Both Parties Pressing For Health Insurance; CSEA's Weighing Plans

ALBANY, Dec. 12—Republican legislative leaders have called for legislative action to provide State and municipal employees with a voluntary, cost-sharing medical insurance program.

Mr. Mahoney and the Assembly leaders said the committee was ready, to analyze it. "To that end, it would be most helpful if your (Metcalfe's) committee would undertake an immediate study of the most practical method of providing a statewide hospital and/or medical benefit on a voluntary basis," Mr. Mahoney said.

The committee recommended that the State and municipal employees today constitute one of the important segments of our job force in New York State. These loyal, conscientious servants of the people are doing their part in the protection against sudden unexpected drains on the family pocketbook because of accident or illness.

Mr. Mahoney wrote: "Our State and municipal employees are to be congratulated for their voluntary, coat-sharing medical insurance plan, voluntary, coat-sharing medical insurance plan, voluntary, coat-sharing medical insurance plan. Dr. Frank L. Tolman, chairman of the Civil Service Employees Association, has long urged both parities to support such legislation. A medical plan is an important part of the CSEA legislative program for this year."

Mr. Mahoney added it was his purpose to let the people of New York know that it may be possible to inaugurate a public report by the State and Municipal Employees Association, and we are agreed that legislative coverage be extended to all employees not so covered through interference or distraction from such legislation in the event they are the subscribers of the employees retirement system, the Civil Service Employees Association organization, and in the event they are the subscribers of the employees retirement system, the Civil Service Employees Association organization.

Mr. Mahoney reminded Govt. Lines Fade, Short Hills, N.J.

Mrs. Williams said the group of 100 employees in the 6th, 7th, 8th or 9th year, will help reduce expenses on this pay sta.

The contest closes on January 15.

First prize is a 10s pound home, second prize is a 10s pound home. The essay is not to exceed 500 words, must be written in ink or typewriter on 8½ x 11 white unlined paper. Names and legibility will be considered.

An application, which must accompany the essay, should state the applicant's name, address, and the subject of the essay. The essay may be submitted by each entrant. Entrance should not be signed, the chapter said. Each contestant will be assigned a number. The children of all employees, except chapter officers, are eligible, the CSEA unit added.

ALBANY, Dec. 12—In response to the intense interest of State employees in coordination of Social Security with the State Retirement System, the Civil Service Employees Association has asked that a two-pronged action, to expedite a public report by the State, and have an Association committee ready, to analyze it. John F. Powers, Association president, has asked that all information on the subject be released by the State at the earliest possible moment, in order that the accomplishment of anything worthwhile may not be delayed another year by the necessity of the part of interested groups to take further time to study a report and make recommendations.

Mr. Powers' request was made as follows in the State Committees of Refugees and Veterans: Mr. Mahoney to Sen.

Leaders of Walter J. Mahoney to Sen.

Civil Service Employees Association in Albany this year, delegates approved the following resolutions for the CSEA annual meeting here last October.

At the 45th annual meeting of the Civil Service Employees Association in Albany this year, delegates approved the following resolutions dealing with Social Security and the present retirement system.

Social Security for All Employees Without Reduction of Retirement Benefits: Resolved, that Social Security coverage be extended to all employees not so covered through interference or distraction from such legislation in the event they are the subscribers of the employees retirement system, the Civil Service Employees Association organization.

Mr. Mahoney to Sen.

For Health Insurance; CSEA's Weighing Plans

ALBANY, Dec. 12—More than $7,000 has been awarded thus far this year to State employees for time and money-saving suggestions. Dr. Frank L. Tolman, chairman of the Civil Service Employees Association, announced.

Recent CSEA award winners are: Blauw W. Armstrong, senior employment interviewer, Division of Employment, NYC, for his suggested method of covering repair work, which has been endorsed by his supervisor as an aid to maritime employees.

Wayne Z. Porter, attendant at Willard State Hospital, for his suggested method of covering repair work, which he said it may be possible to introduce and enact legislation at the 1966 session.

Individual certificates of merit signed by the Governor accompany each cash award.

Krumm Stands Harrriman Reminder on Full Pay

In its request for a 48-hour work week for institutional employees, the Mental Hygiene Employees Association reminded Govt. Lines Fade, Short Hills, N.J.

Mrs. Williams said the group of 100 employees in the 6th, 7th, 8th or 9th year, will help reduce expenses on this pay sta.

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ALBANY, Dec. 12—Upward re-allocations, retroactive to April 1, 1964, have been made in four State titles.

Employment consultant, from grade 13, $5,660 to $6,640, to grade 21, $9,560 to $7,680.

Law records supervisor, from grade 24, $8,490 to $8,780, to grade 23, $9,090 to $8,070.

Extra Pay for 'Graveyard' Duty

Hourly employees of Midland, Mich., get a special bonus in their city pay checks when they work at least two hours in a row during the "graveyard" shift, midnight to 7 A.M.

Hourly employees—as differentiated from those who work for an annual wage—on the regular shift, 8 P.M. to midnight, also get more pay. They receive eight cents an hour more than those who have ordinary day-time working hours.

But that bonus is doubled to 16 cents more for those on the "graveyard" shift.
INTEGRATION PATTERN IS OUTLINED BY KAPLAN AS EMPLOYEES DEMAND HIGHER PENSIONS IN EITHER OF 2 WAYS

ALBANY, Dec. 17—The proposed plan of integration of Social Security with the U.S. Civil Service Retirement System was outlined to a conference of Federal personnel associations in New York and New Jersey by H. Eliot Kaplan, chairman of the former Commission on Retirement Policy for Federal Employees.

