CSEA Wants Observer At Hygiene Dept. Quiz

ALBANY, Dec. 5—The Civil Service Employees Association has asked Dr. Paul Hoch, State Mentally Hygiene Commissioner, to allow its legal representative to sit in on future hearings or investigations in the Department.

To protect both the good name of State workers and to assure a fair judgment in such hearings or investigations, the Association asked that the Association be permitted to be represented at any hearing or conference. The Association is particularly interested in the employee side of any suit.

Text of Letter

The full text of your letter follows:

We at the Association read with considerable surprise the articles in the November 18, 1955 issue of The New York Times and Herald Tribune concerning the charges made against employees of Wassaic State School.

As we understand it certain practicing attorneys complained either to you or the Governor concerning alleged mismanagement at Wassaic. Their letter to the New York Times article stated that a hearing was held under the auspices of your Department at which certain of your departmental personnel were present to give their testimony on behalf of or against employees of Wassaic State School.

We are confident that the charges reported in the Times article will ultimately be completely disproved.

Reasons on Request

However, because of the serious implications of this matter to State employment and to the institutional service as a whole, we request that you permit us to be present by our legal representatives at any future hearings, conferences or investigations in this matter wherein any evidence or testimony is given on behalf of the former patients, or by, or on behalf of, or against, any employee of Wassaic State School.

We assure you that it is our sincere desire to be present in this connection to represent the interests of the former inmates as a whole, knowing that

(Continued on Page 4)

Nassau Aides Await Word on Pay Increase

MINDEOLA, Dec. 5—At LEADER press time, employees of Nassau County were awaiting word on whether their request for a 7 percent salary increase in 1956 was approved by the County Board of Supervisors. The employees made their final bid for next year's pay adjustments at a budget hearing held on November 20. Irving Flaumenbaum, president of Nassau chapter, Civil Service Employees Association, urged the Board to include in the 1956 county budget sufficient funds to provide for the raises, for longevity pay, and for further employee benefits.

Mr. Flaumenbaum pointed out that there has been no general pay increase for the county workers in more than three years, been made by anyone in authority against any of the employees at Wassaic State School in connection with the matters under investigation.

I am sure that you realize that the Association, representing as it does the great bulk of State employees is just as anxious as you are to remove from State service any employee who would in any way abuse or misinterpret the words of the State. At the same time we feel that the unavoidable unfairness as you were concerned publically which attended the as yet completely unsupported charges certainly tends to reflect discredit on the entire institutional service of the State. We are confident that the charges reported in the Times article will ultimately be completely disproved.

State to Reveal Next Month Its Plan for Attendance Rules

In a communication to the Civil Service Department, the State said it is "shooting for the early part of January" to make public a draft of proposed changes in the Attendance Rules.

In a communication to the Civil Service Employees Association, William J. Murray, Civil Service administrative director, said a completely revised draft is "in sufficiently rough form that we think it should be further reviewed before it is ready for public consideration."

The draft incorporates the rules for both institutional and office employees in one set.

CSEA has requested such incorporation, declaring that uniform treatment of both groups of State employees is imperative.

L. I. Bowlers in First-Place Tie

COMMACK, Dec. 5—Central Islip Team 4 shut out Pilgrim State Team 5 to go into a tie for first place in the Civil Service Bowling League of Long Island.

Central Islip Team 5 upset the team which led the season, "A team, 4 to 1 and moved into a tie for third place.

In two other upsets, Kings Park shut out Pilgrim 7, and Central Islip 9 moved out Central Islip 1 by a score of 3 to 2.

Standings: Kings Park 6, 25 and 39; Central Islip 5, 35 and 33; and 20; Central 2, 31 and 74; Pilgrim State 7, 31 and 24; Central Islip 1, 59 and 44; Pilgrim State 8, 36 and 20; Kings Park 3, 18 and 30; Central Islip 5, 18 and 49.

