Governor Readies New Grievance Machinery
As Legislative Group Moves Into Same Field

By MAXWELL LEHMANN
ALBANY, June 20 — The subject of labormanagement in public service may become involved in a tussle between Governor Harriman and the State Commission on Revision of the Civil Service Law (Preller Commission). Governor Harriman has had on his desk the text of a proposed executive order defining the method of conducting employee relations in State government. Because of differences in the points of view of employee organizations, mainly concerning composition of the "top board," the order has lain dormant.

"Something Must Be Done"
This week, the Preller Commission has entered with an attempt to fill the vacuum. At the same time, The LEADER learned that Governor Harriman's executive order is nearly ready to be announced.

Chairman Fred W. Preller, a Queens Republican, has sent out a questionnaire asking what kind of labor-management and grievance machinery is desired. Mr. Preller said, "It seems agreed that something must be done to provide for more adequate protection and determination of complaints and grievances by our employees. Wherever reasonable and practical, the law must be amended to set up a better labor relationship with public employees."

"In recognition of this desired end, our Commission is engaged in a most comprehensive study of the subject, including the laws of all other states, and shall present a questionnaire to about 250 persons and organizations who should be heard."

Preller, in this phase of its work, is asking their specific recommendations.

At least one public hearing is scheduled this summer, and the Commission, under Preller's instruction, Preller said, "with the heads of various labor organizations and other groups by whom some thought to the subject." Harriman Made Strong Point of It During last fall's political campaign, Harriman made a strong point of his intention to establish modern labor relations machinery. As a result of the legislation, he urged repeal of the Condon-Wilcox law, which forces arbitrators to make their decisions without full knowledge of the law.

If the Preller Commission succeeds in establishing labor relations machinery, it would be by law. If, as he would, be by executive order.

The Preller Questionnaire is the questionnaire by the Preller Commission seeks recommendations on these subjects:

1. Whether any existing laws should be amended; if yes, any existing laws should be amended;

2. Recommendations on the subject of labor-management relations in State government, which Preller said, "with the heads of various labor organizations and other groups by whom some thought to the subject." Harriman made a strong point of his intention to establish modern labor relations machinery. As a result of the legislation, he urged repeal of the Condon-Wilcox law, which forces arbitrators to make their decisions without full knowledge of the law. If the Preller Commission succeeds in establishing labor relations machinery, it would be by law. If, as he would, be by executive order.

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Looking Inside

By H. J. BERNARD

The Plight of the Majority
In Seeking Adequate Pay

Large groups of public employees in any one title have a much harder time than small groups in getting paid the value of their work. Small groups may not find it easy to get adequate pay, but large groups always find it hard.

In private industry large groups do not severely suffer this handicap, not only because the argumentative strength of the case is directly related to the numerical strength of the employees, but because private industry is denied the excuse that the money simply is not there. Private industry has something to sell and can raise the price. Government has nothing to sell and almost no recourse except in rate taxes and fees.

In NYC the policemen and firemen made out a strong case in support of their request for a 15 per cent increase, but wound up with only a modest raise. Small groups may not find it easy to get adequate pay, but large groups are handicapped by a limitation to a total cost itself modest. That is the case in the State Department of Mental Hygiene and the NYC teachers in a more recent case, the individual amounts are small, though the total cost is large. Their pay is still far below what the job is worth.

Homage to Expediency

Government should not ignore the higher taxes being levied on the incomes of new taxes to finance adequate pay increases, however justified those raises are. In dealing with large groups, government does homage to expediency, rather than to justice. Even in reclassifications the maximum to be devoted to raises is often set in advance. At the very start reclassification or reallocation is thus handicapped by a limitation to a total cost itself modest. That is the case in the State salary revision, and in the NYC Career and Salary Plan, both nearly completed. That is not the way it is done in many other public jurisdictions and, by and large, the Federal adjustments are not made in such as strictly budgetary basis.