The plan is to go before Congress when it reconvenes next month. The U.S. Civil Service Commission is backing it, and the bill will be an Amendoration measure, with President Eisenhower's full support. It has considerable backing among both Democrats and Republicans. Also, there is active opposition from various quarters, including some employee groups.

Controversial Subjects

The Federal pattern is important also to New York State employees. The State Personnel Commission, of which Mr. Kaplan is counsel, will recommend some form of integration to the State legislature, probably the middle of next month. Governor Averell H. Harriman has spoken favorably about integration, and so has Mayor Robert F. Wagner of N.Y.C. State law would have to be amended to enable that integration to take place under existing provisions of Federal law, but the pattern of integration, or whether supplementation, is preferable, is a highly controversial subject right now.

Mr. Kaplan stressed the point that his committee recommended to the President and Congress that there would be no reduction or dilution of present U.S. Civil Service Retirement System benefits, and no present increase in cost to the employee. The only ultimate increase would occur if the Social Security Retirement tax increases, as provided under present Federal law, attain maximum in 1973.

Two Kept Reasonably Separate

Mr. Kaplan pointed out that formerly employees in private industry used jealousy the superior retirement allowances of public employees, but that the situation has changed, so that, if anything, sympathetic pressure is ahead of public industry, on that score, either through integration of social security with private pensions, or the supplementation of the two. He added that the two methods, social integration and private pension, are kept reasonably separate, and that the same is being recommended for public employees.

The Federal government has unlimited taxing and borrowing powers, unlike other levels of government. His committee recommends periodic valuation of Federal retirement systems, too, so that they will always remain actuarially sound. The New York State and NYC systems are on that basis, but for them, too, the need for periodic valuation exists, Mr. Kaplan believes. The more for the retirement system, he said, is "Always keep ahead of the pack." As the State and local systems in the State now stand, they can't go broke.

The plan recommended by the Kaplan Committee, to affect only

WANTED!

MEN—WOMEN

between 18 and 55 to prepare now for U.S. Civil Service tests to be held in New York. During 1956 there will be many appointments to U.S. Civil Service jobs in many parts of the country.

There will be job openings paying as high as $772 a month to start. They will be paid in accordance with the same kinds of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

But, in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some tests as few as one out of fifty applicants pass. Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately-owned firm which helps many more than three tests each year. The Institute is the largest and oldest testing agency of this kind, and it is not connected with the Government.

To get full information free of charge on these Government jobs fill out coupon, stick to postcard, and mail at once—TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act now!

FRANKLIN INSTITUTE, Dept. M-66
Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of Franklin Institute's book, "How to Pass the tests in U. S. Civil Service jobs"; (3) list of U. S. Civil Service jobs; (4) tell me how to prepare for some of these tests.

Name

Street

City

State

Age

Zone

SUBMISSIONS OF COUPON IS VALUABLE USE IT BEFORE YOU MISSIT.

TIMELY TIP FROM COM EDSION

Pin-Up Girl. Fun at her age... but no fun for you, when you have to lug clothes outdoors in icy weather or clutter up the basement on rainy days. What a difference a modern automatic dryer makes. Just pop in the clothes. They dry sunshine-fresh and fluffy. (Surprising how this dries down ironing!) If you aren't lucky enough to have one, why not drop a hint to Santa!
Correction Corner

WHENEVER we look for a raise in pay, it becomes necessary to work and argue with budget directors, classification boards, legislators, etc., and maybe we get a portion of it. When we look for liberalization in the pension system, the same thing occurs, with wailing and moaning from Albany about the "cost, the cost." Lo and behold! All of a sudden a new look, no fighting, no "cost," but a big happy smile and integration of Social Security is yours, boys. "Beware of the Greeks who come bearing gifts."

Prediction: Governor Averell Harriman in his message to the State Legislature that was delivered January 4 will call for elimination of the hospital beds in the law requiring equal pay for women. The women at Al- bany State School and Westfield Farms will be overjoyed at this belated recognition of the many years they have performed the same jobs as prison guards and criminal hospital attendants but have been discriminated against in regard to salary. Women criminal hospital attendants receive equal pay with the men, but women have been overlooked and underpaid for years. This stand by the Governor should endure and for all equal salaries for prison guards, matrons and criminal hospital attendants.

With all the talk of Social Security, let us not overlook the main objective of this coming session: 40 hours a week with some take-home pay. Social Security is something that will take a few years; let's remember first things first.

A Salesman Must Have Something to Sell

In the near future, a new State prison guard exam will be held. It is almost a certainty that the applications for this exam will result in a new numerical low. Despite the high-pressure methods of the State Civil Service Commission in recruiting for this job, the fact remains that fewer men fill the positions. This weekly column will report what is happening as best we can. The exam will be held in Albany on Saturday, February 9. Mr. and Mrs. John Johnson, 24 Main Street, will co-host a dinner party in honor of the candidates. Mr. Johnson is a local lawyer and is known to be a great host. The dinner will be held at the Times Hotel at 7:00 PM. All candidates are invited to attend.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President
Civil Service Employees Association

Harriman's Pay Goal for Others

Should Apply to State Workers, Too

At the PFL-CIO convention, held in NYC last week, Governor Averell Harriman again announced his faith in our expanding economy and the necessity of attacking poverty through raising the base of the minimum wage. Harriman's statement was in response to a question from a member of the audience. He said, "The minimum wage," he said, "ought to be raised to the figure I urged last year and that was $1.25."

Earlier in his speech, the Governor urged the labor organizations to join him in his attack upon poverty. "But it can't be done only at the State level," he said. "It has to be done at the national level."

