Court Rules Retroactive Reclassification Illegal; Decision Affects Hundreds

By PAUL KYER

ALBANY, July 30—For the second time in a row, The Civil Service Employees Association has emerged victorious in a million-dollar court case that will affect hundreds of state workers.

In a test case brought in behalf of Mrs. Mae E. Hotaling in Albany County Supreme Court, an attempt to retroactively reclassify hundreds of employees by the State in 1954 was ruled unconstitutional, arbitrary, capricious, discriminatory—and all together illegal.

The only retroactivity left after the decision was back pay for the employees affected by the decision. Their retroactive salaries and increments will amount to an estimated $1,000,000.

Only last week, The LEADER reported the Association's victory in regaining Federal income tax return ability for state workers on subsequent and maintenance for the years 1952-53. The U.S. Internal Revenue Department's willingness to abide generally, in the zone in which the Circuit Court of Appeals decision applies, to a decision that such taxes should be refunded will result in tax refunds of $1,000,000. The court decision was made in a test case brought by the Association.

The Reclassification Case

The second successive court victory, won by the CSEA in opposition to attempted downgrading, establishes a leading case.

The State Supreme Court upheld the Association's contentions that not only was the retroactive provision illegal, but the whole effort to downgrade Mrs. Hotaling and all other employees similarly situated was null and void because it applied to selected individuals rather than titles generally.

The State's excuse for its attempted selective downgrading, April 1, 1954, was that statutory seniority considerations made it administratively impossible to apply the downgrading evenly to all in the same title.

Mrs. Hotaling's Position

Mrs. Hotaling was a permanent principal statistics clerk in the Department of Agriculture and Markets for many years prior to the filing of the test suit. She was classified downward from principal statistics clerk to senior statistics clerk and that such...

(Continued on Page 16)

Levitt Offers Aid to CSEA In Promoting 55-Year Plan

ALBANY, July 30—State Comptroller Arthur J. Levitt has promoted his fullest cooperation to the Civil Service Employees Association in publicizing the 55-year Retirement Plan.

In a letter to the Comptroller, John F. Powers, president of the 69,000-member Association, declared that field representatives and chapter presidents reported that the material is made available to all employee locations throughout the state.

Furthermore, said Mr. Powers, explanatory literature on the advantages of the 55-year plan apparently is not generally available. In view of the great advantages offered by the plan, the CSEA had said it felt it was important to.

CSEA Digest

1. Association wins another $1,000,000 case with victory in Hotaling test suit. See Page 1.
2. Big push starts for signing up members for CSEA under payroll deduction of dues. See Page 16.

Under Chapter 297 of the Laws of 1954, the State was directed to reallocate and recalculate to the new salary grades established by that chapter, all existing positions.

In October, 1954, the petition was informed that her position was classified downward from principal statistics clerk to senior statistics clerk and that such...

(Continued on Page 16)

SUMMERTIME PICNIC SCENE: No one holds a summer picnic without getting a soft-ball game and the Headquarters staff of the Civil Service Employees Association got a good one going at their annual outing. The event was held recently at Brookside Park, West Sand Lake. The umpire for the game was the same man who calls the plays in a more strenuous game all year—Association President John F. Powers (in rear, with cap). The lady at bat is Pat O’Neil, whose voice is often heard when members place calls to Association headquarters’ switchboard. The young chap in the catcher’s position is Dick Hayes, who is frequently seen in the mail room at Headquarters.
Watson Lists Six Needs For Civil Service Reform

James E. Watson, executive director, National Civil Service League, says that the U. S. Civil Service Commission needs a long-range recruitment program.

"Competitive examinations can ensure the selection of top-level individuals only if top-level people supply," he wrote in Good Government.

In reviewing the 75 years of civil service in the United States—the anniversary coincides with that of the league—he listed six major reforms as necessary.

He notes that 90 per cent of the Federal government's workers are under civil service, but he cautions that the real measure is not on the list of personnel against political influence, but the effectiveness with which commissions staff government at all levels.

The Six Recommendations

The six-point program: "Departments should have greater authority to remove incompetents, whether or not the incompetents happen to be veterans. Better supervision must be provided."

"More intelligent reduction-in-force procedures must be worked out to enable agencies to retain the most competent, and more equitable veterans preference in retention rights should be established."