PUBLIC HEALTH THERAPIST L. I. B. BY STATE

A three-name State open-competitive eligible list has been issued for supervising physical therapist (public health). Marion L. Holman of Upland holds the roster. Six candidates had applied for the $4,300 to $5,400 job.
To the State Legislature

Dear Sirs,

I write to inform you that the Service is 
Deputy Commissioner of Internal Revenue, said that the Service is

Dealing with the merit system, from top to bottom. A reorganization has

Classifications has been worked,

ployees have been sent to the ad-

and help them climb the career

be reduced, for those not 72 or over, is required by law and ap-

would have been the employee's extra cost. That extra amount probably

percent, some experts estimate.

The proposed integration has excited the deep interest of many public employees. The exclusive articles and news stories The LEADER has been publishing have created one of the most striking responses in years. Some let-

ters were published last week.

WHEN SOCIAL SECURITY PENSION IS SUSPENDED

Editor, The LEADER:

I worked for the railroad industry, was covered by Social Security for such service, and will be en-

raged to get Social Security pensions of about $50 a month. From private industry I switched to public employment, and am a member of the U.S. Civil Service Retirement System. If I continue working for the Federal Government until I am 70, I would get pension benefits from this Retirement System of about $100 a month. Would the Social Security Admini-

stration take this effect into account when considering my request for retirement?

That would upset all my plans. Everyone is entitled to keep all he can earn after he is 72, without sus-

ceptibility to investigation for Social Security purposes. Why should Federal employees be excluded?

F. B.

Panel to Ponder 'Fringe on Top'

Fringe benefits for workers in government and private industry are described in the Panel to Ponder "Fringe Benefits on Top"—will be the topic of the December 13 meeting of the Civilian Defense Commission, American Society for Public Admin-

istration. The meeting will be held at the Public Administration Building, New York City.

Edward D. Meacham, the State Civil Service Department's director of personnel services, and L. L. McFarland, a consultant on employer benefits research for the General Electric Company, will be moderators. Charles A. Pearce, the State Labor Department's director of research and statistics, will be moderator.

BAGGIO RENOMINATED

Acting Lieutenant Marie Baggio has been nominated for re-election to the Board of Directors of the American Society of the Federal Officers. She has been nominated for a fourth term.

CIVIL SERVICE LEADER

American Society for Public Administration

Philip Young,

Chairman

Washington, D.C.

December 5, 1954

Dear Sirs:

I am writing to inform you that the SEBEC has been holding a hearing on the proposed reorganization of the Social Security Administration. The hearing is scheduled to begin on January 1.

I have reviewed the material presented at the hearing and have come to the conclusion that the proposed reorganization is unnecessary and will not result in any savings for the government.

I urge you to oppose the reorganization and to support a continuation of the Social Security Administration as it exists today.

Sincerely yours,

Philip Young

Chairman

SEBEC
Governor Should Look To His Own Family, Too

LAST WEEK Governor Harriman declared a "war on poverty." To employ workers physically unable to work, which he believed this war could be won. Some of these ways are of particular interest to the public servants of the State. In accordance with the Governor's war program, it is expected that this year will look to the correction of certain bad conditions existing among public employees. Governor Harriman, who recommended the broad extension of unemployment insurance coverage. The State civil servant now has this coverage which is in many instances extended to his same coverage to his civil servants. However, as far as we know only one community in the State has taken advantage of this program. In the event of a layoff, the employees of the municipalities have no way of getting any interim financial assistance while looking for new jobs, except relief.

The Governor also recommended an amendment of the re-employment law for public works by requiring non-unionized contractors to give the same "fringe benefits" as unionized contractors pay. Why may require that the prevailing wage be paid for all skilled labor in new jobs, except relief.

In the skilled trades in the public service, doing exactly the same work as their brothers in industry, whose salaries are computed on hourly wages well below the prevailing rates paid outside.

There will be refreshments, entertainment and dancing.

Daniel Farman is general chairman, assisted by co-chairmen Mary Donovan of the Workmen's Compensation Board and Dorothy Wills of the State Insurance Department.

Protest Results to fortune Employment Jobs

Presidents are being recorded against raises in the oral part of the promotion test, 38 failed the oral part.