Put Theories in Practice Here

It is hoped that the Governor did not mean that the State of New York would take no action in raising the wage level until the national government has acted. Governor Harriman has an excellent opportunity to put his wage theories into action in New York State. A large segment of the working population is employed in the State whose economic destiny the Governor more closely follows. If the Governor can raise the base wage level of the State employees at $1.25 per hour he would go a long way toward overcoming some of the very difficult problems which have been dogging the public employee for some time. Higher Base Wage a Great Boost

A salary plan built upon this floor would give the State civil service salary scales a lift which would tend to bridge the gap which has long separated them from the industrial workers. Also, the Governor, in his pronounced beliefs in the program of public employees as his "third party," should look closely at his state, where the basic 40-hour week is distinctly honored in the breech. Over one-quarter of the State's employees, are paid over $500 a year less than their counterparts in male pri-

tional level.

These women workers, who are paid over $500 a year less than their counterparts in male professional level, are in a position to be the "voice hand" in seeing that their material and their views are his own. Members of the department who would like Mr. Solod to discuss matters of especial impor-

tance to them are urged to write him in care of the Civil Service LEADER, 9 Dane Street, New York City 7.

The State Bearer Gifts?

BY JACK SOLOD

Maurice chapter seeks these improved benefits for the coming year. Its arguments for the sur-

vey were well-received by the Board of Supervisors and they recently published. Chapter officials are studying the report before rendering an opinion on it.

Donald L. Greenleaf, representative for the Board, explained that methods were used in making the survey at a chapter meeting last month.

NAMED TO SBA POST

John E. Morressy of Brooklyn has been named Deputy Com-

missioner of the State Liquor Au-

thority, assigned to the NYC of-

fice.

Mourners have been invited to participate in the funeral services.

CHRISTMAS PARTY

For Health Aides' Offspring Dec. 17

ALBANY Dec. 12—The annual Christmas party for children of State Health Department employ-

ees will be held at 10 A.M. on Dec. 17 at Chancellor Hall, State Education Building. More than 400 children attend-

ed last year's event, and a larger number is expected this year.

Santa Claus will present gifts to all the children, and there will be refreshments.

Paul F. Robinson is general chairman of the committee: Dr. Meredith H. Thompson, chair-
mun-elect; Marion Henry, vice chairman; Virginia Clark, secretary, and Clifford M. Hodge, treasurer.

Investigator List

Issued by State

The State Civil Service Depart-

ment has released a 32-_member competitively-listed, called "Investigator (supervisory dist-

rcit)". Department of Labor, Seventy-six persons had applied for the test, held September 16. The pay scale is $2,540 to $4,093.

History L. Koblenz of Albany is No. 1, with a rating of 98 in the in-


THREE NEW STATE TITLES

ALBANY, Dec. 12—There are three new titles in State service: Associate U. S. hearing representative, $3,360 to $6,049 a year; director of youth rehabilitation, $8,090 to $9,800, and youth parole director, $8,090 to $8,978.

NEW TITLE, SAME PAY

A change of title is to be noted in the State Education Depart-

ment. Chief, Bureau of Vocational and Educational Guidance, is now known as chief, Bureau of Educa-

tion Guidance. Pay remains at $8,090 to $8,978 a year.

SOCIAL SECURITY for public

employees is a news in the important subject in THE LEADER weekly.

To make sure that an aged retired public employee, who has been eking out an exis-
tence on a meager pension, would enjoy his holiday, members of Gorlfield chap-

ter, Civil Service Employees Association, helped stock the cupboard. Marion Wakin (left), chapter president, and Mrs. Agnes Williams, and past president, are pictured with some of the contributions.

Rochester Aides Tell Need To City Council

ROCHESTER, Dec. 12—A large delegation from Monroe chapter, Civil Service Employees Association, attended the budget hearing for Rochester City employees. F. Henry Guider, CSEA research and analyst, represented the chapter in its arguments for a higher salary for the Ro-

chester City Council, which ordered such a survey made.

On the County level, the Bur-

ington report has been approved by the Board of Supervisors and recently published. Chapter officials are studying the report before rendering an opinion on it.

Donald L. Greenleaf, repre-

sentative for the Board, ex-

plained what methods were used in making the survey at a chapter meeting last month.

Five aide representatives were on hand for the hearing. They are: Miss Alice Wirth, Miss Dorothy Wissman, Miss Eileen Scudder, Miss Rachel Weisbeld, and Miss Beatrice Weisbeld.

They stated that the aide employees of the city are paid $3,540 to $4,490, while social workers, who work in institutions and hospitals, are compelled to work as much as 48 hours each week.

To work as much as 48 hours each week.

[Image 0x-0 to 800x1177]
Hearings on Security End

WASHINGTON, Dec. 13—The Senate subcommittee's investigation of the security program, under which Federal employees, and applicants for U.S. jobs, are checked for ethical, moral and ideological suitability, has ended, with opinion divided about the results.

The Democrats, who engineered the inquiry, say that testimony proves that figures given out by the Eisenhower Administration grossly exaggerated the number of separations from jobs on security grounds. Paul K. Hadlick, subcommittee counsel, said that 69 percent of those on lists issued as they represented separations for security cause, were dismissals for usual reasons, unrelated to national security. Democrats on the subcommittee took the same position had worked a "numbers game"—citing much larger numbers of separations from jobs on security grounds. Paul K. Hadlick, subcommittee counsel, said that 69 percent of those on lists issued as they represented separations for security cause, were dismissals for usual reasons, unrelated to national security. Democrats on the subcommittee took the same position.

The Republicans now just the opposite, an attempt by the Democrats to distort the facts. Senator Frank Carlson (R., Kan.) said the hearings by the Senate Civil Service Committee's unit were cut off without the Government being given a full opportunity to state its side. He called the committee's policy "hit and run tactics."