Public employees in general find it difficult to get their pay raises at the desired level, but if large groups shall be penalized for their size, they do 10 jobs in popular lines, recruit worst suffers. Standards are lowered, or extra inducements offered, so that jobs that must be filled can be filled. The Federal government is offering jobs to immigration at the New York Customs house, in Washington, D.C., at $16 a week, and will pay the cost of transportation of the employee, and ships his clothing to Washington. The Federal government is offering jobs to immigration at the New York Customs house, in Washington, D.C., at $16 a week, and will pay the cost of transportation of the employee, and ships his clothing to Washington. The Federal government is offering jobs to immigration at the New York Customs house, in Washington, D.C., at $16 a week, and will pay the cost of transportation of the employee, and ships his clothing to Washington. The Federal government is offering jobs to immigration at the New York Customs house, in Washington, D.C., at $16 a week, and will pay the cost of transportation of the employee, and ships his clothing to Washington. The Federal government is offering jobs to immigration at the New York Customs house, in Washington, D.C., at $16 a week, and will pay the cost of transportation of the employee, and ships his clothing to Washington.

In government, it seems befit to be a member of a minority. Government should not lose its full responsibility, and make advances in preparation for financing the adequate raises it can not much longer continue to avoid paying.

Rent Commission Team Wins at Chess

A six-man chess team representing the Temporary State Housing Rent Commission defeated, 16 to 5, a team recruited by I. David Stern, former publisher, at the Dongan Guild of State Employees. Daniel Weiscopf, recipient of the high school scholarship, and John J. Cullen, college award winner, are pictured with Goldfogd players. Left, Patrick J. Ricci, vice president; Gertruda Murphy, treasurer; Mr. Cullen; Monsignor John E. Reilly, gardlor; Catherine C. Hafele, president; Mr. Weiscopf, and Edith May, secretary. Tha
dinner commemorated Monsignor Reilly's silver jubilee.

State to Open

14 More Exams
On July 5

ALBANY, June 20 — On Tuesday, July 5, the State Civil Service Department will begin receiving applications for 12 statewide and two county exams. Except where indicated below, the exams are open to all qualified State residents.

Do not attempt to apply before July 5. Last date for receipt of applications will be August 13. The exams:

1. Associate social psychologist, $4,320 to $5,400.
2. Assistant in teacher certification, $3,240 to $4,450.
3. Institution education supervisor (home economics), $4,250 to $5,400.
4. Senior medical technician, $4,250 to $5,400.
5. Senior physical therapy technician, $3,740 to $4,450.
6. Public health dentist, $4,250 to $4,450, open to all qualified U.S. citizens.
7. Principal laboratory animal caretaker, $3,240 to $4,400.
8. Senior laboratory animal caretaker, $3,740 to $4,400.
9. Industrial investigator, $3,540 to $4,450, open to all up-state residents only.
10. Senior gas engineer, $3,500 to $4,050.
11. Assistant plumbing engineer, $3,500 to $4,050.
13. Director of public health nursing, Wyoming County, $3,500 to $5,200.

POST OFFICE WOMEN HONOR MRS. KATHRYN BURNS

The Catholic Ladies Guild of the New York Post Office elected Mrs. Kathryn Burns honorary president. Other officers and trustees elected include Mrs. Margaretty Lyons, president; Joan Noon, corresponding secretary; Mrs. Margaret McNab, recording secretary; Mrs. Anna A. Secret, historian; Mrs. Ellen Harrington, sergeant-at-arms.

SOCIAL SECURITY for public employees is an important subject in The LEADER-Echo.

REVOLT OF THE COMMUTER

In Milwaukee, Wis., about 1,000 commuters are being interviewed in an attempt to find out what is wrong with the city's commuter desire not use mass transit. Mayors of Akron, Barberton, and Cuyahoga Falls, O., have agreed that there should be a study of mass transit in the area. A six-member committee has been named to make a survey of the transit service in the State of Wisconsin, and the Metropolitan Area Traffic Study Committee has been charged with the development of a commuter highway. A study was prepared by the Two Rivers businessmen's committee on commuter transit problems, and in Philadelphia, Pa., the Urban Traffic and Transportation Board is continuing its studies aimed at developing a traffic and transportation master plan.

ORGANIZATION TO SCREEN CHARITY DONATIONS

As an aid to city employees during charity fund drives, San Diego, Calif., has set up the Municipal Employees Civic Responsibility Organization.