"It seems inconceivable," said Henry Shemin, chairman of the Mental Hygiene Employees Association, "that men who scored in the highest service qualified in the orals."

In the past, State employees have been given vague promises that failed to materialize. This year we must demand action from those we help elect to office. "I agree with the Metropolitan Conference that the individual vote of legislators should be published," he said. "State employees" votes in '56 will be key to what the Legislature and the administration do about workers' salaries."

Mary Krone to Address Central Conference Jan. 21

State Civil Service Commissioner Mary Goode Krone has accepted an invitation to address the Central Conference meeting of the Civil Service Employees Association to be held in Utica on Jan. 21.

Edwin T. Smith, chairman of the host chapters of the Utica area announced Miss Krone will share the stage with the speaker's rostrum with Utica City Judge Walch.

The advisory committee of the Conference will meet at the Hotel Grandstand in Syracuse on December 11 at 1 P.M. Charles Methe, Conference president, announced.

The session will be held in order to formulate plans for the January meeting. Formation of committees will be completed; the agenda will be drawn up and proposed legislative action for presentation to delegates at the Central Conference meeting will be discussed.

Mary Krone is a graduate of the University of Vermont and holds a degree from the Syracuse School of Social Work.

\[ \text{Mary Krone will address Central Conference Jan. 21.} \]

MHEA 'On the Air' in Rome-Utica Area

Employers of Rome State School, Utica State Hospital and Utica State Hospital are reminded to listen to a broadcast over radio station WAKL at 5 P.M., 8 A.M. and 7 A.M. in regard to their mutual EHR employees Organizations Association.

"It is a broadcast for members," said Mrs. Bluest, MHEA secretary-treasurer.

Tark Evers and Phil Natcher, employees of the Track Mileage Tax Bureau, held their well-earned Christmas Golf Trophies, From left. Gene Wather, editor of the Track Chamber News; M. Celeste Smith, the bureau employees' CSEA representative; Lt. Col. Louis Nello, bureau director, who made the presentations; Norman Brandis, sports editor; Mr. Evers; Bernard Schmid, chairman of the golf tournament; Mr. Natcher, and George W. Hayes, chapter president.
Employees Have Wide Choice of Companies Under New U.S. Health Insurance Plan

WASHINGTON, Dec. 5 — Inability to reconcile sharp differences between how a limited number of companies could acquire eligibility to offer health insurance to Federal workers, the Eisenhower Administration has practically decided to offer a bill under which all insured persons would be able to fight it out among themselves.

The proposal, never seriously considered, that the Federal Government's own insurance, has been practically abandoned.

The new plan, which would cover medical and hospitalization costs, within limits, would remain in which the Government contributes a share. It is reported that though the bill may call for a one-third share, the Administration would go along with any Five-share share, requiring more than half the cost.

Age in Groups

To be eligible, companies would have to get the approval of the Department of Health, Education and Welfare. Employees would be allowed to choose whatever company they prefer to deal with, from among these offered by approved companies.

All the large organizations offer

Application Dates For '56 Set By NYC

The NYC Personnel Department has set a list of dates for the receipt of applications for 11 months of 1956. In August no applications will be issued or received. The list: January 5 to 26; February 2 to 24; March 2 to 31; April 2 to 30; May 2 to 31; June 1 to 22; July 6 to 30; August 1 to 31; September 5 to 26; October 2 to 31; November 5 to 26 and December 1 to 30.

PART-TIME SALES JOBS OFFERED TO WOMEN

An organization for women is seeking for high-commission sales jobs as order-taking representatives of manufacturers of cosmetics and toiletries have announced part-time vacuum cleaning positions that will be available in a short time. They will require little or no experience or training.

Further information may be obtained from Miss Gillian any weekday from 9 A.M. to 5 P.M. by phoning Plaza 7-4548, extension 80.

Fleet Discounts for You!

New the individual Civil Service Employes to obtain savings up to 25% on new used cars. Only at McBurney YMOA, 215 West 32nd Street, New York 11, N. Y. Call for appointment. Ask for John Hall.