"The career system should be made government-wide. The only exceptions should be those positions which involve policy decisions. At present, exceptions are few and often are based on political rather than personnel considerations."

He comments that civil service is no longer to be considered as merely a dike against the spoils system."

Jayson R. Watson

JAMES E. WATSON

Four promotions to New York City police captains for August 1, and 35 more are expected to be made before the expiration of the current eligible list on August 27.

The Board of Estimate adopted a resolution that provides for a title change for two lieutenants at $7,200 to captain at $7,400, 23 additional captain jobs at $7,800, and a title change for 12 lieutenants, making captain detail to lieutenant (special assignment)."

"Promotion must be based more on ability and achievement and less on seniority and what is sometimes called personal patronage."

"Department heads should have greater authority to remove incompetents, whether or not the incompetents happen to be veterans. Better supervision must be provided."

"More intelligent reduction-in-force procedures must be worked out to enable agencies to retain the most competent, and more equitable veterans preference in retention rights should be established."

"The career system should be made government-wide. The only exceptions should be those positions which involve policy decisions. At present, exceptions are few and often are based on political rather than personnel considerations."

He comments that civil service is no longer to be considered as merely a dike against the spoils system."

How to Deal with the Press

The Institute of Public Administration of the University of Michigan has issued a new pamphlet called "Press Relations for Local Public Officials." It is written by James C. MacDonald, assistant professor of journalism, and gives practical suggestions to help public officials deal effectively with the press. It is illustrated with anecdotes and amusing drawings.

Copies may be purchased for 41 from University of Michigan Publications Distribution Service, 311 Maynard Street, Ann Arbor, Mich.

Disaster Fund Established

Members of the California State Employees' Association contributed nearly $1,800 to several emergency funds driven organized to aid fellow state employees ravaged by last December's floods. The association's temporary flood relief committee has established a standing fund for employees of state agencies who represent a section of the state, which will be authorized to spend up to $1,000 to launch a fund drive and distribute relief in case of a future disaster.

Pay of Fire Departments Compared

Beginning salaries of firemen in cities of more than 50,000 population range from $5,900 to $8,869, with $4,173 as median, the half-way point. The smallest cities pay $2,160 to $5,200. The median is $3,410. Cities of more than 50,000 pay their fire chiefs a $12,000 median. In this class of city, the lowest chief's salary is $9,927, the highest $23,000.

There is a wide variation in the number of fire department employees in proportion to population, the 1956 Municipal Year Book reports.

Hoboken Stops Costly Water Leaks

Hoboken, N. J., expects a saving of about $60,000 a year on water, says the American Public Works Association.

The City found 16 major leaks or breaks in the mains, accounting for a loss of 1,100,000 gallons a day. In a year, this would involve payment of $94,860 to Jersey City for water not resold to Hoboken consumers. A defective meter at a large industrial concern failed to register $5,000 a day, an annual loss of $4,416 in revenue to the City. None of these leaks were surface. Even large underground leaks escape unnoticed. All the leaks were repaired by Water Department employees.

Staggered 5 P. C. Raises Tried

Ottumwa, Iowa, has completed one year of experience with a merit pay plan. It provides five steps with 5 per cent salary raises.

The first step begins at $1,000 a year, then a step increase is made; first it becomes $1,120, $1,220, $1,320, and $1,420, for the first five years. The City Manager of Ottumwa considers the plan a success. Improvement in performance of several departments is reported.
Postal Supervisors Turn Actors to Learn How to Talk to Employees

The spontaneous role-playing method which was used by this group to develop skills in discussing performance has been recommended by the Post Office Department as a training technique to help employees develop the communications skills necessary to grow on the job.

Although employees felt better prepared to discuss job performance, most supervisors felt less reluctant to talk with their supervisors about problems. The spontaneous role-playing exercises frequently led to discussions about improving personal performance and increasing the probability of advancement.

More than 100 supervisors in the Metropolitan Area have indicated a desire to take this course text fall, which will be conducted again by Henry Jackson, the assistant regional training officer.

Department to Take Summer Siesta

During the month of August the NYC Department of Personnel will not call for any new applications for examinations. However, during August those interested in stenographer or typist jobs can apply to the State Employment Service, 3 East 10th St., Manhattan, if they wish, to be tested, and if they pass, given certificates that can be presented to the Personnel Department after September 1.