Out of the political turmoil is supposed to come a subcommittee's recommendation for the improvement of the security program, so that personal and personnel rights of employees will be fully protected, and the Government will be safeguarded too.

NASSAU COURT AIDES
HOLD DINNER-DANCE

Court officers, appointed to Nassau County Supreme Court, held a victory dinner-dance December 5 at the American Legion Post Hall, Carle Place. Michael Breuier, past post commander, who was chairman of the dinner, was assisted by Michael Breuier, past post commander, who was chairman of the dinner, was assisted by Michael Breuier, past post commander, who was chairman of the dinner, was assisted by Michael Breuier, past post commander, who was chairman of the dinner, was assisted by Michael Breuier, past post commander, who was chairman of the dinner, was assisted by Michael Breuier, past post commander, who was chairman of the dinner.

RICHMOND COURT POST
New York City Court Justice Forrest M. Kilgore has succeeded the late Thomas J. Walsh as a Judge of the Richmond County Court.

Exam Study Books
Excellent study books by Arco. In preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 17 Dumas Street, New York 7, N.Y., two blocks north of City Hall, last west of Broadway. See advertisement. Page 16.

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Your own easy chair becomes a choice seat at any concert when you play your High Fidelity recordings on this outstanding, yet moderately priced instrument. The full range of sound audible to the human ear is brought to you with living realism—at a cost far below what you would expect to pay for such superlative quality.

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The Personnel Council is to submit to the NYC Personnel Department about the middle of next month recommendations for changes in the proposed Standard Leave Rules. The changes will be almost entirely additions.

As the result of requests by representatives for employees, a hearing is to be made at a public hearing before Personnel Director Abraham S. Beame and Deputy City Administrator Maxwell Lehman, new provisions will represent liberalization of maximum salary, and adjustments of salary and with disability payments under workers’ compensation.

The Personnel Department referred the whole subject to the Personnel Council and to the NYC Personnel Director Theodore P. Mahoney, Budget Director Abraham S. Beame and City Administrator Maxwell Lehman. The Personnel Department made the announcement.

The Personnel Department has scheduled the meeting of the Personnel Council, of which Dep.

Personnel Council, for December 1.

The Division of Employment Opportunities of the Civil Service Department, under the chairman-


TUESDAY, DECEMBER 13, 1955

Give the Disabled
The Break They Deserve

The need for government taking better care of its employees disabled in the performance of duty is so striking that the Commerce and Industry Association of NYC wants Mayor Robert F. Wagner to have a public hearing held on the subject. The lag in NYC's provision for the disabled is reflected in other public jurisdictions. The neglect of this humane treatment of all who are incapacitated is universal.

How would you feel, if you were disabled in the performance of duty, and because of technicalities of civil service rules and regulations, were not able to perform the physically arduous or mentally demanding tasks of your job, and as there is no vacancy in any title to which you may be appointed, that you are out of work? A disabling accident, even though it is paid, is not something to be taken lightly, with rare exceptions. For having been faithful, even courageous, and possibly having far exceeded the limits of your job, and as there is no vacancy in any title to which you may be appointed, that you are out of work?

The Federal Pittance

The committee, of which H. Eliot Kaplan served as chairman, that studied Federal pensions, concluded that the disability allowances granted by the Federal Government are too stingy. They are based on years of service, and salary, the same as are retirements for age. His committee recommended a considerable increase in disability benefits.

No only do members suffer injury, but they sometimes die in service. How much, or little, the public employee does for a widow and dependents, for instance, is illustrated by the pittance paid to NYC police and fire widows, $800 a year.

Slow to More

Government is not the worst employer in the world. But it is also one of the least employers, in keeping in step with progressive developments.

When practically all private industry is on a five-day, 40-hour week, what a time public employees with longer work-weeks are having in obtaining standard working hours. When employees in private industry bargain for benefits, and hold elections to decide their bargaining agency, see what difficulties public employees have in having a labor relations code put into effect that even frankly admits that public employees can bargain collectively, even though they have been doing so for years. And when an employee suffers a disability in the course of his work, what a time he has retaining the job he held after the accident occurred, and at the same pay. The employer then is not so eager to grant him a small pension and forget the whole matter.

Forgetfulness No Longer Forgiven

The day when forgetfulness is condoned has long since passed, and government must recognize that fact without delay.

The Commerce and Industry's suggestion is excellent. If it results in improvement of the treatment NYC employees receive, it will serve a meritorious purpose. It could, of course, if it induces an example that other public jurisdictions follow, so much the better.

Public employees deserve this break. Common decency should compel government to give it to them.
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 headdress, 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. Durable made of unbreakable 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-eye eyes are fringed with real lashes... and at bedtime, they close dreamily to sleep. Her pretty dyed wig combs and curls nicely for fumbling little fingers.

And Susie comes with a whole well-balanced wardrobe, so she need never worry about what to wear! Beautifully dressed as a blooming bride, she's completely assembled 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. Means 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 own, her peer, her simply delightful charm. Here just isn't a young miss anywhere who wouldn't adopt her on sight, love her for ages!

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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.)

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Gentlemen: I enclose $3.98. Please send me... Susie Walker

I understand that if, for any reason I am not entirely delighted, I may return this doll and her clothes for a full refund.

Check here if you are a subscriber to the Civil Service Leader.

If your address is in New York City please add 12c for city sales tax.

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NYS Jobs

Last day to apply in the following NYS open-competitive exams on Wednesday, December 21, except where another date is given. Apply in person or by mail with postmark no later than the date given. Summaries of minimum requirements for these positions are listed in last week's LEADER.