City officials told the Municipal Finance Officers Association that the organization had been formed to publicize the community health and welfare causes approved by a committee of the organization. Advantages cited for this approach to the donation problem are: (1) it clarifies the character of charity drives, not use the money collected; (2) employee committee representatives can investigate city-wide local charities before allocating contributions; (3) it makes contributing easier because of permanent minimum contributions of small amounts each month; and (4) it makes it possible for every member to register a special exception to any cause getting support from the new organization.

PLANNING DATA FOR CITIES GIVEN

As cities get bigger, they are more apt to hire full-time planning staffs than to contract for part-time consulting services. A total of 716 cities, ranging in size from 10,000 to more than 500,000, with official planning agencies reported their city planning set-ups. Of fourteen cities with more than 500,000 population, all reported that they had full-time directors of planning. Of the smaller cities, 306 had a director, 295 had full-time directors, 68 had employees, and 109 made use of consultants.

Of the total of 716 cities 242 have an official who has the duties of planning director in addition to other duties. Most often, this official is the city engineer, city manager, mayor, or public works director.

AERONAUTIC JOBS OPEN

All operations specialists are needed by the Aeronautical Service Administration. Positions pay from $3,410 to $5,300 a year. There are openings in New York State. Application deadline is the Board of Civil Service, 164 Broadway, New York 7, N.Y., Edith May, secretary. The dinner commemorated Monsignor Reilly's silver jubilee.

MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material is gathered from communities throughout the United States.
The annual banquet of Fort Stanwix chapter, CSEA, was graced by the presence of Paul Hammond, CSEA field representative; Charles D. Metha, Central Conference president; Joseph D. Lachmer, CSEA executive secretary, who was master of ceremonies; John J. Kelly Jr., CSEA assistant counsel, who was principal speaker, and Dr. James F. Kelleher, director of Rome State School, pictured above, left to right. At the annual event, too, were Assemblyman Francis Adler, Mr. and Mrs. Danny Griffin, of the Board of Directors, Mrs. Kelleher and Mrs. Hammond.

The Need Is Present

The need for an organization like ours exists as a place where each employee in the public service can outline his particular problems and join with others facing the same difficulties in getting a collective solution. No one organization, no matter how strong, can act alone. We live in a group, are part of a group, are dependent upon a group, and can only survive by reacting with a group. This is true whether the person be an employer or an employee, a king or a president. — John F. Powers

A Great Machine

Our organization is a great machine. It is widespread and made up of many kinds of public employees. When it acts as a great machine, it has been very effective. Just a reference to the Association's anti-smuggling motion and its effect on the Board of Regents and the problem of higher education shows this. But among the many achievements of the Association, there is one which may be the most important of all. This is the feeling of common purpose, the common cause, even the common law which ties together our governmental operations in New York State. The cause of one thus becomes the cause of all, and it is definitely in the nature of things that the cause of the one can only be furthered by the wholehearted support of all. If once we can feel this unity, the special problems of some of our members must have a solution. No one today anywhere in our complicated world can act with every other part. Each chapter is a part of and dependent on the whole of our organization. If we lack the personal touch, the special problems of some of our members must have a solution. No one today anywhere in our complicated world can act with every other part. Each chapter is a part of and dependent on the whole of our organization. If we lack the personal touch, the special problems of some of our members must have a solution. No one today anywhere in our complicated world can act with every other part.
Public Service Aides Hear Prediction of Pay Change

NEW YORK CITY, June 29—
Prior to the retirement of Commissioner John F. Powers, president of the Public Service Commission, an AID (Associate Independent Directors) meeting was held in the Department of Public Service. At this meeting, the Commission's acting chairman, the Rev. Dr. H. L. Herrick, informed the aides that the department would continue to work towards its goals of efficiency and service. Herrick emphasized the importance of effective leadership and teamwork in achieving these goals.

Counsel for that agency, and also holds the title of Deputy Commis-

Juniors Named in Conference

State Civil Service Commission
Secretary Alexander A. Falco.

Raymond L. Monroe, one-time
Public Service Employee Associa-
tion, of Watertown, N.Y., was
June 17, Mr. Monroe, a Ro-
chester employee of the De-
partment of Taxation and Fin-
ance, had been ill for some
years. He was widely known to
publicists as a man of high
morale, but it's not
possible under State law.
Mr. Kasseli, however, gave his visitor a
drink and let him keep on talking. Then Kasseli dispatched his
secretary to the office of New York State's Court of Appeals.

