CSEA's Thumbs Down from CSEA: Governor's Civil Service Proposals

"I expect to make specific recommendations to my Budget to improve the State's pay schedules, especially in the lower grades, and to take a step in reducing the work week of employees toward the 40-hour standard," Governor Averell Harriman told the State Legislature last week.

The State's pay schedules "were designed to meet the needs of a different era," Mr. Harriman said. "This situation affects not only the morale of our career service but impairs the quality of service which the State renders to its citizens. I expect to make specific recommendations in Mr. Harriman's Budget to improve the State's pay schedules, especially in the lower grades, and to take a step in reducing the work week of employees toward the 44-hour standard." The Governor also discussed a pre-paid health insurance system for State employees, integration of Social Security with present retirement systems, employment of the disabled, grievance machinery, and the requirement that those who are on a 44-hour work week be entitled to receive annual pay and overtime for work in excess of 44 hours. The Governor's offer was unanimously accepted by the Association's State executive board, headed by the Association's National Convention president, Ray Goode Krone, State Civil Service Commissioner, at a meeting on Tuesday evening, January 31, in the Union Hotel. All custodial prison of- ficers, whether members or non-members, were given the option of quitting or handling pri- soners, were invited to attend.

"We must improve the legisla- tion relative to pension, civil ser- vice status for county jailers, equal pay for woman custodial of- ficers, the 44-hour week, and other matters," said Gerald Par- ley, general secretary, as he be- gun the call to convention. Delegates were set to hear re- ports on the conference's legisla- tive program, on Social Security, and on committee matters, as well as a discussion of pensions, including a meeting with the legisla- tive pension committee and with Governor Harriman.

John Foulds of Plattsburgh is permanent chairman; Robert Lee, Utica, James Poitts and Cornelius Rush, vice presidents. Mary Dar- icy, secretary; and Frank Wolf financial secretary, and Maxwell Virgil treasurer.

GLENS FALLS MAN IS WARREN COUNTY DA

John R. La Pann of Glens Falls has been named Warren County District Attorney. He succe- eds John Clarence Higby, who re- signed following his election to the State Supreme Court.

JUDGE RYAN HEADS COURT OF CLAIMS

Governor Harriman designated Judge Bernard Ryan of the Court of Claims to be Presiding Judge of that Court. He succeeds Judge Stephen Louisbrough, retired.

State Prison Officers Meet

 albany, Jan. 9—Delegates to the Statewide Prison Officers Conference convened here for the 1956 meetin at the DeWitt Clinton Hotel. All custodial prison of- ficers, whether members or non- members, were given the option of quitting or handling pri- soners, were invited to attend.

"We must improve the legisla- tion relative to pension, civil ser- vice status for county jailers, equal pay for woman custodial of- ficers, the 44-hour week, and other matters," said Gerald Par- ley, general secretary, as he be- gan the call to convention. Delegates were set to hear re- ports on the conference's legisla- tive program, on Social Security, and on committee matters, as well as a discussion of pensions, including a meeting with the legisla- tive pension committee and with Governor Harriman.

John Foulds of Plattsburgh is permanent chairman; Robert Lee, Utica, James Poitts and Cornelius Rush, vice presidents. Mary Dar- icy, secretary; and Frank Wolf financial secretary, and Maxwell Virgil treasurer.

GLENS FALLS MAN IS WARREN COUNTY DA

John R. La Pann of Glens Falls has been named Warren County District Attorney. He succe- eds John Clarence Higby, who re- signed following his election to the State Supreme Court.

JUDGE RYAN HEADS COURT OF CLAIMS

Governor Harriman designated Judge Bernard Ryan of the Court of Claims to be Presiding Judge of that Court. He succeeds Judge Stephen Louisbrough, retired.
Bills Introduced in Legislature

ALBANY, Jan. 9—About one-fourth of the bills already introduced in the 1956 session of the New York State Legislature deal with matters directly affecting employees of New York State and its communities.

On the very first day, State Senator (R., N.Y.) and Assemblyman (R., N.Y.) both Yonkers Republicans, introduced five bills for four-, five-, or 40-hour work weeks, which would be in effect in the classified civil service, without reductions in pay. The bill has been referred by Senate Minority Leader to Finance Committee.

Senator (D., N.Y.) introduced a bill which states that State Correction employees will work the 40-hour work week maximum. An amendment to the Civil Service Law, the measure serves to set an eight-day and 40-hour week for guards of State prisons and State correctional institutions, unless public safety requires additional service, and to allow pay for overtime.

$7,200 Minimum

State salary schedules in the civil service will be increased from a minimum of $6,200 to a maximum of $16,700, if a bill introduced by Senator (D., N.Y.) is enacted.

Repeal of the Condon-Wadlin Law, which permits competitive employment systems, and State contributions to pre-paid medical, retirement systems, and State contributions to pre-paid medical, among the bills already introduced by Senator (D., N.Y.)

Beginning with this issue, The Leader publishes summaries of every bill introduced in the Legislature that affects public employees, as well as action on the measures, as it occurs.

Sanitary Engineer Exam Wide Open

All qualified U.S. citizens are eligible for $4,850 to $6,210 Westchester County jobs as sanitary engineer.

Apply to the State Civil Service Commission, 150 E. 42nd St., New York 17, N.Y. for Westchester County Office Building, or 39 Main St., Yonkers, N.Y. for public employees. Application forms may also be obtained from the Westchester County Personnel Bureau, Westchester County Office Building, White Plains, N.Y.

Friday, January 20 is the last day to submit filled-out application forms to the State Department.

Requirements are certification by the New York State Public Health Council as an assistant public health engineer, a bachelor's degree in engineering or science, and one year of public health engineering experience, or have completed a master's degree program in sanitary or public health engineering.

Federal Secretary for extending age and seniority assurance to eligible State or local employees, shall be made eligible and available to positions covered by State Employees Retirement System or State Teachers Retirement System or other public pension or retirement plan. Civil Service Comm. S. 11, WILLIAMSON—Amends new 1894, Correction Law, to fix eight-hour and 40-hour week for guards of State prisons, to provide for classified civil service, and to allow pay for overtime.

S. 16, WILLIAMSON—Amends new 1894, Correction Law, to fix eight-hour and 40-hour week for guards of State prisons, to provide for classified civil service, and to allow pay for overtime.

S. 17, FUREY—Amends 5B3-10, Civil Service Law, to provide that a State employee shall be assigned to perform the duties of a position as a paid employee to other employees of the State, to reduce from 30 hours to 20 hours per week for continuous remuneration or disciplinary action against civil service employees. Civil Service Comm. S. 19, WILLIAMSON—Amends new 1894, Civil Service Law, to provide that members of municipal employees shall receive same schedule of wages on public works as paid to other employees of the State. (Same as A. 98, M. WILSON, to Ways and Means Com.)