150 Attend Newark Dinner

Newark, Dec. 5 — The buffet dinner, sponsored by the Credit Employees Union, was a great success. More than 150 members and visitors attended. A long line formed, and the last attendance on record for a regular meeting, CatherineClar- tinent, ditit in, chairman for arrangements. Pauline Pecichalc- sion, president, appointed the fol- ders, the Rev. John A. Con- sisting of a young boy, F. Davore, sunshine, Mrs. Hazel Hartin: re- gistered, Dr. Murray Bregman, correspondence, Mrs. Leona Manly, Clantage E. Rell, president of the Western Conference, andly. Our branch chapter may take pride in having the highest pack of incoming members to the Association from among the employees of the school. Here- pral Galpin, CSEA irnury research

If you work for NEW YORK CITY GOVERNMENT

You have the privilege of purchasing dividend paying shares in an organization owned and operated by employees of your City Government.

THE MUNICIPAL CREDIT UNION

Chartered 1916

OFFERS you—the Municipal employee—an opportunity to become a member by purchasing shares. We invite you to join more than 40,000 members.

Shareholders may borrow with these privileges.

1. You may borrow from $50 to $3500
2. Loans are insured against death and total disability
3. You receive the full amount borrowed
4. No fines, no discounts
5. Up to 50 months to repay
6. Lowest interest rates obtainable
7. All loans confidential

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CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, an employee of the department with unusual knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the staff of the Department are not to contribute to this column. In cases of unusual prominence in them there are urged to write to us care of the Civil Service LEADER, 92 Diament Street, New York City 7.

BY JACK SOLOD

The NYC Policeman and the State Prison Guard

MILLIONS of TV fans have been made aware of the tough recruitment problem which exists in obtaining qualified men for uniformed positions. Commissioner Kennedy made a TV appeal for more candidates to take the City's police examinations. Twenty percent of the usual number of applicants filed prior to this appeal; the pressure had to be relieved in this manner in light of the severity of the problem. A practical test of the situation has been to attract more potential policemen.

NYC police receive $6,450 a year after three years. Starting pay is $4,150. Men must be at least 21 years old, with a height of 5 feet 10 inches.

What is the answer? How are these policemen going to get a degree? They are going to attend night school, via some plan. First, they must all become politically conscious. When your living depends upon politics, you must take an interest in politics. The attitude of "Let the delegate or president of the organization do it" must go; we must all do it together.

"Self" the Public, the Politicians

If interested, you should start preparation with our opening class just around the corner, 4:30 P.M. to 5:30 P.M., for STYLE, which is given for the first training session of the new POLICEMAN PROGRAM. He is one of 12 aides allocated to the State Police Department.

NAMED TO TRAINING POST

Mr. R. J. Collins, technical assistant in the N.Y. Regional office of the Internal Revenue Service, has been named assistant to the State Police By Mr. Alpert for the first training session of the new POLICEMAN PROGRAM. He is one of 12 aides allocated to the State Police Department.

Human Side of the Tax Dept.

Parties Galore to Mark Holiday Season

Wanna go to a party? There are plenty of works in the party list, with Christmastime just around the corner.

HERALD TIMES

Dec. 13th: Corporation Tax Bureau employees will observe the Christmas spirit at a party at Jack's Restaurant, Albany, with Bernard Schmahl in charge of the festivities.

Also on the 13th will be the Truck Milanc affair, with Tom Perry in charge at the Fuller Road Firehouse, NYC.

On Dec. 15th, the Treasury and Unemployment Insurance Benefit section employees will hold a joint affair in Kappa-in-the-Hollow, with Howard Fox and Clarence Wanzer, co-chairmen.

On Dec. 19th, the administrative bureau will hold their Christmas Party in the Sheridan-Ten-Eyck Hotel, beginning at 3:15 P.M. A buffet supper will be served at 4:45. The committee in charge: George Braglia will attend.