Take Your Pick Of Many Tests NYC Will Hold

The following exams are on the "docket" of this month. The NYC Department of Personnel and should be open for receipt of applications soon after summer is over.

Metro Unit Officers Hold NYC Meeting

Metropolitan New York Conference of the Civil Service Employees Association held an officers meeting in New York City July 24. Three major topics were discussed, Andrew J. Goicoechea, Conference president, reported. They were:

1. The role of the Conference and its value to individual chapters that make up the Conference.
2. The stating of the role of Conference officers.
3. Conference programs, past, present and future.

Mr. Coccaro reported the officers felt the meeting a great help in planning for the coming year. A meeting of chapter presidents in the Metropolitan Conferences will be held in late August to plan a 2-year program. Mr. Coccaro said.

The Conference president also announced that all committee appointments would be made known when the Conference holds its September meeting, scheduled for Kings Park State Hospital.

Mail Applications Universal for Month As NYC Experiment

As an experiment, to determine if recruitment upswing results, the New York City Civil Service Department will permit mail applications in all tests in the exam series to open in September. This is only one phase of an effort to promote recruitment.

Candidates are expected to apply, or even of having to send a representative. Another complaint by candidates is against the additional bother and expense of having to send the applications personally.

They point out that neither the Federal nor the State income tax returns have to be made by the applicant. Federal taxpayers are just as liable to explanation forWillful misstate-ments on material points as if notarization took place. The "au-thentic" version is to be perfected, for both State and New York City tests, by enactment of State law, effective Nov. 1, 1937.

No change has yet been made regarding notarization, but City officials expect the elimination of that nuisance soon.

State Clerk Lists Nearing Finish

With 20 appointments from the last pool the New York State Civil Service (with option) list has been exhausted. On the file clerk roster, the last 1 4 appointments reached No. 29,644. Since that list was established on August 15, 1935 and may extend that date this year, the State Civil Service Commission is not certain that another hiring pool will be called.

Police Srgt. Test to Open In September

The New York City Personnel Department expects to open a police sergeant promotion exam for applications in September, and has tentatively scheduled the written test for January, The department received more than 10,000 applications in the last test.

The current eligible list, established April 1, 1935, is in its fifth year. Sixteen more sergeant promotions were made.

Patrolman Physicals Resume Aug. 3

New York City will continue qualifying physicals on August 3 for 230 patrolman (P.D.) candidates and on August 6 for 142. So far 1,014 candidates have passed the physical tests held at Van Cortlandt Park.

Of 1,906 men tested in the first five sessions, 247 failed, 124 were absent and 155 were twice run out.

Apel Is Waged to End Religious Qualifications For Probation Officer Jobs

Having won the first round, prohibition of religious qualifications for some probation officer jobs, the American Jewish Congress seeks victory in the second round, elimination of religious qualifications for probation officer jobs in other courts, and in any and all work assignments of probation officers.

The congress questioned the legal provision that probation officers and their charges should preferably be of the same religious faith, and complained to the State Commission Against Discrimination. Commissioner J. Edward Conway, chairman of the State Commission, ruled in the favor of the congress, but the protesting group insists he did not go far enough. Commission Conway ruled that religion is to be disregarded in appointments of probation officers to the Domestic Relations Court, which embodies the Family Court and the Children's Court.

Appeal Taken

The congress wanted, but did not get, a ruling against the practices of applying a religious quota in the Children's Court. Both discrimination in that court, as much as in any other court, violates state law, the congress insists.

An appeal from Commissioner Conway's decision has been taken by the congress to Charles A. Gage, Commissioner of the State Commission Against Discrimination. Leo Pfeiffer, the congress's associate counsel, explains that this step is a possible preliminary to action in the State Supreme Court. If the appeal is unsuccessful, the action would follow.

Chairman Abrams contends that he lacks authority to reverse Commissioner Conway, and could do no more than recommend to Commissioner Conway a review of the facts and the law, and the decision to part of which the congress objects.

The congress's point about discrimination rests partly on evidence it says it has obtained that Jewish probation officers get the least desirable assignments in the Children's Court.