S. 21, J. COOKE—Amends new 1894, Retirement and Social Security Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 22, WILLIAMSON—Amends new 1894, Civil Service Law, civil service employee retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 23, WILLIAMSON—Amends new 1894, Civil Service Law, to allow State employees to elect on or before December 31, 1956, to contribute on basis thereafter allowable, which shall be equal to 7% of salary. Civil Service Comm. S. 24, WILLIAMSON—Amends new 1894, Civil Service Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 25, WILLIAMSON—Amends new 1894, Civil Service Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 26, WILLIAMSON—Amends new 1894, Civil Service Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 27, WILLIAMSON—Amends new 1894, Civil Service Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 28, WILLIAMSON—Amends new 1894, Civil Service Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 29, WILLIAMSON—Amends new 1894, Civil Service Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 30, HUGHES—Amends 5B3-53, Civil Service Law, to provide that a State employee shall be assigned to perform the duties of a position as a paid employee to other employees of the State. (Same as A. 98, M. WILSON, to Ways and Means Com.)

S. 31, J. COOKE—Amends new 1894, Retirement and Social Security Law, to provide for optional retirement plan for members of uniformed force of federal, state and local governments. Civil Service Comm. S. 32, WILLIAMSON—Amends new 1894, Civil Service Law, to allow State employees to elect on or before December 31, 1956, to contribute on basis thereafter allowable, which shall be equal to 7% of salary. Civil Service Comm. S. 33, W. PICKETT—Amends 5B3-55, Civil Service Law, to provide that a State employee shall be assigned to perform the duties of a position as a paid employee to other employees of the State. (Same as A. 98, M. WILSON, to Ways and Means Com.)
The minimum salary offered by NYC is its second annual college series of exams, which is $7,750, or $72 a week, in grade T. The annual increments are $150. Among the starting or longevity increment that applies after one has been at the top of the grade for two years is $6,830, or $75 a week. These scales apply to assistant accountants, postal clerks, and postal workers. In this State, there can be well-being for all. Only if each New York State will continue their efforts toward making New York keep the communities of the State stable and well run. Without this, who regularly and efficiently do the thousands of necessary tasks to make the State run? Surely, the hiring rate finds the State pay scales more than 20 percent behind the national average. In this State, there can be well-being for all.

The salary offered for junior civil engineer, jr. architect, Jr. chemical engineer, and purchase inspector (food and supplies) is $4,250 to start, $61 a week, and rises to $4,330, or $64 a week.

Although the tests constitute the so-called college series, a college degree is an absolute requirement only for the $4,000 to $5,000 social investigator job. No experience is required for that job because of the compulsory degree, nor is experience required for any other jobs, if you have a college degree. If one has no degree, he may make up the difference in age for three years, by offering proof of experience in lieu of college training. Education and experience, whether claimed, must be in line with the job.

"The last day to apply is Thursday, January 28, for all the jobs excepting engineering draftsmen, junior electrical engineer, and junior mechanical engineer, for which the last day, except the date is February, 24. In the junior civil engineer test, the engineering degree is an absolute requirement. Hence, no written test will be held in this exam only, for those with a degree.

Opportunities for Junior Police

The exams are open to all who have completed the course of study for the degree of Bachelor of Arts in Criminal Justice or a study in the field of law enforcement. The State requires that applicants have a high school diploma and must be at least 18 years old.

Other top titles in the series are: Junior landscape architect, junior mechanical engineer, electrical engineer, mechanical engineer, draftsmen, diettitian, and pharmacist.

In some other NYC exams now open, see also the next page.

For salary and requirements of exams taken in the college series, as well as all other NYC exams now open, see Page 9.

Points on 'College Series' Of Tests Now Open in NYC

Brotherhood Luncheon Set For Feb 21

The Third Annual Brotherhood Luncheon in honor of NYC police will be held at the Hotel Martineau, 33rd Street and Broadway, NYC, on Tuesday, Feb. 21, at 12:15 P.M.

An inspiring program is being arranged by chairman of the luncheon, Katherine Halfe of the Workmen's Compensation Board. Her co-chairmen are Gladys K. Snyder of the Department of Taxation and Finance; Morris Oppenheim of the Motor Vehicle Bureau, and Arthur Mendelson, Unemployment Insurance Division.

About 20 organizations of State employees are participating in this luncheon to brotherhood, which will be attended by many prominent State officials.

Field Representative Sought by CSEA

One vacancy as field representative, $4,000 to $5,000 a year, will be filled by the Civil Service Employ- ees Association, 88 E. 15 St., Albany, for a three-year term. The field representative must reside in Ulster, and will be assigned to surrounding counties.

High school graduation, or the equivalent, and three years of business experience are required, in addition to two more years' experience or college graduation.

Police Donate $750 To Three Charities

Police Commissioner Stephen P. Kennedy presented $255 checks to each of the following organizations: The Charity Fund of the New York Committee for the Blind, the Municipal Employees Division, New York USA Defense Fund, and the Brotherhood of Maintenance Engineers.

Contributions are made at various intervals.

Budget Group To Hear Wagner

Mayor Robert F. Wagner and Harold Bierman, counsel to the Citizens Budget Commission, will be the speakers in the CBC's 24th annual dinner, to be held at the Waldorf Astoria Hotel on Wednesday night, January 11. David Rockefeller will receive the CBC's medal of honor for high achievement in the Empire State.

Yes, EVERY Segment Must Prosper

GOVERNOR AVERELL HARRIMAN concluded his Message to the Legislature on January 4 on "note of pride in the Empire State and group prosperity," he said, "can there be true well-being and prosperity? If there is to be a 'true well-being for all,' only if each New York State will continue their efforts toward making New York State pay scales more than 20 percent behind the national average. In this State, there can be well-being for all. Only if each New York State will continue their efforts toward making New York State pay scales more than 20 percent behind the national average. In this State, there can be well-being for all.

The salary offered for junior civil engineer, Jr. architect, Jr. chemical engineer, and purchase inspector (food and supplies) is $4,250 to start, $61 a week, and rises to $4,330, or $64 a week.

Although the tests constitute the so-called college series, a college degree is an absolute requirement only for the $4,000 to $5,000 social investigator job. No experience is required for that job because of the compulsory degree, nor is experience required for any other jobs, if you have a college degree. If one has no degree, he may make up the difference in age for three years, by offering proof of experience in lieu of college training. Education and experience, whether claimed, must be in line with the job.

"The last day to apply is Thursday, January 28, for all the jobs excepting engineering draftsmen, junior electrical engineer, and junior mechanical engineer, for which the last day, except the date is February, 24. In the junior civil engineer test, the engineering degree is an absolute requirement. Hence, no written test will be held in this exam only, for those with a degree.