Mr. Monroe operation out of Albany, and once owned a magnifi-
cen farm just outside the city. But he's a New Yorker (one of the
few!) who was born in N.Y.C., went to school there, took his
degree at the University of N.Y., received his law degree in
Columbia University Law School. He taught at City College and
the College of New York.

He entered the Department of Taxation and Finance as an Associate
Attorney, Bureau of Law, in 1935, and rose by civil service examina-
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involving the estates of millionaires. The cases involved in the litiga-
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State Pay Appeal Results
Look Worse and Worse

When the results of the State salary appeal hearings conducted by the Division of Classification and Compensation were made known recently, it was immediately apparent that the results were highly unsatisfactory and that the number of people favorably affected disappointingly few.

A more detailed analysis of the results of the appeals is now available, and the results are melancholy. It is worthwhile to look at a few statistics.

One of the most striking findings is that the adjustment cost the State only about one-quarter of 1% of payroll. This implies an accuracy of original allocation to the new plan all out of proportion to the nature of the subject — job evaluation.

Free Employees Were Helped

There were over 130 titles that received favorable consideration but these is only a small fraction of the total of 2760 titles. Less than 5% of the titles were adjusted. Possibly of greater significance, however, is the fact that nearly half of these were held by a single incumbent. It is worth noting too, that 75% of the titles changed had ten or less people in them, and that 95% had less than 100 incumbents.

It has been pointed out that "Higher salaries for 2,271 State positions have been approved". Since there is a substantial number of vacancies in the service, probably less than 3,000 State employees received a pay adjustment.

Of the titles adjusted, only 10% of the employees involved (and a large fraction of the maximum of the grade affected) are earning the average or less than the average State salary; 66% of the people affected earned more than the average State salary. These employees received little, but only a very few of the lower paid employees received anything at all.

Appropriated Sums Were Inadequate

The Civil Service Employees Association and The Leader have both repeatedly pointed out that the sums appropriated by the State for these adjustments were entirely inadequate. The sums amount to one million dollars to take care of the two fiscal years 1954-55 and 1955-56; and yet careful estimates show that the changes resulting from the salary appeals will amount to considerably less than even the original inadequate sum. With only 5% or less of the service receiving a 5% adjustment in pay level, it is estimated that the cost to the State will not exceed $800,000. Another estimate shows that the retroactive cost of this adjustment (that is, the cost for adjusting pay back to April 1, 1954) is slightly more than $300,000, and that the cost for 1955-56 will be about $490,000.

In the nature of the process of installing a new salary plan, the State was provided a golden opportunity during the appeals period to have inequities corrected, within a control such as the posting of examinations. Because of the two-increment limitation, further adjustment limited the immediate cost to the State. Thus in one sense it is surprising that the State did not take advantage to greater extent of this opportunity to complete the job started two years ago.

Take An Example

Take the case of criminal hospital attendants to point up the above contention. They were allocated to grade 8 under the old plan, allocated to grade 10 under the new plan, and under the hearing procedure changed to grade 11 to equalize their pay with that of the prison guards. Under the initial allocation, the criminal hospital
FEDDERS IN ACTION TODAY!
U. S. Jobs Open

Apply to the Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. for the following Federal jobs, unless otherwise indicated. Last day to apply, if any, is given at the end of each notice.

ENGINEER (ALL BRANCHES), $4,035 and $4,580. Requirements: appropriate college education or technical experience. In addition, for jobs paying $4,580, professional engineering experience. Age limits for $4,035 jobs, 18 to 35.

PHYSICIST, $4,035 and $4,580. Requirements: appropriate education or experience, plus professional experience for $4,580 jobs. Age limits for $4,035 jobs, 18 to 35.

MARINE ENGINEER, $5,000 to $7,545. Requirements: appropriate college education, technical and professional engineering experience.

METALLURGIST, $4,035 and $4,580. Requirements: appropriate education or experience. Age limits for $4,035 jobs, 18 to 35.

NEW YORK CITY JOB OPENINGS

The last day to apply is given at end of each notice.