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No change has yet been made regarding notarization, but City officials expect the elimination of that nuisance soon.
Albany, July 26—The Director of Internal Revenue for the Albany district has issued initial instructions on procedures to receive Federal Social Tax paid in maintenance by state employees in 1962-63.

John P. Powers, president of the Civil Service Employees Association, urged those eligible for the Civil Service Employees Association, urged those eligible for the Civil Service Employees Association, urged those eligible for the Civil Service Employees Association for the refund, which will be processed as early as possible. Due to the nature of this type of claim, some unavoidable delay will be experienced in processing the refund. It is suggested that taxpayers do not write to the District Director of Internal Revenue to request information as to when they may expect their refund.

Albany District Only

It should be emphasized that all claims for refunds which will be processed as early as possible by the Albany office, Mr. Powers said.

The Association has written to the directors of the following other IR offices in New York State, to receive a refund during the years in question.

Thurway’s Financial Status Reported Good

ALBANY, July 23—The financial position of the New York State Thruway appears secure according to the following:

1. There was a $1,189,500 surplus for the first six months of 1963.

2. The bond rating on the Thruway bonds is A+.

3. The Thruway’s debt service will be less than 10% of its income for the first six months of 1963.

4. The Thruway’s debt ratio is 2.5:1.

5. The Thruway’s capital expenditures for the first six months of 1963 were $7,400,000.

6. The Thruway’s operating expenses for the first six months of 1963 were $5,000,000.

7. The Thruway’s toll collection figures for the first six months of 1963 were $5,000,000.

8. The Thruway’s construction program for the first six months of 1963 was $5,000,000.

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Clerk-Carrier

Clerk-Carrier Jobs in Buffalo Post Office

The Second U.S. Civil Service Region has announced a bid for substitute clerk and substitute city carrier at $1.82 an hour in the Buffalo post office.

The carrier jobs are open to men only, but women may be hired for the clerk positions in the postmaster's discretion.

Applications must be citizens of or have allegiance to the United States. All male applicants must weigh at least 125, except that this requirement does not apply to those with veteran preference, and that in any case applicants must be able to do the work. In addition, carrier applicants must have a license to drive.

Apply for an appointment No. 2-36 (1966) in person or by mail at the Second Region office, 661 Washington Street, New York 14, N. Y. Closing date is Wednesday, August 27.

New State Vacation Guide Book Readied

WASHINGTON, June 30—A bill that would provide increased pension advantage for U. S. workers would have his annuity reduced by the years of service. Lower-bracket advantage to multiply by 1 percent per for his wife, the new bill calls for a 3 percent reduction on the first several of service, respectively.

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New State Vacation Guide Book Readied

ALBANY, July 30—The State's comprehensive guide, "New York State Vacationlands," is being thoroughly revised for 1957 publication, State Commerce Commissioner Edward T. Dickinson announced.

More than 600 chambers of commerce and other trade organizations, as well as 500 operators of tourist attractions, are cooperating with the State Commerce Department by checking an Influx number of essential facts for the new 1958-page book," Commissioner Dickinson said.

New York State Vacation Guide Book Readied

Rev. Robert W. Anthony, left, and Father William J. McCabe, were honored by Utica State Hospital for 26 and 15 years of service, respectively.

U.S. Pension Bill Passed

In which to compute his retirement pension advantage for U. S. workers would have his annuity reduced by the years of service. Lower-bracket advantage to multiply by 1 percent per for his wife, the new bill calls for a 3 percent reduction on the first several of service, respectively.

300 IES EMPLOYEES TAKE SUMMER COURSES

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Vicar Training

Be Our Guest at a Class Session In Manhattan or Jamaica

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Government Needs More And Better Recruitment

CIVIL Service commissioners, sensitive and earnest about their recruitment efforts, become "disturbed" over statements that infer considerable ground for improvement. Until recently, recruitment was on a strictly routine basis. If any brilliant ideas were developed during the routine period, we'd like to hear about them. All improvement. Until recently, recruitment was on a strictly-

recruitment, is now under examination. Here's hoping they all "make" the eligible list.

The merit system can never be any better than its recruitment.

All Public Employees Owe Gratitude to CSEA

DOWNGRADING is one of the worst threats in civil service.