Opportunities for Junior Police

The exams are open to all who have completed the course of study for the degree of Bachelor of Arts in Criminal Justice or a study in the field of law enforcement. The State requires that applicants have a high school diploma and must be at least 18 years old.

Other top titles in the series are: Junior landscape architect, junior mechanical engineer, electrical engineer, mechanical engineer, draftsmen, diettitian, and pharmacist.

In some other NYC exams now open, see also the next page.

For salary and requirements of exams taken in the college series, as well as all other NYC exams now open, see Page 9.

Points on 'College Series' Of Tests Now Open in NYC

Brotherhood Luncheon Set For Feb 21

The Third Annual Brotherhood Luncheon in honor of NYC police will be held at the Hotel Martineau, 33rd Street and Broadway, NYC, on Tuesday, Feb. 21, at 12:15 P.M.

An inspiring program is being arranged by chairman of the luncheon, Katherine Halfe of the Workmen's Compensation Board. Her co-chairmen are Gladys K. Snyder of the Department of Taxation and Finance; Morris Oppenheim of the Motor Vehicle Bureau, and Arthur Mendelson, Unemployment Insurance Division.

About 20 organizations of State employees are participating in this luncheon to brotherhood, which will be attended by many prominent State officials.

Field Representative Sought by CSEA

One vacancy as field representative, $4,000 to $5,000 a year, will be filled by the Civil Service Employ- ees Association, 88 E. 15 St., Albany, for a three-year term. The field representative must reside in Ulster, and will be assigned to surrounding counties.

High school graduation, or the equivalent, and three years of business experience are required, in addition to two more years' experience or college graduation.

Police Donate $750 To Three Charities

Police Commissioner Stephen P. Kennedy presented $255 checks to each of the following organizations: The Charity Fund of the New York Committee for the Blind, the Municipal Employees Division, New York USA Defense Fund, and the Brotherhood of Maintenance Engineers.

Contributions are made at various intervals.

Budget Group To Hear Wagner

Mayor Robert F. Wagner and Harold Bierman, counsel to the Citizens Budget Commission, will be the speakers in the CBC's 24th annual dinner, to be held at the Waldorf Astoria Hotel on Wednesday night, January 11. David Rockefeller will receive the CBC's medal of honor for high achievement in the Empire State.

Yes, EVERY Segment Must Prosper

GOVERNOR AVERELL HARRIMAN concluded his Message to the Legislature on January 4 on "note of pride in the Empire State and group prosperity," he said, "can there be true well-being and prosperity? If there is to be a 'true well-being for all,' only if each New York State will continue their efforts toward making New York State pay scales more than 20 percent behind the national average. In this State, there can be well-being for all.

The salary offered for junior civil engineer, Jr. architect, Jr. chemical engineer, and purchase inspector (food and supplies) is $4,250 to start, $61 a week, and rises to $4,330, or $64 a week.

Although the tests constitute the so-called college series, a college degree is an absolute requirement only for the $4,000 to $5,000 social investigator job. No experience is required for that job because of the compulsory degree, nor is experience required for any other jobs, if you have a college degree. If one has no degree, he may make up the difference in age for three years, by offering proof of experience in lieu of college training. Education and experience, whether claimed, must be in line with the job.

"The last day to apply is Thursday, January 28, for all the jobs excepting engineering draftsmen, junior electrical engineer, and junior mechanical engineer, for which the last day, except the date is February, 24. In the junior civil engineer test, the engineering degree is an absolute requirement. Hence, no written test will be held in this exam only, for those with a degree.

Opportunities for Junior Police

The exams are open to all who have completed the course of study for the degree of Bachelor of Arts in Criminal Justice or a study in the field of law enforcement. The State requires that applicants have a high school diploma and must be at least 18 years old.

Other top titles in the series are: Junior landscape architect, junior mechanical engineer, electrical engineer, mechanical engineer, draftsmen, diettitian, and pharmacist.

In some other NYC exams now open, see also the next page.

For salary and requirements of exams taken in the college series, as well as all other NYC exams now open, see Page 9.

Points on 'College Series' Of Tests Now Open in NYC

Brotherhood Luncheon Set For Feb 21

The Third Annual Brotherhood Luncheon in honor of NYC police will be held at the Hotel Martineau, 33rd Street and Broadway, NYC, on Tuesday, Feb. 21, at 12:15 P.M.

An inspiring program is being arranged by chairman of the luncheon, Katherine Halfe of the Workmen's Compensation Board. Her co-chairmen are Gladys K. Snyder of the Department of Taxation and Finance; Morris Oppenheim of the Motor Vehicle Bureau, and Arthur Mendelson, Unemployment Insurance Division.

About 20 organizations of State employees are participating in this luncheon to brotherhood, which will be attended by many prominent State officials.

Field Representative Sought by CSEA

One vacancy as field representative, $4,000 to $5,000 a year, will be filled by the Civil Service Employ- ees Association, 88 E. 15 St., Albany, for a three-year term. The field representative must reside in Ulster, and will be assigned to surrounding counties.

High school graduation, or the equivalent, and three years of business experience are required, in addition to two more years' experience or college graduation.

Police Donate $750 To Three Charities

Police Commissioner Stephen P. Kennedy presented $255 checks to each of the following organizations: The Charity Fund of the New York Committee for the Blind, the Municipal Employees Division, New York USA Defense Fund, and the Brotherhood of Maintenance Engineers.

Contributions are made at various intervals.

Budget Group To Hear Wagner

Mayor Robert F. Wagner and Harold Bierman, counsel to the Citizens Budget Commission, will be the speakers in the CBC's 24th annual dinner, to be held at the Waldorf Astoria Hotel on Wednesday night, January 11. David Rockefeller will receive the CBC's medal of honor for high achievement in the Empire State.
Religious Problem Over Probation Jobs at Crisis

Armed with a resolution passed by the State Probation Commission, holding that probation officers should be appointed to the Domestic Relations Court in NYC "strictly in accordance with the Civil Service Law," the American Jewish Congress will insist that the State Commission Against Discrimination issue an order prohibiting the practice of being made on a religious quota basis.

Section 25 of the Domestic Relations Court Act provides: "When practicable, a child placed on probation shall be placed with a probation officer of the same religious faith as that of the child." The Probation Commission declared that to be "sound probation practice," in which case President Justice John Warren Hill said, "Amen." Justice Hill has four adult

Accountants Wanted
For Several Weeks During Tax Time

Write Box #507 c/o LEADER, 97 Duane St. N.Y.

MEN WANTED

between 18 and 55 to prepare now for U. S. Civil Service test. The application for the test is free. During 1956 there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as $377.00 a month to start. They are well paid in comparison with the same, well worth your while.