Open-Competitive

CABLE SPlicER, $712.50 a day; two vacancies. Requirements: either (a) five years’ experience in last 15 years in cable splicing; or (b) combination of two and one-half years’ experience plus experience as cable splicer in trade or vocational school training equal to five years’ experience. Per 50 cents. (Wednesday, June 23.)

8706. OUTDOOR TRAFFIC POLICEMAN, $500 a month; two vacancies. Requirements: (1) five years’ service in New York City Police; (2) five years’ experience as a member of the Bureau of Uniforms and Night Patrol, or comparable service. Age 21 to 35. Fee $4. (Closes Wednesday, July 27.)

4703. AIR CONDITIONERS

Model 6IX

Special Value! 1/2 H.P. Air Conditioner in Arctic Dove Finish

PHILCO 61-KL: New advanced design for extra fast cooling and positive moisture removal. Takes up no space inside room when mounted flush with wall. Adaptable fresh air drawer. Cabinet with decorative front. Also available in Mahogany cabinet — Philco 61-K.

Only 179.95

In addition to cooling, a Philco Air Conditioner gives many other benefits for health and comfort, for it’s the modern answer to problems resulting from heat and humidity.

- Relieves Heart Strain Covered by the Heat.
- Helps you to Sleep Well Despite Hot Weather.
- Guards Against Lung Damaging Smog.
- Gives Amazing Relief to many who suffer from Hay Fever.
- Gives Needed Ventilation and Exhausts Stale Inside Air.

...On The East Side
"The Right Place For The Right Price!"

Where to Apply For Public Jobs

E. R.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 9:30 to 5, Monday through Friday. Closes on the first Tuesday of each month. Submit a Form 57 to George F. Finger, personnel officer, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., on statement of purpose. All of your applications apply to exam for the job you are invited to, and should be addressed to the Second Regional Office, 641 Washington Street, New York 14, N. Y., on statement of purpose.

27. Will also be open from September 8 to 29.

1206. ATOMIC ENERGY COMMISSION.

GRADE 4, $4,676; eight vacancies. The AEC will also fill part-time jobs at pre-rated salary. Hospital Department jobs at $3,624 a session; Health Department jobs at $2,175 per session. Requirements: (a) five years’ service in medical school graduation and one year in a hospital; or (b) three years’ experience in the same grade, and one year each in medical school, teaching hospital, and one year as resident in radiology or radiology; (c) five years’ experience, including two years in the same grade, and one year in service of approved hospital; and (d) State license to practice medicine. Application may be made by mail. Fee $4. (Thursday, June 12.)

1921. RADIATION THERAPIST.

GRADE 4, $4,565; eight vacancies. The AEC will also fill part-time jobs at pre-rated salary. Hospital Department jobs at $3,624 a session; Health Department jobs at $2,175 per session. Requirements: (a) five years’ service in medical school graduation and one year in a hospital; or (b) three years’ experience in the same grade, and one year each in medical school, teaching hospital, and one year as resident in radiology or radiology; (c) five years’ experience, including two years in the same grade, and one year in service of approved hospital; and (d) State license to practice medicine. Application may be made by mail. Fee $4. (Thursday, June 12.)
Employees Can Get Application Blanks At Own Departments

NYC employees may obtain application blanks in their own agencies for promotion exams. The program was inaugurated this month.

The innovation had a trial period for a month and proved so successful that Personnel Director Joseph Schechter decided to apply the plan generally. The plan, started experimentally on April 1, requires a department to send its own messenger to the application bureau for the Personnel Department. The forms are distributed to candidates for internal and external mail systems of the particular department.

Mr. Schechter sees a saving in time for employee candidates, a tribute to those qualified to take the promotion tests, and a lessening of the workload on the Personnel Department's application bureau. He said that the new plan does not prevent a candidate from getting the application blank in any other manner set forth in the official exam notices. The filled-in forms still must be turned into the Personnel Department by the candidate.

HOUSING AUTHORITY EMPLOYEES GET AWARDS

Eight NYC Housing Authority employees received awards for meritorious suggestions. Awards of $75 went to Henry Calcanes, Sal Christiand and Spencer J. Hawkes, New York Telephone Company; Dr. Chester Union, State Department; Dr. Robert P. Korns, State Commerce Commission; and Dickson, State Commerce Commission; and the American Statistical Association.