Methods for perpetrating downgrading are provided by law. Sometimes these methods are perverted, to victimize individuals, or the public, in a sort of hot potato game, as on the bar of a social club. No one can find the right owner of this unwanted item. In other instances, downgradings are inconsistent, discriminatory, and punitive. Regular channels are provided for disciplining employees. Complaints, but not objections, are found.

All public employees should not be at any time without an ample eligible list, at least in those areas where private industry does not, for their members are merely watchdogs, and when the commission is in full bloom. Most of today's candidates are on their toes, and stay there, lest someone come along with a report telling what should be done and how, and startle them. Commissions, that usually do all the examining, are now under examination. Here's hoping they all "make" the eligible list.

The merit system can never be any better than its recruitment.

The Funnyscope

And all of them found her to be such a rounder

And what are they doing, knowing,

That protection, limited though it is, now is the law.

Furthermore, he has read the Case-Board of Estimate in support of every one of the members of the Board of Estimate has sent the report to the House of Representatives for restudy.

The backing that the senior employee members, favored Kranting for grade 9.
It's our way of saying "pleased to meet you!" And pleased you'll be when you see these fabulous house- 
hold bargains in your home. Mrs. Damar has drastic- 
ly reduced the price on every product shown here in 
order to make new friends. Each one is guaranteed 
to please you in every way or your money back. If you 
order 3 items or more—pay only 84c each... Take 
your pick—then mail your order at once!
Patrolman, Clerk, Sanitationman and Other Tests Coming Up

New York City will have openings this fall for both men and women. Qualified young men as patrolmen, trained women in the clerical field, and sanitationman, no experience needed in any case.

Applications for the City clerk exam will be issued beginning on Monday, November 5. No formal education is required. Candidates must pass the written test in English, spelling, grammar, education, and in general intelligence. The age test will be simpler than the clerk test.

Patrolman (P. D.) Exam

The patrolman (P. D.) exam is for the general police force, but the oldsters may have some learning and general intelligence. To become a patrolman, the candidate must have no shorter than five feet seven inches, with weight in proportion; have 20/20 vision, and no physical impairments. The salary starts at $77 a week, with an increase to $102 after three years.

Sanitationman Exam

The sanitationman exam is expected soon. Starting pay is $3,650 a year, $76 a week, and age is 22, with veterans can deduct older veterans may compete. Minimum height is 5 feet 4 inches, and no pulmonary disease.

Job Opportunities in the Civil Service

- Patrolman
- Clerk
- Sanitationman
- Other positions include firefighters, teachers, doctors, nurses, and more.

Applying for Civil Service Jobs

Applications can be filled out forms by mail. In applying by mail for U.S. Jobs do not receive them. Mail and phone orders are filled.

Applications also obtainable at post offices, except the New York, N.Y., and Washington, D.C., post offices.

Current salary for the clerk Job is $3,000 per year, with increases based on satisfactory service.

Jobs as Clerks

The exam for clerks will also be given in the fall. The salary is $3,000 to $3,600 for women. $3,500 to $4,600 for men. The written examination will be simpler than the clerk exam. Generally, the candidate must pass a qualifying physical and be in good enough medical condition to do the work.

ARCO CIVIL SERVICE BOOKS

PLAZA BOOK SHOP

230 Broadway

AUTO INSURANCE TIME PAYMENTS

Townsend R.

Mori Agency, Inc.

50 State St., Albany, N.Y.

Where to Apply for Public Jobs


Other positions include firefighter, police, sanitationman, public school teacher, and many more.

STATE—Room 203 at 270 Broadway, New York 7, N.Y. To Monday through Thursday, 290 State Street Building, N.Y. (Manhattan), hours 10 to 5, excepting Saturdays, 10 to 2. Also, Room 400 at 152 West Main Street, Rochester, N.Y., Tuesdays, 9 to 10. All of foregoing apply also to counties.

N.Y.C.—NYC Department of Personnel, 60 Diene Street, New York, N.Y. (Manhattan), two blocks south of city hall, last week on Broadway, opposite the LEADER building. Walter H. Willard, Jr., Manager. Any mail intended for the NYC Department of Personnel should be addressed to 200 Broadway, New York 7, N.Y.

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in New York City.