To get full information free of charge on these Government jobs, write:

Examination for Civil Service
110 W. 38th St., New York 1, N. Y., for the Civil Service Exam Study Books.

The court unanimously wiped out the Comptroller's findings and ordered the case returned to the Revenue Administration for the re-determination of his findings and for such proceeding as he may believe just and proper.

Assembliesman Not an Employee

In another decision, the court ruled that the employees of the New York State Senate and Assembly are not employees of the State within the meaning of the State Labor Law as far as State Worker's Compensation is concerned.

It held that its Rosalyn W. Toomey of Mt. Vernon, widow of a Westchester County Assemblyman, who worked as a stenographer and secretary to several, which the Appellate Division declared to be a "good faith" employee of the Senate's Administration Department.

In another ruling, the widow of a deputy district attorney was entitled to survival benefits after her husband died of a heart attack in 1955. While any small aw in is welcome, this is a small goal that is in need of being met. We will in correction press for Social Security insurance for everyone, with a minimum income of $30 a week, and the salary gap continues to widen.

FOR THE FIRST TIME IN HISTORY
President Kennedy, who was well known by his personal knowledge of labor problems, brought the subject to the American public with an address to the State Labor leaders at a time when the wage issue was a major one.

The course of the problem traces the growth of the labor movement from an era of exploitation to the rights of workers today.

Informal Labor Movements of the Nineteenth Century: 1820-1860

The early labor movements were characterized by the organization of small groups of workers, such as carpenters, shoemakers, and printers, who banded together to demand better working conditions and higher wages. These movements were often short-lived and did not result in significant changes in working conditions.

Labor Unions of the Nineteenth Century: 1860-1900

During the 1860s and 1870s, labor movements began to gain more formal organization. The Knights of Labor was a prominent example of this type of organization, which attempted to bring all workers together into a single union. The Knights of Labor was not successful in achieving this goal, but it did serve to increase awareness of workers' rights and their need for better working conditions.

The National Labor Union was another organization that attempted to bring all workers together into a single union. This organization was more successful than the Knights of Labor, but it was still not able to achieve its goals.

The AFL-CIO was formed in 1955 as a result of the merger of several labor unions, including the American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO). The AFL-CIO is the largest labor organization in the United States, representing millions of workers in a wide range of industries.

The importance of the labor movement cannot be overstated. It is one of the most important factors in American history, and it has had a significant impact on the way we work and live today. The labor movement has fought for better working conditions, higher wages, and the right to form unions, and it has succeeded in achieving many of its goals.

The labor movement has also been a force for social change, working to improve the lives of workers and their families. The labor movement has been at the forefront of many social movements, including the civil rights movement and the anti-war movement.

The labor movement is an essential part of American society, and it is important that we continue to support and strengthen it. The labor movement has done much to improve the lives of workers, and it is time that we recognize its importance and work to support it.
Pension Commission to Get Own Experts' Report This Week On Cost of Social Security

The State Pension Commission, expects to have a report this week on the cost of various types of individual pension plans under the State Employees Retirement System. Cost is the all-important fac-

Emmanuel Passamonte, Craig Colony employee, who turned 94 last month, bowls with a team composed of Craig Colony employees.


e

s for granting Social Security benefits to members of the Retirement System. Cost is top on the employment and em-

ployee agenda.

It is expected that the Commis-
sion will recommend a basic pa-
ter that will apply to any specific plan which would neces-
sarily reflect whatever generosity of renewal. It is stated that, under any basic pattern the Commission votes to follow, no em-

ployee would receive less pension benefits than at present, and a large number would receive a good deal more.

Any superseding of Social Be-
cur policy on the Retirement System benefits, so that the two are cum-
ulative, is considered "out." One Commission member doubts if any such plan would require any study more than such as the Commission is now making.

The Commission's report to the Governor and the Legislature now appears likely to be submitted be-

fore the end of the month. First January 15 was the goal, next January 30 if the deadline is considered final.

What the State does in regard to pension plans is supposed to set a pattern for communities in the State that have their own pension systems.

Haves Sees

Tax Victory in A & C Clash

ALBANY, Jan. 9 — "We shall give the Audit and Control board a tax victory," said Mr. C. Hayes, president of the Audit and Finance chapter, Civil Service Employees Association, who'll be cheerleader for the Tax-aides, by spreading the following:

"What's it all about? The annual Polo Game between the Tax De-

partment and Audit and Control, which has been tentatively set for January 30. Funds from the battle will go towards fighting inanimate parasites."

The (Chief) Mullen of Audit and Control No. 1, champion for the A & C crowd. He has a "wait and see" approach.

Salary Appeals Board

Drafting Its Rules

A three-man committee was named by the NYC Caron-Salaries Appeals Board, to prepare operat-
ing rules and appeals forms. The committee consists of John J. Carzy, Budget Bureau; James J. Carty, Budget Bureau; and Anthony C. Russo. The board agrees to hold its meetings on the first and third Thursday of each month, unless work requires more meetings.

The State Pension Commission, expects to have a report this week on the cost of various types of individually pension plans under the State Employees Retirement System. Cost is the all-important fac-

s for granting Social Security benefits to members of the Retirement System. Cost is top on the employment and em-

ployee agenda.

It is expected that the Commis-
sion will recommend a basic pa-
ter that will apply to any specific plan which would necessarily reflect whatever generosity of renewal. It is stated that, under any basic pattern the Commission votes to follow, no em-

ployee would receive less pension benefits than at present, and a large number would receive a good deal more.

Any superseding of Social Be-
cur policy on the Retirement System benefits, so that the two are cum-
ulative, is considered "out." One Commission member doubts if any such plan would require any study more than such as the Commission is now making.

The Commission's report to the Governor and the Legislature now appears likely to be submitted be-

fore the end of the month. First January 15 was the goal, next January 30 if the deadline is considered final.

What the State does in regard to pension plans is supposed to set a pattern for communities in the State that have their own pension systems.

The claims of several candidates "don't add up" to a salary of $6,695 for a year of service.

The claims of several candidates "don't add up" to a salary of $6,695 for a year of service.

The claims of several candidates "don't add up" to a salary of $6,695 for a year of service.

The claims of several candidates "don't add up" to a salary of $6,695 for a year of service.

The claims of several candidates "don't add up" to a salary of $6,695 for a year of service.
CIVIL SERVICE LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations
Published Every Thursday by
CIVIL SERVICE LEADER, INC.
17 Duane Street, New York 7, N. Y.

Jerry Windak, Consulting Publisher
H. J. Bernardo, Executive Editor
Dorothy Brashier, Assistant Editor
N. H. Wagner, Business Manager

Letters to the Editor

WASSAIC EMPLOYEES PLEADED BY MlHEA
Editor, The LEADER:
The Mental Hygiene Employees Association expresses full confidence in the employees of Wassaic State in their defense. This is done regularly.