Applicants must have completed an apprenticeship of four years in the electronics mechanics trade, or must have had four years' experience in basic electrical theory, which included three years in electronics and not less than one year in the repair, maintenance or overhaul of electronic equipment, such as television, radar, sonar, radio-activated teletype, or electro-mechanical security devices. The experience may be included in the three years, but no substitution may be made for the specialized experience.

Applicants must present proof of four years' experience in the electronics mechanics trade, or four years of related experience in the repair, maintenance or overhaul of electronic equipment, such as television, radar, sonar, radio-activated teletype, or electro-mechanical security devices. The experience may be included in the three years, but no substitution may be made for the specialized experience.

Apply to the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y.; or the Second U. S. Civil Service Region, 41 Washington Street, New York 14, N. Y., until Tuesday, June 30.

U. S. Offers 275 Jobs Overseas

The New York State Employment Service is helping to recruit 275 civilian workers for jobs with U. S. Army installations in Japan, Alaska, Germany and Prince Army representatives will interview applicants at the SES, 1 East 19th Street, until Monday, June 27. The jobs follow, starting pay:

- Clerk-stenographer, 250 openings, $2,500 and $2,115. Women or men are eligible if they are single, without dependents and over 21. They must type 42 words a minute and take dictation at 80 words.
- Free housing or housing allowance is granted. In Alaska, jobs pay a 25 per cent cost-of-living allowance, and low-cost housing is obtainable.
- Position classify, 10 openings for men or women at $3,000 and $3,940. Three and one-half years of civilian personnel experience with the Federal government is required. Openings are in Alaska, Japan and Europe.
- Court reporter, four openings, for men or women, in Japan at $4,095 and $4,638. One year of court reporting experience and dictation at 160 to 200 words a minute are required.
- Safety engineer, nine openings, for men only, in Alaska, Japan and Europe, $5,660 and $4,940. Three years' experience, including direct responsibility for the development and administration of safety programs, is required.
- Librarian (male) one opening, for a woman, in Japan, $3,410. A liberal science degree is required, and training in medical library work is essential.
- Statistician, one opening, for man or woman, in Japan, at $4,260. Four years' experience is required. Government or military experience is preferred.

STATISTIANS WANTED IN ALBANY

At the NAY, June 26 — A conference on government statistics, including statistics of civil service testing was held at the Sheraton Ten Eyck Hotel recently, under the auspices of Albany chapter, American Statistical Association. Speakers included Edward T. Dickinson, State Commerce Commissioner; Isadore Lurin, Industrial Commissioner; Ralph C. Hawk, New York Telephone Company; Lazar Pepe, Industrial Ladies Garment Workers Union; Dr. Robert P. Korns, State Health Department; Dr. Chester Union, State Commerce Commission; and Dickson, State Commerce Commission; and the American Statistical Association.

The New York State Employment Service is helping to recruit 275 civilian workers for jobs with U. S. Army installations in Japan, Alaska, Germany and Prince

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Dr. Harry H. Ebberts, president of the hospital, spoke on the retirements, and Elmer J. Trop-

by the patients' choir, under the direction of bandmaster Kenneth Earl Hicks, Frances Horrigan, Margaret Goodison, Leona Grad, Henry May, John Wald and Mabie Sutcliff.

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Earl Hicks, Frances Horrigan, Margaret Goodison, Leona Grad, Henry May, John Wald and Mabie Sutcliff.
Newly-elected officers of Binghamton chapter, with guests at the chapter's annual dinner. Seated, left to right: Florence Drew, secretary; Jack Keegan, treasurer; Ann Powell, local leader. Standing: Leo Bernstein, who acted as master of ceremonies at the induction meeting; Robert Sullivan, 2nd vice president; Lulu Williams, president, Broome County chapter; Senator Warren Anderson, principal speaker; Albert DeScheiner, chairman, dinner committee. Albert Lount, 1st vice president, was absent when the picture was taken. Photograph is by Ernest L. Caslau.

Two Meetings Scheduled for Thruway

ALBANY, June 20 — The next scheduled meeting relative to the formation of a chapter composed of maintenance and toll operations of the interchanges of the Albany Division will be held on Wednesday, June 25, starting at 2:30 p.m., in CSEA headquarters, 6 Elk street, Albany. At this meeting a constitution and by-laws will be adopted. A nominating committee has been appointed and will present candidates for the election of officers. Nominations will also be made from the floor. Since the selection of candidates who, when elected, will be the officers of your chapter, it is most important that all attend this meeting to have a voice in the nominations.