2716. ABBREVIATED KEY POSITION. (Prom.) - Water Inspectors. 10% Discount to Civil Service Employees. 10% Discount to Civil Service Employees. Phone 62-1051. Open Saturdays during December. Albany, N.Y. Bickart, 23 S. Pearl St., Albany, N.Y.

2248. MECHANICAL ENGINEER - Food Service. 10% Discount to Civil Service Employees. Phone 67-1051. Open Saturdays during December. Albany, N.Y.

New Book Defends U.S. Merit System

U.S. Typist and Steno Jobs

Hiring high school students for part-time steno and typist jobs in the City. The rate of pay corresponds to the full-time salary above.

Apply at the address given above.

20,000 Overseas Become Competitive

On April 1

WASHINGTON, Dec. 12 — The 20,000 overseas federal civilian positions, held by United States citizens, will be brought into the competitive civil service on April 1, the U. S. Civil Service Commission announced. This is the second major extension of the competitive service within a year. The first move covered 10,000-excepted jobs in Alaska and Hawaii.

"When this overseas conversion process is completed, there will exist for the first time a worldwide career system under which employees may be reassigned freely to and from overseas positions while remaining in the same service," the Commission said.

Incentives of these overseas positions will be eligible for conversion to career or career-conditioned status if they meet the requirements.

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A RANGE-FULL OF TAP Penny BEAUTY AND CONVENIENCE FEATURES:

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- U.S. TYPIST AND STENO JOBS...
- 20,000 OVERSEAS BECOME COMPETITIVE...
- WASHINGTON, DEC. 12 — THE 20,000 OVERSEAS FEDERAL CIVILIAN POSITIONS, HELD BY UNITED STATES CITIZENS, WILL BE BROUGHT INTO THE COMPETITIVE CIVIL SERVICE ON APRIL 1, THE U.S. CIVIL SERVICE COMMISSION ANNOUNCED. THIS IS THE SECOND MAJOR EXTENSION OF THE COMPETITIVE SERVICE WITHIN A YEAR. THE FIRST MOVE COVERED 10,000-EXCEPTED JOBS IN ALASKA AND HAWAII.

"WHEN THIS OVERSEAS CONVERSION PROCESS IS COMPLETED, THERE WILL EXIST FOR THE FIRST TIME A WORLDWIDE CAREER SYSTEM UNDER WHICH EMPLOYEES MAY BE REASSIGNED FREELY TO AND FROM OVERSEAS POSITIONS WHILE REMAINING IN THE SAME SERVICE," THE COMMISSION SAID.

INCENTIVES OF THESE OVERSEAS POSITIONS WILL BE ELIGIBLE FOR CONVERSION TO CAREER OR CAREER-CONDITIONED STATUS IF THEY MEET THE REQUIREMENTS.

J. EIS & SONS

BECOMES COMPETITIVE ON APRIL 1
Battalion Chief Eligible List

Following is the 138-name promotion list for battalion chief, NYC Police Department.

BATTALION CHIEF
(Froom.) Fire Department.

1. Joseph F. Murray
2. John A. Doherty
3. Thomas J. Smith
4. George J. Scuvas
5. Richard J. O'Connor
6. John J. Hanley
7. James A. Menard
8. John J. Foley
9. Joseph J. Murphy
10. John F. O'Brien
11. Michael J. Lennon
12. Michael J. Dolan
13. George J. Bowers
14. John J. Hickey
15. John P. O'Sullivan
16. John J. Costello
17. Edward J. Cuccaro
18. Michael J. Morris
19. John J. Ryan
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136. John J. Kelly
137. John J. Martin
138. John J. Kiernan

R. A. DODD NAMED BY YOUTH COMMISSION

ALBANY, Dec. 12—Robert A. Dodd of Rochester, N.Y., has been named field representative for the State Youth Commission. He will represent the Commission in Dutchess,Putnam,Westchester, Rockland, Orange, Sullivan, and Ulster Counties. Mr. Dodd succeeds Peter B. Hunsley in the $5,000 to $6,000 job.

BROOKLYN'S BEST BUYS
DIRECT FROM OWNERS ALL VACANT

EASTERN PARKY (Brooklyn)
2 bedrooms, 1 bathroom, 1 room
$250.00 C.I.A.

STERLING ST. (Brooklyn) 1 bedroom
1 bathroom, 1 room
$225.00 C.I.A.

STERLING PL. (Ralph) 6 family
$150.00 C.I.A.

MONROE ST. (Mr. Mercy Ave., Brooklyn)
2 story brick house, 3 rooms, 1 bath
$150.00 C.I.A.

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WHY PAY RENT?
SMALL CASH DOWN PAYMENT
WILL BUY ANY ONE OF TEN
ONE & TWO FAMILY HOMES
IN THE MOST DESIRABLE PART
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MR. WILLIAMS
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OPEN SUNDAY — 10 A.M. to 4 P.M.

FURNISHED APTS.
White-Corroir 1 and 2 room apartments, beautifully furnished, kitchens, bathrooms, elevators. Kitchen Apartments, 57 Berkshire Pl., between Bedford and Ramapo, near 8th Ave. and Brighton lines.

QUESTIONS of general interest are answered in the interesting Question Phase column of THE LEADER. Address the Editor.
Beame Empowered to Fill Vacancies With Lesser Titles

The Board of Estimates has given Budget Director Abraham D. Beame authority to fill vacancies in lower titles more closely related to duties, and at lower pay. Action came at the December 1 meeting of the Board. Mayor Robert F. Wagner told Ted Breen of the filing of vacancies by persons in lesser titles would be made public when the matter was considered by the mayor.