The association feels that the vast majority of institution personnel are sincere and conscientious in their work. It is aware that, in violation of their spirit, this is done regularly.

Service commissions. He may obey the letter of those pro-
motors, but by the general honesty with which it will

be

seen. The association deplores the sweeping denunciations, based on unsubstantiated accusations, that have placed the Wassaic employees under a cloud, with no regard for the many years of devoted service.

It is our belief that of the association's charges are false. We trust that the inevitable vindication of innocent personnel will restore, fortify their respected

image and add support to their defense.

We have placed the Wassaic employees under a cloud, with no regard for the many years of devoted service.

It is our belief that the association's charges are false. We trust that the inevitable vindication of innocent personnel will restore their respected image and add support to their defense.

The association expresses full confidence in the employees of Wassaic State in their defense.

Honest Marks Exams, Not All Appointments

One fact about civil service administration that does not get nearly as much attention as it deserves is its
total impartiality. Can you remember when you last heard of any scandal in the holding of a civil service exam? It was years ago, at least. Not only has the Merit System proved its soundness as a method of selecting personnel, but it has also revealed the futility of the civil service commissions. He may obey the letter of those provisions, while violating their spirit. This is done regularly.

It is not to say that the Merit System is perfect. An appointment officer may skirt around prohibitive technicalities of the Civil Service Law and the Rules of the civil service commissions. He may obey the letter of those provisions, while violating their spirit. This is done regularly. It presents a problem to the civil service commissions. Even the courts are sometimes at a loss for a remedy.

However, there is no violation of the law, so the only possible offense against its spirit may be either difficult to prove, or, if proved, impossible to enjoin by court order. Civil service commissions do yield once in a while to insistent appointing officers, tolerating considerable working out of titles, juggling of favorites into positions for which there are no eligible lists so that provisionals may stay on the rolls a long, long time.

Not the competence of the appointee matters, in such cases, but the necessity for a fair and impartial administra-
tion of the law, even if once in a while an employee of lesser calibre is appointed. The average quality of the appointments will be superior, in the long run, through strict adherence to the Merit System.

Not the competence of the appointee matters, in such cases, but the necessity for a fair and impartial administra-
tion of the law, even if once in a while an employee of lesser calibre is appointed. The average quality of the appointments will be superior, in the long run, through strict adherence to the Merit System.

administrative methods of attaining their ends, and their hopes are high, too, because the Wagner Ad-
mament has shown a heartfelt concern for the welfare of the City's employees.

In both the Federal and the State legislatures Social Security will be in the forefront. Liberalization of the public employee retirement systems will be the basis of many employee-sponsored bills in all three areas of government. All told, the sessions promise to be not only interesting, but productive.

The Federal Administration and Congress should start showing willingness to grant a raise to U. S. em-
ployees.

TUESDAY, JANUARY 10, 1956

Honest Marks Exams, Not All Appointments

One fact about civil service administration that does not get nearly as much attention as it deserves is its

total impartiality. Can you remember when you last heard of any scandal in the holding of a civil service exam? It was years ago, at least. Not only has the Merit System proved its soundness as a method of selecting personnel, but it has also revealed the futility of the civil service commissions. He may obey the letter of those provisions, while violating their spirit. This is done regularly.

It is not to say that the Merit System is perfect. An appointment officer may skirt around prohibitive technicalities of the Civil Service Law and the Rules of the civil service commissions. He may obey the letter of those provisions, while violating their spirit. This is done regularly. It presents a problem to the civil service commissions. Even the courts are sometimes at a loss for a remedy.

However, there is no violation of the law, so the only possible offense against its spirit may be either difficult to prove, or, if proved, impossible to enjoin by court order. Civil service commissions do yield once in a while to insistent appointing officers, tolerating considerable working out of titles, juggling of favorites into positions for which there are no eligible lists so that provisionals may stay on the rolls a long, long time.

Not the competence of the appointee matters, in such cases, but the necessity for a fair and impartial administra-
tion of the law, even if once in a while an employee of lesser calibre is appointed. The average quality of the appointments will be superior, in the long run, through strict adherence to the Merit System.

Not the competence of the appointee matters, in such cases, but the necessity for a fair and impartial administra-
tion of the law, even if once in a while an employee of lesser calibre is appointed. The average quality of the appointments will be superior, in the long run, through strict adherence to the Merit System.

administrative methods of attaining their ends, and their hopes are high, too, because the Wagner Ad-
mament has shown a heartfelt concern for the welfare of the City's employees.

In both the Federal and the State legislatures Social Security will be in the forefront. Liberalization of the public employee retirement systems will be the basis of many employee-sponsored bills in all three areas of government. All told, the sessions promise to be not only interesting, but productive.

The Federal Administration and Congress should start showing willingness to grant a raise to U. S. em-
ployees.
CSEA Congratulates
Ter Bush & Powell
on its 50th ANNIVERSARY

Dear Mr. Ter Bush:

On behalf of The Civil Service Employees Association, Inc.,
I wish to extend our sincerest congratulations to you and your organisation
on the occasion of your fiftieth anniversary, January 1, 1956.

We have been associated with your Agency through our
Association's two fine plans, namely, the Accident and Sickness disability
plan and the Group Life Insurance plan. The former plan became effective
in 1936. It now insures 27,947 of our members and has paid approximately
$3,895,933.72 in claims since its inception. The Group Life Insurance
plan became effective in 1939 and now insures 31,279 Association members.
Approximately $8,222,400.00 has been paid to beneficiaries in claims
since it began.

Needless to say, these two Association services have
performed an outstanding humanitarian service to New York State's public
employees who belong to our Association. Protecting one's income during
periods of total disability and projecting one's income in the event of
death are basic needs. We are, indeed, proud that we made these services
available to our members long ago. The success of both plans has justified
our early objective of providing some measure of security through better
insurance for our members.

We look back with pride that we have contributed to the
success of your Agency. We look to the future with enthusiasm, knowing
that when men work and plan together, great accomplishments are attainable.

With kindest personal greetings and best wishes for a Happy
Holiday Season to you and your organisation.

Cordially yours,

[Signature]
President

Mr. David Ter Bush
Ter Bush & Powell, Inc.
14 Clinton Street
Schenectady, N. Y.
Kennedy's Hint Some Men On Light Duty Squad May Lose Jobs Stirs Wrath of PBA

No sooner had NYC Police Com-
missioner John V. O'Farrell ap-
pointed a committee to study the work and capabilities of men as-
ssigned to light duty than the Psy-
rometer's Benevolent Association fought back. It sees a possible at-
sult to its pay and position for its men.