Bruna Miscoeno is temporary chairman.

Main office employees of the Thruway will meet on Monday, June 27, also at CSEA headquarters.

This meeting has been arranged to explain the Association’s insurance program. A temporary chairman and secretary will be elected and a committee appointed to arrange for an appeal, she said, the chapter would have assisted them in every way.

President Democrat vigorously and emphatically stated that no grievances will be considered unless they are presented in writing.

The chapter will ask Congressman William E. Miller, Senator Earl Brydges and Assemblymen Jacob Hollinger and Ernest Corti, to support county employees' request for a pay raise to meet the cost of living. In the event the legislature does not appropriate the money, she noted, verbal grievances will be presented. There will also be an effort to have a new chapter formed.

Full Agenda at Niagara Meeting

NORTH TONAWANDA, June 20 — The June meeting of Niagara chapter, CSEA, was held at the IBM Lodge with about 50 members present.

Viola Demorest, president, discussed the regional workshops and the advantage and disadvantage to the county chapter, Frances Pollock and Steve Duball will represent the chapter at the next workshop at Geneva.

The chapter, as a county unit, went on record in opposition to a proposed dues increase.

Members of the North Tonawanda City Employee raised questions concerning Social Security. Miss Demorest pointed out that the chapter cannot help them in their efforts to secure Social Security from the City Council. If they had submitted their grievances in the chapter prior to their appeal, she said, the chapter would have assisted them in every way.

President Democrat vigorously and emphatically stated that no grievances will be considered unless they are presented in writing.

The chapter, as a county unit, went on record in opposition to a proposed dues increase.

Ninette Goodlander, who is a member of the chapter, French Morocco. Her talk and display of articles made by the native Arabs were enthusiastically received, with many questions asked from the audience. Mrs. Goodlander's words were often, she noted, verbal grievances will be presented. There will also be an effort to have a new chapter formed.
Personnel Council Asks
Study Needs of Recruitment
for Clerical Service

Three conference sections of the newly created Personnel Council of NYC held meetings recently and took a close look at the regulations on promotions under the Career and Salary Plan that takes effect on July 1. An employee must have a service rating of at least satisfactory to be eligible for promotions. The Personnel Council requires of the clerical service, it was agreed, a study by a special committee.

A manual setting forth approved methods for gaining on the relationship of the Personnel Department to the other agencies of the City government would be useful, the conference agreed. A personnel typist was scheduled to leave the employment office the following day and be replaced by a personnel typist.

The following have been appointed to the steering committee: Cerrine Brown, Welfare; Bernard Conlin, Bureau of Real Estate; Carlo Montevecchio, Civil Defense; Daniel O'Connor, Transportation; and Morris K. Cohen, Housing Authority; Lester Rothenberg, Health; Daniel Rothenberg, Law; and Harry Shulman, Correction.

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TO GOVERNMENT EMPLOYEES.
Capital Conference Pledges Fares and 'Big Gun's 3rd Annual Meeting June 29

ALBANY, June 29 — There will be "big gun's" on Wednesday, June 29 at the Hotel Capitol just outside of Albany. Scheduled for that evening is the annual meeting of New York conference of officers of the Capital District Conference.

The dinner will begin at 6:30 P.M. Election of officers will be held after dinner is dispensed with.

The Candidates

Candidates for office this year are: Walter G. Hemer, Public Service Department, and Ruel Taylor, Public Works, 1st vice president; Antonio Briones Jr., Law, and Edward Gilchrist, State, vice president; Alexander Charters, chairman of the CSEA, and Eleanor McGee, Law, for the post of secretary; Whidden Banks, Insurance, and Michael Petruska, Audit and Control, treasurer. Additional nominations can be made from the floor.

Presidents or one delegate from each member CSEA unit will be guests of the Conference. Invitations have been extended to legislators, New York Conference of the CSEA, representatives of the Conference, and prominent leaders in civil service affairs.

Central Conference Holds Successful Meeting, Dinner, Hears CSEA, Public 'Brass'