State Civil Service Commission, NYC Civil Service Commission—Downtown and uptown. Hudson Ave. to Broadway, opposite city hall. Manhattan Bridge, at booth 2, N.Y. (Manhattan), hours 9 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 152 West Main Street, Rochester, N.Y., Tuesdays, 9 to 10. All of foregoing apply also to counties.

N.Y.C.—NYC Department of Personnel, 60 Diene Street, New York, N.Y. (Manhattan), two blocks south of city hall, last week on Broadway, opposite the LEADER building. Walter H. Willard, Jr., Manager. Any mail intended for the NYC Department of Personnel should be addressed to 200 Broadway, New York 7, N.Y.

N.Y.C. Civil Service Commission—Eighth Avenue and 16th Avenue below to Churchill Street.

Data on Applications by Mail

Both the U.S. and the State issue application blanks and receive applications by mail. Application blanks are available from most post offices, the State post office does not enclose return postage. Both the U.S. and the State accept applications by mail only if the applicant by mail, 33 cents do not enclose return postage. Both the U.S. and the State accept applications by mail only if the applicant is mailed no later than 5:30 P.M. To obtain a postmark of that date.

N.Y.C. does not issue blanks by mail or receive them by mail except for clerical positions and for professional, scientific, and administrative jobs, and then only when the exam notice so states. In the U.S. application fee. The State and the New York State Civil Service Commission charge fees at rates fixed by law.

HELP FOR POLICE WIDOWS

The U.S. Civil Service Commission announced the following salary increases for technologists, U.S. Naval Supply Depot, Bayonne, N.J., GS-6 from $5,440 to $6,115; GS-11 from $8,093 to $9,763.

The increases are part of the effort to stimulate recruitment.
New York State Job Openings

(Continued from Page 4) For an application blank, see Friday, August 24.

122. ASSISTANT DIRECTOR (Administrative), hospital, Westchester County, $4,700 to $6,580. One vacancy. Fee $5. College graduation and one year's experience in hospital administration or one of the following: two additional years' experience as above, master's degree in business or public administration, plus one year's experience, a master's degree in hospital administration, or an equivalent of training and experience. (Friday, August 24).

4697. SENIOR CHEMICAL ENGINEER, $6,800 to $8,770. One vacancy, in Buffalo. Fee $5. Professional engineering license, and two years' chemical engineering experience in industrial air pollution control. (Friday, August 24).

4590. JUNIOR CIVIL ENGINEER, Erie County, $3,900 to $5,100. Appointment expected at $4,540. Fee $3. High school graduation or equivalency diploma, and one of the following: bachelor's degree in civil engineering, bachelor's degree plus one year's field and office experience, master's degree, two years' experience in construction technology, plus field work and three years' survey work, drafting, project design or supervising construction; six years' experience, or an equivalent combination of training and experience. (Friday, August 24).

4697. JUNIOR ARCHITECTURAL AL ESTIMATOR, $4,600 to $5,700. Four vacancies, in Albany. Fee $4. One year's experience with building construction cost estimate, and one of the following: two years' college training in engineering or architectural technology; plus two years experience as an architectural or engineering assistant; high school graduation or equivalency diploma plus four years' such experience, or an equivalent combination of training and experience. (Friday, August 24).

4695. HIGHWAY GENERAL MAINTENANCE FOREMAN, $4,250 to $5,250. Eleven vacancies in various locations. Fee $4. Eighteen months' experience in construction or maintenance of engineering or architectural structures of modern paved highways, six months of which must have been as foreman. (Friday, August 24).

4697. ASSISTANT ARCHITECTURAL ESTIMATOR, $6,800 to $9,640. Two vacancies, in Albany. Requirements are the same as for 4697, plus one additional year's experience assisting in architectural or engineering work, structural. $3,040 to $4,750. Several vacancies expected in Albany. Fee $3. High school graduation or equivalency diploma, and one year's drafting experience on structural engineering projects and one of the following: graduation from a junior college or technical institute, degree in engineering or architecture; two years' drafting experience, or an equivalent combination of experience and training. (Friday, August 24).

Frigidaire does it again!

Frigidaire has created a whole new standard of refrigerator values, with its 1956 line of the finest refrigerators in the entire industry. And they're priced at levels that make them today's biggest refrigerator bargains.