The committee consists of Dep-
uty Commissioner Walter Arrs, 
Robert J. McQuade, and Deputy

or.

can be better used in other Jobs, 
omen is adequate, whether they
are asked was published in last

STATE Open-Competitive
Following are requirements in
the new State exam series, for
positions filled after today. If you
received at State Civil Service De-
finitions, and in the State Civil
Service Employment Service, U.S.
were found in correspondence
by the PBA before the Mayor, the
Legislature, the City and State Civil
Service Employment Service need
be, the highest courts of the land.

The circulation of the le-

tally constituted Police Pension Board through any so-called advisory committee will be opposed.

Fast Hiring
For 200 Jobs

in Recreation

Two hundred jobs as recreation workers, salaries of $4,720 to
$3,750 a year, will be filled by NYC as soon as the eligi-

ble list is ready.

Appointments will be made to the positions of Recreation leader, Recre-

tion supervisor, and Recreation leader at parks, pools, and rec-

recreation workers.

Applicants must be U.S. citizens, and Hires 4. (Friday, Janu-

ary 20).

APP FOR JOB OPPORTUNITIES


The committee on Personnel
was assisted in its studies by
chief surgeon and by a mem-
ber of the legal bureau.

Carton's Statement
What the police department may do to make work of the members of the light duty squad, and to recommend to the Com-
missioner of Personnel whether the work performance of these men is adequate, whether they can be better used in other jobs, or whether the duties they now perform are beyond their capac-
ity.

"It is reasonable to assume that
any men found to be not fit for
police work were incapacitated as a result of their physical disability.
They were acceptable for ap-
novation by the City because a
state's confidence in their char-
acter and ability, and if they are now found lacking in these areas because of service disability.

"No one can combine a prac-
tice whereby the City would artifi-
cially dismiss an employees for becoming disabled as a result of heart trouble, illness. If that were so, the City would encourage a policy of having a police man stop working, and to receive the benefits of every action that could result in physical injury or illness.

Heritage of the Police Department in New York was by President of the PBA.

The committee consists of Dep-

New York State Job

Openings

New York City:

STATE Open-Competitive

Following are requirements in the new State exam series, for positions filled after today. If you received at State Civil Service Definitions, and in the State Civil Service Employment Service, U.S. were found in correspondence by the PBA before the Mayor, the Legislature, the City and State Civil Service Employment Service need be, the highest courts of the land.

The circulation of the legally constituted Police Pension Board through any so-called advisory committee will be opposed.

Fast Hiring
For 200 Jobs

in Recreation

Two hundred jobs as recreation workers, salaries of $4,720 to $3,750 a year, will be filled by NYC as soon as the eligible list is ready.

Appointments will be made to the positions of Recreation leader, Recreation supervisor, and Recreation leader at parks, pools, and recreation workers.

Applicants must be U.S. citizens, and Hires 4. (Friday, January 20).

APP FOR JOB OPPORTUNITIES

4754. INSTITUTIONAL IN- 
FLUENZA VACCINE. $9.20 to $9.50. 
Five vaccines in Hospitals Department 
Requirements: either (a) bachelor's degree, 
or (b) bachelor's degree and one year 
experience in inspecting and in- 
vestigating institutions, or (c) 
proprietary pharmacy, nursing 
home, home for chronically 
aged and aged patients, or welfare 
Inspection experience (one year 
experience from accredited school of 
nursing and two years' experience 
from approved hospital or two 
years' experience (six months' 
experience) from each school of 
training described above; or (d) 
master's degree in public health 
administration or four years 
experience in equivalent positions. 
Application may be made by mail. 
Postage $3. (February 24).

7591. JUNIOR CHEMICAL 
ENGINEER. $3.60 to $3.90. 
One vacancy in Chemical 
Fire Department, $3.60 to 
$3.90. (Thursday, January 26).

4792. JUNIOR CHEMICAL 
ENGINEER. $3.60 to $3.90. 
One vacancy in Chemical 
Fire Department, $3.60 to 
$3.90. (Thursday, January 26).

7539. PHARMACIST. $4.00 to 
$4.30. Requirements: 
License to practice pharmacy, 
plus 30 credits in pharmacy. 
Fee $4. (February 15).

7533. ACCOUNTANT. 
$3.75 to $4.10. Fulltime 
position. Requirements: 
either (a) bachelor's degree, 
with accounting experience; or 
(b) high school graduation and 
four years' experience. 
Fee $2. (Thursday, January 26).

7532. ASSISTANT 
ACCOUNTANT. $3.10 to 
$3.40. Fulltime 
position. Requirements: 
either (a) two years 
accounting experience; or 
(b) high school graduation 
and two years' working 
experience in an office. 
Fee $2. (Thursday, January 26).

7715. PURCHASE INSPECTOR. 
$4.10 to $4.40. Requirements: 
Seven years' experience in 
shoe industry. Fee $3. (Friday, 
January 26).

7702. SCHOOL 
LIBRARIAN. $3.75 to 
$4.00. Ten vacancies in 
Education. Fee $3. 
(February 25).

7700. SCHOOL 
LIBRARIAN. $3.75 to 
$4.00. Ten vacancies in 
Education. Fee $3. 
(February 25).

7705. SCHOOL 
LIBRARIAN. $3.75 to 
$4.00. Ten vacancies in 
Education. Fee $3. 
(February 25).

7706. SCHOOL 
LIBRARIAN. $3.75 to 
$4.00. Ten vacancies in 
Education. Fee $3. 
(February 25).

7538. PHARMACIST, 
$4,000 to $4,200. Requirements: 
Pharmacist, plus 30 credits 
in pharmacy. Fee $4. (February 15).

7537. PHARMACIST, 
$4,000 to $4,200. Requirements: 
Pharmacist, plus 30 credits 
in pharmacy. Fee $4. (February 15).

7655. JUNIOR 
CIVIL ENGINEER. 
$3,750 to $4,250. 
Two years' experience in 
Civil Engineering; or 
(b) high school graduation 
and four years' experience. 
Fee $4. (February 25).

7658. CIVIL 
ENGINEERING 
DEPARTMENT. 
$3,750 to $4,250. Eight 
vacancies in Civil 
Engineering; or (b) 
high school graduation 
and four years' experience. 
Fee $4. (February 25).

7659. CIVIL 
ENGINEERING 
DEPARTMENT. 
$3,750 to $4,250. Eight 
vacancies in Civil 
Engineering; or (b) 
high school graduation 
and four years' experience. 
Fee $4. (February 25).