The committee for the party includes Betty Cantin, George Hayes, Mrs. Juliana Lewis, Mrs. Marcil Wilkinson, Miss Alice McGraw, George Hepp and Harry Farrington.

Also on the 19th will be the Mayor Vehicle Bureau will celebrate at Petanis' Restaurant, Menands, under the chairmanship of Bernie Liss.

Another 19th party will be held by the Miscellaneous Tax Bureau and the Traffic Commission at the Sheridan-Ten-Eyck Hotel, with Salvadore Fillipone in charge.

Research and Statistics staffs will gather at Beck's Restaurant, Albany, on the 19th to observe the traditional holiday party. Bas Hase, chairman.

On Dec. 20th, the Collection Bureau will hold a Christmas office function. Louise Pemberton is chairman.

Christmas parties are scheduled for the Income Tax Bureau: Business Section—December 21, Lou Vella, chairman. Tim and pools


Administration Section—concludes all of the 19th Floor—December 20, University Club, Joan Ross, chairman.

Applications for PATROLMAN Female Open Until Dec. 13th (Applications for Policewomen Have Closed)

PATROLMAN and POLICEWOMAN

Official Written Exams Are Scheduled for January 25th

Anyone who is seriously interested in either of these attractive positions should enroll without delay for our course of intensive preparation. As little expense you will receive specialized instruction right up to the date of the examinations, and quickly improve your chances of passing the official test with a high mark. Our record of success in preparing candidates dates back to the early 40's.

You Need NOT Be a High School Graduate!

We invite them to attend a class session as our guests, so come and find out first hand. 

ATTEND CLASSES FOR PATROLMAN OR POLICEWOMAN

Next 2  Years of Service

• 39-HOUR WEEK • 30 DAYS VACATION • FULL PAY IF SICK

We have plenty of time to prepare for the written test which is given in connection with a written examination to be held at the State Tax Department for the equivalent exam, which we conduct for all Civil Service employees.

ASK ANY POLICE OFFICER ABOUT OUR REPUTATION

FOR STYLE

AND HER HATS WE ARE SURE TO GO TO

Have a look at our hats. We invite them to attend a class session as our guests, so come and find out first hand.

FOR ONLY $3.95

AND HER HATS WE ARE SURE TO GO TO

We have plenty of time to prepare for the written test which is given in connection with a written examination to be held at the State Tax Department for the equivalent exam, which we conduct for all Civil Service employees.

ASK ANY POLICE OFFICER ABOUT OUR REPUTATION

FOR STYLE

We have plenty of time to prepare for the written test which is given in connection with a written examination to be held at the State Tax Department for the equivalent exam, which we conduct for all Civil Service employees.

ASK ANY POLICE OFFICER ABOUT OUR REPUTATION

FOR STYLE

Applications have now closed. Those who expect to compete in this exam will find our Preparatory Course of great assistance. We invite them to attend a class session as our guests, so come and find out first hand.

ENROLL NOW! Class Forming For Approaching Exam for FIREMAN — N. Y. CITY FIRE DEPT.

Applications have now closed. Those who expect to compete in this exam will find our Preparatory Course of great assistance. We invite them to attend a class session as our guests, so come and find out first hand.

ENROLL NOW! Class Forming For Approaching Exam for FIREMAN — N. Y. CITY FIRE DEPT.

Competitions in this Popular Exam Will Be Very Keen. If interested, you should start preparation with our opening class just around the corner, 4:30 P.M. to 5:30 P.M.

We have plenty of time to prepare for the written test which is given in connection with a written examination to be held at the State Tax Department for the equivalent exam, which we conduct for all Civil Service employees.

ASK ANY POLICE OFFICER ABOUT OUR REPUTATION

ASSISTANT GARDENER

Applications have now closed. Those who expect to compete in this exam will find our Preparatory Course of great assistance. We invite them to attend a class session as our guests, so come and find out first hand.