C. F. Gamble Gets Award

Charles F. Gamble, departing deputy First Army engineer for administration and supply, received a certificate of achievement. He has been appointed comptroller of Harman Arsenal in Metuchen, N. J.

Housing Aides To Appeal for Higher Grade

An appeal from the classification of housing assistants will be taken as soon as the appeals board is appointed. The assistants, employed by the NYC Housing Authority, are now in grade 9, $4,500 to $5,000, and want to be raised to grade 10, $4,950 to $5,950.

The City Employees Union has arranged to confer with Warren Monroe, executive director of the Authority, and Joseph Rechel- nik, personnel director, prior to taking any action on the appeal.

Peinstein Explains

Henry Peinstein, president of the union, said that duties are performed by housing assistants similar to those of real estate managers in the Board of Estimate's Bureau of Real Property. It was explained that the requirements for the real estate manager jobs are three years experience, while those for housing assistant are four years experience, and a high school diploma.

The Director of the office pointed out that not all housing assistants perform duties similar to those of real estate managers, and that a study would have to be made of the actual duties of each individual housing assistant, before a determination could be reached.

The union wants the housing assistant title made appropriate for filling the real estate agent jobs, and the pay scales made uniform, at the higher level.

FRIGIDAIRE COLOR FAIR at

J. Eis & Sons

Exciting New Refrigerators for ’56 in a choice of 4 Beautiful Colors and White

Come to the

14.3 cu. ft. Cold-Pantry with Bottom Freezer for 168 lbs. food!

Almost 8 cu. ft. freezes storage space in a completely separate freezer— with storage baskets that pull all the way out, in sight, in easy reach! And the new Ice-Ejector delivers a whole trayful of cubes—at a stroke on our easy push! Refrigerator section on top is self-defrosting, has Roll-to-You Shelves, Meat Tender, Egg and Utility Drawers and tall-bottle space. Shelves on door.

Model CP-115-36

Showroom

BUY NOW

PAY NEXT YEAR

12 cu. ft. Cold-Pantry—Just push in for a shower of frosty dry ice cubes

Amazing new "Dry Hands" Ice Service works with one push on the Ice-Ejector Tray. Door opens— all the doohs roll out, all the way! Top refrigerator section in self-defrosting. Has Meat Tender and Egg Drawer. Pantry-Door has "Picture Window" Hydrator. Better Condensation, tall-bottle space and Utility Compartment. Bottom Freezer is completely separate, has Roll-to-You Basket.

TRADE IN NOW

J. Eis & Sons

105-07 FIRST AVENUE, N.Y.C.

Ref. E. 6th and 7th Streets

This is the year to pamper your love of color, and these are the thrilling new Frigidaire Refrigerators to do it. Wait till you see them—color inside and out—mouth-taking colors that will make your kitchen sing. They're such practical beauties, too, with feature after feature that will banish your food-keeping problems in a flash.

Change color schemes in a flash with new DECORATOR PANELS!

Now your kitchen can be the brightest, gayest room in the house. Thanks to these attachable Decora- tor Panels you can recolor your present colors or in- troduce a new one at will. Made for Ranges, and the Imperial Upright Food Freezer too.

Here's BIG storage space in

now "Dry Hands'

amazing new "Hot Hands'

a choice of 4 Beautiful Colors and White.

CHRISTMAS SPECIALS

10,000 COME IN—AND WIN!

$10,000 "FREE-FOR-ALL" CONTEST

YOU MAY WIN—A 1956 Continental or Buick or Chevrolet or one of the other 150 BIG-VALUE PRIZES of Brand-New 1956 Frigidaire Refrigerators +Ranges + Washers + Dryers

Make $90.00 Weekly

Addressing Envelopes

Chinese Restaurant

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Hang Far Low

Christmas and New Year Tours

A Selective Tour of the World

To: Mrs. Virginia "Mrs. V." Tugwell, Executive Director, Women's Auxiliary, First Army, Post 49, P.O. Box 700, Palace Station, Las Vegas, Nevada

From: J. Eis & Sons

November 30, 1955

Dear Mrs. Tugwell:

Enclosed is $90.00 check for your "Selectives" tour of the world. I'm sure you'll enjoy it and I'll be glad to hear from you when you return from your trip.

Sincerely yours,

J. Eis & Sons
CHINCHILLAS
Can Provide a Better Living Than You Have Now. We are always received. It's an easy-to-care-for business with little or no overhead. Almost anything which can be grown or eaten increases our physical and mental faculty.

Dreaming of living in the country? Raise chinchillas and enjoy all the benefits. (Take spare room or outbuilding is all you need; no need for acreage; it's an investment.)

Chinchillas are raised in all climates. You have the privilege of purchasing dividend paying shares in the Country. Your home's basement, chillers are raised in all climates. You need; no need for acreage; it's an investment.

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City Government.

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Debt of Gratitude is Due Southern Conference Area Membership Committees

Listed below are the membership contributions of CSEA units at the state level in the Southern Conference Area. These contributions are a reflection of the organization's commitment to strengthen its membership, to convince its members of the need for full representation, and to support their fellow employees in their efforts toward improvement in salaries, retirement provisions, fringe benefits, and other working conditions. The Southern Conference Area is committed to strengthening its organization and to providing better representation for its members.

Activities of Employees in State

Housed at Newark

Newark, Dec. 12—Latest reports from Newark State School show that CSEA is included in the following activities:

- Congratulations to Dr. Ida Leblanc, chairman of the committee on health and welfare, who recently became American registered nurse. She attends a new Ford convention.
- Chas. S. Metz, president of Bryant and Courier, Ltd., and Mrs. Maude D. Hamm, secretary, attended the Thanksgiving week end in Utica.