7660. JUNIOR 
CHEMICAL 
ENGINEER. 
$3,750 to $4,250. 
One vacancy in Chemical 
Fire Department, 
$3,750 to $4,250. 
(Thursday, January 26).
NYC Typist-Steno Tests Open Jan. 16

Six hundred stenographers and typists start at $475 a year, are needed by NYC. Annual increments bring the pay up to $65 a week. No experience needed. The first day for applications is Monday, Jan. 14. Apply at the State Employment Service, 1 East 16th Street, NYC, until further notice. Applications must be given an early date on which they will be interviewed and examined. Then when selected they can be chosen an application blank. This must be filled out and filed with the NYC Personnel Commissioner, 50 Dixie Street, NYC. The $2 application fee must be paid before they can be examined.

Some of these public employers had Social Security coverage and credits earned on jobs held before entering civil service. Some also had extra outside jobs now supplementing their civil jobs are added to the Social Security accounts. Moreover, the Social Security credits because of services in the armed forces.

AIDES ASK ACCUMULATIVE SOCIAL SECURITY PENSION

Editor, The LEADER:

In last week's issue of The LEADER, January 3, we stated our reasons for opposing integration of Social Security with the State Retirement System. Mainly, they were the proposed reduction of Social Security in proportion to the Social Security Pension, and the proposed prohibition against the receipt of Social Security retirement pension to the State pension.

What is left is the granddaddy of the Social Security Retirement System is the "accrued" Social Security off the fringes on top. What good are those if the tax is bad for their principal?

States's Obligation

H. Blinn Kaplan stated: "We (the people and the State) have agreed of which he is a counsel) feel that the State has an obligation to the model employee." State Counsel Arthur Levin has written: "In 1921 the New York State Retirement System was expanded one of the most progressive retirement systems. Since then, changes have occurred. Most people will agree that we must continue this steady search for improvement."

To say, amen, but we believe there are more liberal, more equitable, more thoroughly harmonizing these two systems, that they have dual coverage. There are those who have dual coverage will be entitled to Social Security benefits separately and apart from the additional minimum, at least, of Social Security retirement allowance.

On Page 4 of said December 27 issue you state: "if one-half of the 5,000,000 government employees in the U.S. hold some kind of outside jobs. On this basis, there must be thousands of New York State employees with outside jobs. If these employees all the benefits to which they now entitled.

The only acceptable plan would be to cover all employees all the benefits to which they now entitled.

LEGISLATIVE COMMITTEE ROCHESTER CHAPLAIN, CSEA

Samuel Grossman, chairman, Melba Bin, Morris Gardner, Sol Grossman, Lillian Wilson,

(Continued from Page 6)

Letters to the Editor

MARIT SISTERS SEEK HOLIDAY GREETING CARDS

Editor, The LEADER:

I am certain that many of your readers have not disposed of their greeting cards received during the Christmas holidays. The Ladies of the Maritime Missions in Massachusetts put these cards to excellent use. The Sisters also collected canceled postage stamps. The appreciate receiving the three- hundred contributions and those of higher value, and especially foreign stamps, but they accept them with reluctance.

Address Sister Mary Collins, Maritime Missions, 983 Central Street, East Watertown, Arthur J. Cunningham New York, N.Y.

Reproductions

To Reveal Their Plans for Raises

ALBANY, Jan. 9—State Republi- can legislative leaders have dis- closed their plans for raising the 1954 legislative program will be con- sideration of an increase in death benefits to about $75 a month for state and municipal employees. The party-disciplined program was released by Assembly Speaker Donald W. Hess and Senate Ma- jority Leader Walter J. Mahoney who said that as the season pro- gress, proposed additional legis- lative features will be included in the early program, are expected to be announced shortly.

Make $90.00 Weekly

Addressing Envelope Enclosures Make $90.00 Weekly

Mail Money Back Guarantee

E.W. Farrell, Harlan, Ky.
BAYSIDE INTER-RACIAL COLONIAL BRICK

Showing New Models

You can still enjoy the luxury of truly splendid residential living and yet live in one of Queens' most beautiful and desirable areas. This builder offers you the enviable combination of expertly constructed BRICK homes on a site you will be proud of, and at a price you can afford. These houses are convenient for schools, fine shopping and transportation. Price $3,490.

ONLY $490 Down — $65.87 Monthly
10 Homes Completed

BUTTERLY & GREEN
131-25 Hillside Ave., Jamaica at 40th St., Sta. 1A, Sub. 4A-6308

PARKING FACILITIES AVAILABLE

BAYSIDE INTER-RACIAL COLONIAL BRICK

Showing New Models

You can still enjoy the luxury of truly splendid residential living and yet live in one of Queens' most beautiful and desirable areas. This builder offers you the enviable combination of expertly constructed BRICK homes on a site you will be proud of, and at a price you can afford. These houses are convenient for schools, fine shopping and transportation. Price $3,490.

ONLY $490 Down — $65.87 Monthly
10 Homes Completed

BUTTERLY & GREEN
131-25 Hillside Ave., Jamaica at 40th St., Sta. 1A, Sub. 4A-6308

PARKING FACILITIES AVAILABLE
enables the Commissioner of NYC Police to dismiss any person found guilty of juvenile delinquency.

The court found that the Commissioner's action was arbitrary, unreasonable, and capricious.

Do you Prefer the Theatre and Music?

Which town do people call the most "cultural" in Texas? This big book (with well over 100,000 words of the money you'd spend needlessly) gives you the facts through his experienced advice you learn where to go for what you want to know. Some big book (with well over 100,000 words) tells you life is a lot. (If you need a part-time or seasonal job) you can guarantee receiving the best town for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you choose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a little, a lot of rest? Norman Ford, founder of the Globetrotters Club, says they should visit the Southwest. The book never overlooks the fact that the best town in Texas is one that doesn't have a lot of public appearances. Prices high, but better bargains available nearby.

WHERE TO RETIRE ON A SMALL INCOME

Some of the money you'd spend needlessly gives you the facts. Thus, every plan in this big book contains the best town for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you choose?

The court found that the Commissioner's action was arbitrary, unreasonable, and capricious.

The court found that the Commissioner's action was arbitrary, unreasonable, and capricious.

Do you Prefer the Theatre and Music?

Which town do people call the most "cultural" in Texas? This big book (with well over 100,000 words) tells you life is a lot. (If you need a part-time or seasonal job) you can guarantee receiving the best town for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you choose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a little, a lot of rest? Norman Ford, founder of the Globetrotters Club, says they should visit the Southwest. The book never overlooks the fact that the best town in Texas is one that doesn't have a lot of public appearances. Prices high, but better bargains available nearby.

WHERE TO RETIRE ON A SMALL INCOME

Some of the money you'd spend needlessly gives you the facts. Thus, every plan in this big book contains the best town for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you choose?

The court found that the Commissioner's action was arbitrary, unreasonable, and capricious.

The court found that the Commissioner's action was arbitrary, unreasonable, and capricious.