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The DELEHANTY Institute

CIVIL SERVICE LEADER

Tuesday, December 6, 1955

Page Five
Letters to the Editor

WHO ARE AFFECTED BY ON-SITE SURVEY

Editor, The LEADER:

In the November 26 issue of The LEADER you state that about 10,000 positions in the unlimited grades are included in the 1,000. You should have noticed that these positions that can be allocated to two or more new classes, and that the results of the reduction creating new classes and Salary Plan are affected.

The employees having lumped together 1,000 salaries, particularly those in the technical and professional groups, who do not have professional licenses, are to be surveyed after July 1.

A. R. GRILL
President, American Society of Engineers and Architects
Board of Education of the City of New York

Exams are asked for filling choice jobs

Editor, The LEADER:

All clerks, grade 5 (administration, clerical) who are in the grades, which are going through the administration, clerical, and supervisory character. Why aren't these jobs filled right now? Where is the merit system?

F. A.

Time Off

A Kennedy is NYC Police Commissioner's new deputy

Everybody knows, if you show up too late, you're in trouble. They may be satisfied with their new status; but my experience has shown me that the administrative and supervisory character? Why aren't these jobs filled right now? Where is the merit system?

F. A.

Study of Outside Jobs

The U.S. is studying jobs held by its engineers. The National Society of Professional Engineers made the suggestion. Such a study could reinforce the engineers' argument that they should not have to hold outside jobs, to get enough income to support their families and themselves adequately.

Question of the Week

Whatever happened to the postal reclassification, and what will be the effect when it does happen?

Dr. Rusk Appointed to Health Council

Although the White House has not announced the additional appointments to the Harriman administration in Dr. Howard A. Rusk, who was appointed as acting Police Commissioner in January 1955.

Dr. Rusk has been appointed as a member of the State Public Health Council for a term ending Jan. 1, 1967. He succeeds Hoorie Polk, who resigned.

Conferences Discuss Ways To Prevent Discrimination

CHARLESTON, W. Va., Dec. 5—The President's Committee on Government Employment Opportunities today held its first area conference on discrimination policy in Federal employment. President Rusk, who was appointed as editor of The New York Times in 1957, is chairman of the Department of Agriculture and chairman of the Expansion of New York University Bellevue Medical Center.

Dr. Rusk has been appointed as a member of the State Public Health Council for a term ending Jan. 1, 1967. He succeeds Hooper Polk, who resigned.

Merit Man

Meet the public servant who stands in helping to smash commission and corruption in New York State.

Mr. Williams was eventually appointed, but the public servant who stands in helping to smash corruption in New York State. His name is Paul W. Williams, a graduate of the University of Virginia, who was recently appointed U.S. Attorney for the Southern New York State District.

Two of his accomplishments in the last five years have been major state administrative investigations. No instruction is necessary to separate the man of the people from the man of the law. It is the man of the people who is the man of the law.

Paul W. Williams

Eventually, today, the man of the people.

Editor, The LEADER:

The U.S. Civil Service Commission does not share the view that there has been any sizable abuse of sick leave by Federal or other public employees are thus maligned. Largely the结果 in the direction of disproof, but there will be some with individual human failings, even occasional shortsightedness, and some have eluded without certain employees taking any sick leave at all. There must have been days when some of those employees felt far better than, but they were not to joy just to keep the job.

One small postal unit now reports that 11 employees accumulated 2,776 hours of sick leave, or more than 250 hours each. Not one of the 11 took any sick leave in 33 years.

Disproof Is the Prescription

The U.S. Civil Service Commission does not share the view that there has been any sizable abuse of sick leave privileges. So long as employees are human beings there will be some with individual human failings, even occasional shortsightedness, and some have eluded without certain employees taking any sick leave at all. There must have been days when some of those employees felt far better than, but they were not to joy just to keep the job.

As an example of a public servant who stands in helping to smash, but is not afraid to speak out and attack, there is the example of Paul W. Williams, a graduate of the University of Virginia, who was recently appointed U.S. Attorney for the Southern New York State District.

Two of his accomplishments in the last five years have been major state administrative investigations. No instruction is necessary to separate the man of the people from the man of the law. It is the man of the people who is the man of the law.