- Congratulations to Mrs. Margaret Hanlin, who recently was re-elected president of her school's CSEA chapter. The chapter wishes to extend its congratulations to her and her fellow employees in the successful completion of their work.

Well-Earned Plaudits to Indian School Teachers

WOODSTOCK, Dec. 12—The following employees in Indian Schools are on vacation: Marion C. Bowker, assistant principal; Robert Smith, principal; George Bowen. Congratulations to Dr. Ida Leblanc, chairman of the committee on health and welfare, who recently became American registered nurse. She attends a new Ford convention.

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896 Name Staff Attend Promotion Roster Issued

ALBANY, Dec. 12—There are 896 names on the State's promotion eligible list for staff positions at institutions of the Mental Hygiene Department. A total of 3,944 employees are eligible for State employment. The State's promotion eligible list for staff positions at institutions of the Mental Hygiene Department. A total of 3,944 employees are eligible for State employment.

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Employees Stress Need for Higher Pensions

(Continued from Page 2)

Federal employees would leave the present benefits intact, including minimum retirement age, and size of the monthly retirement allowance checks.

"At retirement, not only would an employee not get anything less than at present from the U. S. Retirement System," Mr. Kaplan added, "but at age 65 he would get, as I figure it, from 6 to 8 percent more. He would be paid from two sources, after reaching 65, instead of from one source. The survivorship benefit would be improved. When a member reaches age 65, under the integration plan, he would retire under Social Security, through the integration plan, even if already retired under the public employee system. "If an employee dies while a Federal employee, survivor benefits would go to the widow, dependent parents, and children under the age of 18. "The U. S. Civil Service Employee Retirement System provides for surviving widow's benefits now.

Under the proposed plan, benefits to the widow would be continued, but eligibility would be liberalized. Now a widow gets half the retirement allowance the husband would have received, had he retired instead of died, provided he was a Federal member of the system when he died. Also, there is benefit for minor children under the present retirement plan. Neither survivorship benefit exists under the State Employees Retirement System nor the NYC Employees Retirement System—Editor). Now the widow, under the Federal system, must be at least age 55, and any children must not be older than 18, to benefit. Under the proposed plan, the survivorship benefits for children would be placed under Social Security, hence taken out of the U. S. Civil Service Retirement System. That change would result in increased amounts for monthly amounts for survivors. A widow would receive the survivorship benefit plus one for any children entitled to it.

"Our proposal would eliminate the age restriction against widows, to that a widow of any age could benefit. Also, the present law that stops the payments to her if she remarried would be liberalized. There would be no remarriage if the marriages after age 55. "Also, the proposal would liberalize the disability benefits. The present basis of granting such benefits is on length of service and salary, the same as for ordinary retirement. Our plan proposes a substantial increase in disability benefits.

Waiting Period

"We also recommend a three-year waiting period before a employee would be required to become a member of the U. S. Civil Service Retirement System. Meanwhile he would be covered by Social Security. If, on completion of the three years, an employee joins the Retirement System, he would get retractive pensions benefits from the Government, and could continue retractorily to his annuity account, for the three-year period or not, as he sees fit. The pension benefit would be retroactive just the same. Retractorily contribution to one's annuity account raises his retirement allowance.

"The cost to the employee would be 6 1/2 percent of the first $4,500 of salary, the present Social Security salary coverage limit, and 6 percent of the excess, instead of 6 percent of all salary. The Social Security tax would be paid out of the 6 1/2 percent. "The plan would involve ultimately an additional cost to the employer. As the Social Security tax rises, both employer and employee would have to pay more. But even at the highest rate, which would be reached in 1975, the total cost to the employee would not exceed 6 1/2 percent. The benefits would increase disproportionately. "The reduction in cost of the plan to those employees who would pay only 6 1/2 percent (salaries of $6,300 or less) would be 27 1/2 percent. Also, the accumulated liabilities of the retirement system would be reduced, because of the transfer of considerable survivorship benefit liabilities to Social Security." (Header's arguments for higher pensions, see Letters to the Editor, Page 4.)

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Undoubtedly the world's finest shaving instrument. Designed for the tough, wiry beards of man who could never shave electrically before. Fits in the palm of the hand . . .

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Page Fifteen
Research Report

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The L.E.A.U.'s plans to run these Research Reports from time to time and interesting material is received and analyzed by Mr. Galpin.

Personnel Service Units Should Be Established

ONE OF THE MAJOR FUNCTIONS of the annual delegate meeting of the Civil Service Employees Association each fall is the adoption of policy, or recommendations for policy changes. On the back of the Association's program for the coming year and provide its basic policy. Old resolutions are reviewed and new ones adopted. One of the highlights of the annual meeting is the presentation of reports on personnel service units in agencies, institutions, and political subdivisions employing 50 or more.

These reports have taken major strides forward in attaining technical proficiency in the field of personnel administration—where have done nothing as next to nothing. We believe that some of them have given this problem the attention it deserves. What county highway department would attempt to operate without professional, technically competent engineers? What welfare or probation department would try to be or able to operate effectively without people with sociological training and education? Could any employer handle its budgetary and fiscal problems without an accountant? The answer is obvious. They not only could, but do not.

Yet there are some public agencies that handle and try to solve their personnel problems through the legislative body, the budget officer. The prime function of the legislative body is political responsibility—the budget officer, local responsibility. They both have responsibility for personnel problems, but it is incidental to their primary tasks.

Local personnel service units are part and parcel of the picture. But the size of their staffs, their appropriations, prohibit them from acting effectively in this field. Under present conditions they have no duty to, nor incentive to, render capable personnel service and conduct examinations. This is highlighted when one examines appropriations for this activity in county proceedings of the boards of supervisors.

