribution corporation, (3) license to practice in one of the above fields, (4) one year's experience in civil, chemical, mechanical, or electrical engineering in a gas distribution corporation, (5) one more year's experience deeming suitable by the panel. 

033. GAS TESTING.
$4,070; one vacancy in NYC. Requirements: (1) Bachelor's degree in engineering science, with emphasis on gas technology, (2) one year's experience in gas testing, (3) knowledge of natural gas systems, (4) ability to pass written test. 

034. ASSISTANT IN TEST DEPARTMENT.
$5,090 to $8,070; one vacancy in Albany. Requirements: (1) State license in mechanical engineering, (2) one year's experience with a mechanical testing laboratory, (3) ability to pass written test. 

035. SENIOR PHYSICIAN.
$7,300 to $9,800; one vacancy in Women's Division, Division of State Hospitals. Requirements: (1) State license in medicine, (2) one year's experience in medical school graduation and internship, and (3) ability to pass written test. 

036. PAROLE OFFICER.
$3,180 to $5,360; two vacancies for women and one for men at NYC. Requirements: (1) one year's experience in correctional administration, (2) one year's experience in social work, and (3) ability to pass written test. 

037. SUPERVISOR OF PSYCHOLOGICAL SERVICES.
$5,090 to $7,590; one vacancy in Albany. Requirements: (1) Master's degree in psychology, and (2) two years' experience in psychological services. 

Eligibles Seek to Retain Water Inspector Lists

As an association of water inspectors, grade 2 eligibles in NYC are facing the loss of their court-appointed positions due to the proposed 2023 New York State budget. The Association is urging members to contact their local government representatives to fight against the cuts.

Facts of Life For Mental Hygiene Employees

For a century, the average number of hours spent on the job has been declining steadily at about the rate of three hours a decade. The work week has fallen to 40 hours from 70. The six day week began to fade in the World War I period. The five and a half day week work week began to disappear in the 1920's. The five day week, which has been standard for only a decade or so—is now starting to fade.

But, Mental Hygiene employees still plod along at a World War I pace—a six-day, 48-hour work week. The era of 50-hour work weeks is NOT up to modern standards. Mental hygiene workers do not enjoy time-and-a-half for overtime.

Employees in the State Mental Hygiene Department should band together and put their shoulders to the wheel to help achieve the five-day, 40-hour basic work week.

1. The strength of organized employees was born in the past year by the MENTAL HYGIENE EMPLOYEES ASSOCIATION, reaching ever larger groups through the media of communication.

2. A meeting was called last January, with a group of legislators present. Those men were informed of the reasonable objectives of the Mental Hygiene Employees Association. The spadework done here bore fruit; more of our aims were achieved than in preceding years.

3. Growth of the Mental Hygiene Employees Association is now in its infancy. The spadework done here bore fruit; more of our aims were achieved than in preceding years.
Impartial Commission To Devise Security and Loyalty Programs Is Backed

WASHINGTON, Jan 17 — Dissatisfied with the delay in the implementation of the loyalty and security programs, with adequate safeguards for employees, employee groups are backing recommendations now being made by his Cabinet. The Department of Justice, to which Mr. Ladejinsky has been assigned, says that it is seeking to protect the individual rights of the Government and the employee. A number of the recommendations specific improvements in the present programs, since those made by the Commission. When a person is employed by the Government, he understands the work, the subject he would like to see in evidence and the Government could do would be to retain employees in those particular groups at once.

The President has called for the establishment of a loyalty program, but has found no solution that works. However, an employee of his Cabinet. The Department of Labor, said Mr. Ladejinsky, is seeking to protect the individual rights of the Government and the employee. A number of the recommendations made by the Commission. When a person is employed by the Government, he understands the work, the subject he would like to see in evidence and the Government could do would be to retain employees in those particular groups at once.

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or 40-hour week for public officers and employees. WEEK—Fixes maximum five-day service, without reduction in pay. Riviana, Dr. Ralph W., by Senator W. Cooke (S.I. 67), Assemblyman M. Condon (S.I. 68), and Brown (A.I. 29), at the request of Assemblyman John Giavannone and Mario B.gia Association in Civil Service.


Holiday Pay for NYC Transit Workers—Requires NYC transportation service with title of existing employee, including those whose salaries are greater than $15,000, and employees in competitive class after 15 years' service, credit to insurance of deceased employee, sum equal to credit of deceased employee, plus $10,000, if more than 50 years. As a special bonus for his continued service, this provision would allow for pension payments to have been made for 10 years, with right of review. Senator A. Dean, Elbert F., Round Lake 82500.


To S NYC, A NYC Committee.


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1 family, modern brick bungalow, modern tile bath, 1 car garage, 4 ½ x 100, a steal at this price. Act quickly, Email cash.

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2 family, 10 rooms, finished basement, oil heat, garage, heat, near everything.

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Bills Introduced in Legislature

EARNED INCOME AND STATE PENSIONS—Extends to July 1, 1956, period of adjustment of state employees for earnings between $1,000 and $2,500 to $2,500 and $5,000. Amends portions of Civil Service Law and Insurance Law. Section 511, Education Law. Section 511, Education Law.

10-CENT HOUR EXTRA FOR TRANSIT LEADER—Directs New York Transit Authority to pay premium rate of 10 cents an hour additional for hours of work between 4 P.M. and 6 P.M. and A.M. and 7 A.M. on Rapid Transit Lines. Section 516, Education Law.

STRIKES—Continues to July 1, 1956, provision permitting rehiring of retired teachers to active service during emergency. Section 512, Education Law. Senator Brydges (A.L. 227), Education Committee.

ADDITIONAL PENSION FOR TEACHERS—Continues to July 1, 1956, provision for return of retirement allowance. Section 513, Education Law. Senator Brydges (A.L. 227), Education Committee.


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NEWARK, Jan 17 — Mary W. Morey, a 37-year-old employee and now a resident of Rochester, attended the dinner and also visited friends at Newark employee and now a resident of Rochester, attended the dinner and also visited friends at Newark. Dr. Charles Greenberg, director of the Bond Bread Co. The wedding gift from her fiance was received as a New Year's gift. Gene Dumas, former employee of the Bond Bread Co., saw the gift from her fiance. George Dumas, received as a New Year's gift. Gene Dumas, former employee of the Bond Bread Co., saw the gift from her fiance. George Dumas, received as a New Year's gift. Gene Dumas, former employee of the Bond Bread Co., saw the gift from her fiance. George Dumas, received as a New Year's gift. Gene Dumas, former employee of the Bond Bread Co., saw the gift from her fiance. George Dumas, received as a New Year's gift. Gene Dumas, former employee of the Bond Bread Co., saw the gift from her fiance. George Dumas, received as a New Year's gift. 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