Paul W. Williams

Eventually, today, the man of the people.
Each year the Leader searches the market place for something special for its readers—a very exceptional Christmas package they can give.

Once again the Leader circulation staff has been able to arrange an extraordinary value . . . a little walking doll that your daughters and nieces can dress and undress to their heart's content.

SUSIE WALKER
the Bride, and her whole trousseau

Susie comes to you ready for the wedding, dressed to march down the aisle, with headress, veil and a handful of lilies. And with her are five complete outfits for her honeymoon.

8 inches tall — she turns her head as she walks

Now, the little-priced walking doll you've longed for! Susie is small, dainty, adorable . . . and oh how she goes. Any little girl would love to own her. Durably made of indestructible acetate . . . high impact acetate that accounts for her amazing ability to withstand a little mother's loving ways. Only 8 inches tall, but she can walk with ease, sit up straight as a soldier. Her beautiful, wide-awake eyes are fringed with real lashes . . . and at bedtime, they close dreamily to sleep. Her pretty dyed wig combs and curls nicely for tumbling little fingers.

And Susie comes with a whole well-balanced wardrobe, so she need never worry about what to wear! Beautifully dressed as a blushing bride, she's completely ensamble in traditional white. And her trousseau consists of five additional dresses for every occasion, all in the height of fashion. Casual dresses, dress-up dresses, so little mother can change her to their heart's content—keep her outfits right in step with the current season.

Just the right size, too, to sew for. Susie looks wonderful in everything she wears. Moms little mothers can supplement her wardrobe with their very own handiwork.

And Susie's so modestly priced, she can enchant every little girl with her grace, her poise, her simply delightful charm. There just isn't a young miss anywhere who wouldn't adopt her on sight, love her for ages!

All for $3.98 Postpaid
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HOW TO GET Susie

All you need to get Susie is to clip the coupon below and enclose $3.98. Susie will come to you postpaid. (If you live in New York City, add 12c for city sales tax.)

Or, if you prefer, you may visit the Leader office and carry Susie off for yourself.
By H. J. BERNARD

Bravely lost to sight, amid all the attention monopolized by the NYC Career and Salary Plan, is the fact that it is being administered in part by the State, to toxic to NYC and new to the State, to toxic to the State. The financial responsibility for all salary matters rests with the Budget Director, who is Joseph Schechter, whose life’s ambition has been to make personnel administration a reality. True, the Personnel Director, Mr. Schechter, is an energetic and setting policy on personnel matters. He regards his new assignment as a directive to revitalize the Salary Department, the important post he has assumed, and have the pay administered by the new系统. This involves the study of the remaining 125,000 employees directly.

There are two kinds of employees: those who have been in NYC for less than five years and those who have been there for five years or more. The former have been transferred to NYC from other departments of the State, and the latter are NYC employees.

Mr. Schechter is an energetic, friendly follow, 54 years old. He is a graduate of the University of Pennsylvania, and has served in management consulting for the Long Island Railroad Commission. He studied the 16 retirement systems of the State, and the Civil Service Assembly. He served as consultant to the Majority Leader of the Assembly on employer-employee relations in 1951. Since then he has been a part-time consultant to the Temporary State Commission on the Revision of the Civil Service Law. He is a member of the American Society for Public Administration and the National Conference of Governmental Affairs. Everybody seems to agree that he has what it takes to be in the NYC civil service: he is only 34 years old, but he has the country’s best plan of mental health, and is a man of action. As for Mr. Schechter, the year of his appointment is a directive to revitalize the Salary Department, the important post he has assumed, and have the pay administered by the new system.

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**Questions of General Interest**

The Leader. Address the Editor.
Social Security-Pension Issue Evokes Comments

"The careful analysis of the question of cost will decide the method. We believe that this will come to some of the State employees for years have been talking for and introducing legislation for a 25-year, half-pay retirement plan. This type of security reads very well for persons outside of State because they believe State employees would then have a pension paid from public funds.