Do you Prefer the Theatre and Music?

Which town do people call the most "cultural" in Texas? This big book (with well over 100,000 words) tells you life is a lot. (If you need a part-time or seasonal job) you can guarantee receiving the best town for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you choose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a little, a lot of rest? Norman Ford, founder of the Globetrotters Club, says they should visit the Southwest. The book never overlooks the fact that the best town in Texas is one that doesn't have a lot of public appearances. Prices high, but better bargains available nearby.

WHERE TO RETIRE ON A SMALL INCOME

Some of the money you'd spend needlessly gives you the facts. Thus, every plan in this big book contains the best town for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you choose?
Western Division Thruway Authority

In regards to The award went to Mr. Watson at the Syracuse meeting. The Western Thruway chapter was requested to contact the Buffalo Maintenance. There is a balance of $302.80 in the treasury. The next general meeting will be held March 15 at the Moose Hall in Batavia at 8 P.M.

Psychiatric Institute Honors James Fields

Western Division Thruway Authority

In regards to The award went to Mr. Watson at the Syracuse meeting. The Western Thruway chapter was requested to contact the Buffalo Maintenance. There is a balance of $302.80 in the treasury. The next general meeting will be held March 15 at the Moose Hall in Batavia at 8 P.M.
5:100 Jobs to Be Filled From State Clerical Test; Apply Until February 13

ALBANY, Jan. 9—High school seniors are being offered an opportunity to begin office careers with the State government.

Applications are now obtainable for the State's beginning office worker examination through which 1,500 jobs will be filled. The written test is scheduled for March 24. Applications must be received by Monday, February 15.

Most of the vacancies are in Albany; others are in State institutions, parks, schools, and offices throughout New York State. Appointments will be made early in the fall.

Exams Centers in NYC, Too

Many of the vacancies are in the titles of file clerk, file account clerk, and statistics clerk. However, certain clerical jobs and positions as operators of various office machines will also be filled. Present salaries start at $47 or $48 a week, depending upon the title, and advance to $101 or $102 respectively, in five annual raises. Promotion exams lead to jobs at higher salaries.

The exam will be held at 63 locations throughout the State as well as in several places in NYC. There are no education or experience requirements. Applicants must be United States and local residents of New York State since March 24, 1929, and must meet the Civil Service requirements as laid down in the Rules of the Civil Service Commission. There are no duties associated with any department. Please send all applications to the Department of Civil Service, Bureau of Employment at 35 Chambers St., or to the nearest State employment office.

Ag & Markets Plans Spring Festivities

The Department of Agriculture and Markets is planning a series of holidays over the employment of the Department of Agriculture and Markets is planning a series of festivities and entertainment for the employees. The department is planning a series of festivities and entertainment for the employees. The department is planning a series of festivities and entertainment for the employees.

The festivities will include events such as picnics, potlucks, and social gatherings. The department is planning to celebrate the anniversary of the State Farm Bureau and the 100th anniversary of the National Grange.

New Rates Are on Way For Maintenance Men

The following hourly rates for the 1,200 maintenance men employed by NYC are well on their way toward becoming effective: normal, $2.24; 10 P.M. to 6 A.M. $2.27; 12 P.M. to 8 A.M., $2.28; Saturday, $2.34; holidays, $3.35.

These figures have already reached the "stipulated rate" stage, through negotiations between the City Employees Union, Transfers, with Assistant Corporation counsel Michael A. Bunn as a hearing before Howard C. Flachhans. The hearings are now closed. Henry Feinstein is president of the local.

City Employees Union, Transfers, with Assistant Corporation counsel Michael A. Bunn as a hearing before Howard C. Flachhans. The hearings are now closed. Henry Feinstein is president of the local.
Powers Asks Prompt Facts On Official Proposals For Social Security

ALBANY, Jan. 9 — Clarification of pension advisories has been asked of John F. Powers, presi- dent of the Civil Service Employees Association.

In a letter to Reinhart A. Ho- hmeister, chairman of the Civil Service Commission, Mr. Powers demanded an end to the hopeless and confusing aspects of the present pension system that would encourage premature judgment in either direction (integration or supplementation).

The state pension system was not designed to reduce the size of State's payroll expenses. In integrated pension plans, the costs of Social Security and State retirement systems would be merged. The State suffers from a paucity of facts. The state would give State aides a clear picture of the situation. Mr. Powers listed eight questions the answers to which he felt would help State aides to understand the situation:

1. Two terms are being com- pared: Social Security and State retirement benefits. That Social Security benefits are deducted in whole or part from the employees' salaries is known to all.

2. It is shown that State employees have never during the past decade had their salaries raised more than 55 percent of State average salary. The legislature has shown that the coordinating of the Social Security and State retirement systems is feasible. When all permanent employees in the State service under the Social Security and State retirement systems have been tied to desk jobs. Approximately half a million documents have been tied to desk jobs. State salaries are lagging behind those in private industry. It has been shown that State salaries are lagging behind those in private industry. Hence, the merits of the two systems can be debated only after a thorough perusal of the plan's merits.

3. The proposed plan contains vesting privileges which are lacking at present.

4. The Legislative Pension Com- mission has been asked to work out a satisfactory plan, and yet up to the present time, no specific details in the existing bills are available for employees to understand.

5. NATURALLY, THE ASSOCIATION DO NOT INTEND TO TAKE ANY ACTION;

6. After all, the Civil Service Retirement Act of 1964, there will be little time for employees to present their ideas and secure desirable amendments to the plan. In the letter, Mr. Powers points out that all employees in the Civil Service Employees Association, Inc., need the benefits of the proposed plan. It may be advisable to select a few employees to represent the interests of the entire group, and then appoint a committee to study the problem. Government employees may not be able to do all the work of the committee, but they can select a few employees to represent the interests of the entire group.

7. The proposed plan contains vesting privileges which are lacking at present.

8. The proposed plan contains vesting privileges which are lacking at present.

9. The proposed plan contains vesting privileges which are lacking at present.

10. The proposed plan contains vesting privileges which are lacking at present.

Questions Listed

Two terms are being com- pared: Social Security and State retirement benefits. That Social Security benefits are deducted in whole or part from State retirement benefits is known to all.

1. When will employees be entitled to the obvious advantages of the plan?

2. How is the plan to be administered?

3. What will be the effect of the new procedures on the employees' salaries?

4. What will be the effect of the new procedures on the employees' salaries?

5. What will be the effect of the new procedures on the employees' salaries?

6. What will be the effect of the new procedures on the employees' salaries?

7. What will be the effect of the new procedures on the employees' salaries?

8. What will be the effect of the new procedures on the employees' salaries?

9. What will be the effect of the new procedures on the employees' salaries?

10. What will be the effect of the new procedures on the employees' salaries?