County vs. State vs. Industry

Cuyahoga County has three Commissioners paid $600 each per year while the Commission secretary receives $2,250. Chicago County has an appropriation in the Personnel Department of $1,750. Suffolk County pays its three Commissioners $100 each and the secretary gets $5,000, while Bronx gets its Commissioners at $1,250 each with the executive receiving $4,540 and his assistant $2,924. Total budgets for these offices range from 2 to 14 million, Chicago being, by smallness and Suffolk the largest of the counties mentioned. The ratio of total appropriation to service personnel to total budget is patently small and woefully inadequate.

In industry this problem has long been recognized and acted upon. This has been done by the establishment of industrial relations or personnel departments. These departments are managed and handled by people in personnel departments look on their function as a buffer between management and the employee—to act as the employee's representative from the employer's point of view—to look on the employee organization as a necessary and useful tool—to look on the employee organization as the employer's representative from the employee point of view. The same viewpoint is needed in the public service.

At the State level, we feel that this problem has been recognized and is in a relatively high state of development especially compared to subdivisions. Its state of development is still quite low, but general consensus is that with the help of personnel organization, the general lack of personnel in this field in the institutions, some of which have more than 1,194 on the payroll, the weakens of cross department communication, etc., it seems to us, place reliance on outside organizations such as the American Society of Public Administration through its local chapters.

Erie County's Example

Just as the State is poverty in its application of modern personnel management tools in this field so is the subdivision in this function. Its function is performed by legislation, I.e., Boards of Supervisors, whom we feel should devote fuller attention to the establishment of policy rather than the administration of it.

On the other hand an area like Erie County has done something about it. When the outgoing county paid people to help administer and maintain the salary plan, it left after installing a new salary plan it left technically trained county paid people to help administer and maintain the salary plan. Similar to Buffalo there are at least three trained technicians on the staff of the local civil service commission.

Each local civil service commission should be strengthened by appointments so that sufficient staff, adequately trained with some recognition of the importance of the function, or personnel department as an integral part of the Civil Service, is added to the local civil service commissioners. Local government even if it is all to itself, the taxpayer, and to the employee.

Tax Dept. in Festive Mood

The TAX DEPARTMENT'S Office Tax Bureau is going to town on holiday parties. In addition to those in the Business, Computing, and Administration Rooms, held in last week's LEADERS, the following events are slated:

Yonkers Chapter Heans Integration Pros, Cons

NEW YORK CITY, Dec. 12—A regular monthly meeting of New York City chapter, CSEA, was held last Wednesday evening in the office of the treasurer and financial secretary. The meeting was attended by representatives of Social Security with full departmental status who use the benefits and program discussions were discussed by Mr. Bender, chapter president, and the departmental group, who planned to insert representatives of the U.S.S. and Social Security in the next meeting.

The answer is obvious. They not only could, but do not.

Income Tax News

Irving Cohen, former chief manager of Rocky Gomerano and Billy Graham, is now working in the Income Tax Bureau.

Welcome to the following new members: Royolu-Richie, Pauline Sweet and Yett's Rupper. Happy New Year greetings to Virgil Seymore, RMY Bailey Re-Search and Herby Galpin.

NATIONAL CIVIL SERVICE LEADER

December 8: to Ben Elin, Safely Responsibility, December 29; and to Kramer, BIV Audit Sec- tion, December 25.

Audit and Control

David Sharp in a new place in this year refers to the establishment of personnel service units in the new ones this year.

Forest Rangers Honor Goldsmith

COMMERCE, Dec. 12—Frank E. Goldsmith, forest ranger of Dis- trict 14, was tendered a buffet dinner and a presentation of an engraved wrist watch on the occasion of his retirement from the Department of Conservation on November 1, after 24 years of service.

Mr. Goldsmith was an early member of the Civil Service Em- ployees Association. Forest Ranger chapter joined the Rangers District 14 chapter.

Harlem Valley Holds Annual 25-Year Party

WINDALE, Dec. 12—the an- nual 25-year party of Harlem Valley State Hospital was held at the Alfred E. Smith Hall on No- vember. Restoration and dining were enjoyed by a large crowd of well wishers. Awards were given to numerous veterans of 25 years of state service.

Retiring Chief Engineer Louis Klie, who has been very active in Harlem Valley Chapter, CSEA, and is widely known throughout the State, was honored at a party December 8 at Smith Hall.

The hospital's basketball team crossed a close and exciting game with the Catherine Street Center Club of Pontiac in December. The score, 63 to 60. Many home games have been scheduled this year. Let's support a fighting team.

DO YOU KNOW?

That the salary program of The Civil Service Employees Asso- ciation calls for a 20% increase in base salary, and a man- datory 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 Civil Service Employees Association today.

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 em- ployee. Any employee of the State, or local unit of govern- ment, is eligible to join.

MEMBERSHIP APPLICATION

Association Year Beginning October 1, 195

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

8 Elk Street, Albany 7, New York

Name of Applicant

Address

City

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District

Governmental Unit

Audit and Control

Department or Office

PAYROLL TITLE

SIGNATURE OF APPLICANT

Annual Dues

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New

Renewal

Village

P.O. Box 1000

(Township)

Governmental Unit

Address

Signature of Applicant

Mail

Street and Number

Zone

City

Do NOT WRITE IN THIS SPACE

Check one

□ State

□ County

□ Village

□ District

□ Town

□ Govern-mental Unit

Specifically above some of governmental unit checked

Assistant

Associate

Regular

Full

Fellow

Life

Membership Application

Intended For Use

This page is intended for use in the publication "CIVIL SERVICE LEADER," Tuesday, December 13, 1955.