But public servants themselves should refrain from using this term if they ever hope to accomplish anything. The public pension part of their retirement increased to a higher quarter pension to an employee years of age, providing he is covered with the financial savings, or obligation, of the State. The State now realizes that our retirement system has fallen far behind inflation. Even home relief employees now under public pension systems that there be no improvement of their earning power because of coverage in O.A.S.I."

NEW YORK STATE JOB OPENINGS

Radio Jobs Open At Fort Washington

Fort Washington, Staten Island, needs radio installers and repairmen, at $219 an hour. Apply to the Board of U. S. Civil Service Commissioners, at your own risk, until further notice. The exam is No. No. 24-24-4 (5). Candidates must have three years' experience including repair, installation, maintenance and overhaul of electronic equipment, and experience on power supplies, public address systems, recorder reproducers and other types of Army signal equipment.

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Middlebrook Addresses Metro Armory Meeting

NEW YORK CITY, Dec. 8 — The largest membership monthly meeting of the Metropolitan Armories chapter, CSRA, was held at the 10th Infantry Regiment Armory.

Major Joseph Middlebrook was guest speaker. He told the employees that the CSRA program for their benefit is being developed. The answer will be in the offering coming in December, he said.

The following armory superin-

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PHOTOS BY WM. J. DOUGLAS

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For Patrolman, So NYC Extends
the NYC Personnel
Department's applications for patrolman (P.D.) jobs,
But Not Nearly Enough Candidates
"We must get more candidates for the Department of Police, Department Personnel Director Joseph Scheck
has been challenging the need to advertise to
the public more than is necessary. He says the City
department has been experiencing difficulty in
filling positions in the police force because too
many people are applying.
In New York City, Mayor Robert F. Wagner
announced plans to extend the department's
application period for patrolman (P.D.) jobs,
Not Nearly Enough Candidates
by 99.999.
Mr. Scheck, who has been with the department for
more than 20 years, said the department has been
experiencing difficulty in filling positions in the
department because too many people are applying.
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## State and County Eligible Lists

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Erie Chapter Elects Quinn

BUFFALO, Dec. 5—The following officers were elected at a recent meeting of the Competitive Civil Service Employees Association, at the Trump Pool, American Legion, here: John Quinn, president; Ray V. Donny, vice-president; George Huffman, recording treasurer; Rose Aukne, financial secretary; Alice Gary, recording secretary; Horace Hovland, sergeant-at-arms.

Date of installation of officers will be announced.

Chemung Chapter’s Exec Council Meets Oct. 14

HAMPTON, Dec. 5—Chemung chapter’s executive council held an evening meeting at the TRESS Home and Garden here on the fourteenth.

President James N. Donahue chaired the meeting, at which the membership committee, now conducting a recruiting drive, reported that several school districts are interested in joining the Association.

A proposal to hold a get-acquainted meeting—to introduce newly elected City and Council heads, and Council and Board members—will be acted upon at the next meeting to be held Dec. 8.

The budget committee reported that a deficit is expected in normal operating expenses, due to the cut in state refunds. A ways and means committee, headed by Patrick Tew of the County Treasurer’s Office, was named to study ways to raise funds to augment the reduced treasury.

The budget committee will also meet to discuss the possibility of increasing the present $2000 fund to $2500 to enable the Association to make its share of the new $15,000 county fund.

That the salary program of The Civil Service Employees Association calls for a 20% increase in base salary, and a mandatory maximum 40 hour 5 day work week with no loss in take home pay for all State employees, and mandatory salary plans for employees of all local units of government? You can support this program by joining The Civil Service Employees Association today, or renewing your membership with them.

Fill out the application for membership below, give it with your dues payment to any representative of your CSEA chapter or send it to the CSEA, 8 Elk Street, Albany, N.Y. If you are a member for 1956—give this application to a fellow employee. Any employee of the State, or local unit of government, is eligible to join.

Dr. H. MEYER, 82 "J" Street, New York, N.Y.

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Dr. H. MEYER

ADDRESS

82 "J" Street

CITY

New York

STATE

New York

ZIP

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