TOP VALUE! ONLY

$329.95

Model FO-95-86

LESS — a trade-in allowance on your present refrigerator equal to every penny of its true value.

See EIS For Your Biggest Trade-In Allowance

GLAMOR FOOD FREEZER • SEPARATE REFRIGERATOR SECTION WITH AUTOMATIC DEFROSTING
BIO CAPACITY STORAGE DOOR • ALUMINUM ROLL-TO-YOU SHELVES • FULL-WIDTH HYDRATOR BUTTER COMPARTMENT • TILT-DOWN EGG SERVER • EVERYTHING YOU WANT AND look how easily it can be yours:

If your present refrigerator is worth a trade-in of, say, $90—

you pay only $239.95

If your present refrigerator is worth a trade-in of, say, $120—

you pay only $209.95

If your present refrigerator is worth a trade-in of, say, $140—

you pay only $189.95

REMEMBER—You get the best when you buy FRIGIDAIRE Come in Today

J. Eis & Sons

105-07 FIRST AVENUE, N.Y.C. GR 5-2325-6-7-8

Closed Saturday — Open Sunday

Tuesday, July 31, 1956

New York City will issue in a few weeks a booklet in question-and-answer form on the new lease rules.

State Job Openings

To Cure More...
LETTERS TO THE EDITOR
(Continued from Page 6)

of supplementation—not a plan of coordination (formerly called integration). In fact, many express the opinion that any plan of coordination or integration. In fact, the Civil Service Employees Association has been working for supplementation—and this effort was enacted by the 1936 legislature but was not under the control of the Governor—ostensibly for the purpose of allowing more employees to get this benefit. But that isn't what happened.

In any event, Mr. Kaplan, as counsel to the State Commission on Pensions, could use some help in getting the proper plan of coordination or integration. Is that what is behind the statement he’s reported to have made? It is now being drafted by the state employees? I think it might be interesting to know the plan of coordination or integration that’s being devised for this purpose and for what reason. Further, I’d like to get some information about what is behind Mr. Kaplan’s statement. In fact, it would be a public service if you would obtain and publish a statement from Mr. Kaplan about the problem and stating what the State Commission on Pensions is doing relative to social Security.

RICHARD R. TOLHURST

RETIRES FROM WYOMING
REMEMBER HARRY LANGDON

Editor, The LEADER: We are interested in your retirement stories and would like to find out the reactions of others to the same situation. One retired man we all know and admire for his untiring effort for the public good is Mr. Harry Langdon. He worked his way up through the Civil Service by open competitive examinations, was chief auditor and chief examiner in the LEADER for his many and varied activities. Personally, we could not agree more with the words attributed to his successor, the founder of the In-Service Training Courses for all New York City employees, Mr. John G. McLaughlin, President of Municipal Credit Union, and head of many other associations. We hear him to be still alive and well known as manager of the Lotos Club in Manhattan. We would like to see Mr. Langdon’s retirement reviewed in the LEADER. The LEADER is a paper we really enjoy reading.

JOE, TUPS & BILL

Covey’s Little America

U. S. Highway 60 Wyoming

PHARMACIST WHO AUDITS
HAS PAY COMPLAINT

Mr. Ed Musser, no. The effect of veteran preference is to make it more difficult for non-veterans to get jobs, especially in those fields where the public interests are concerned the Department of Pensions and the Health Plan. The duties of pharmacists, as described by the Department of Personnel, are “to compound, preserve and dispense drugs and any substance that assists or aids in the treatment of diseases.” Does that describe the auditing? If pharmacists working out of their homes many years on, don’t they also pay for comparable work which they would be satisfied. The pharmacists have been among the poorest, paid employees of the city. These men are specialists in their field and are doing technical auditing work of greater responsibility than that done by senior accountants in small.

The pharmacists expect to be treated under the Career and Salary Plan like every other employee. J. MICHAELS

POW: FIRE COMBS

ARE GIVINS AN AMBASSADOR

The LEADER: Every once in a while I see a story about people who are going to be firemen in the future. It is now being discussed by the LEADER, telling about some small communities experimenting with the operation of a community police-fire department. No matter how small the community is, the duties don’t make it easy. They require different training and skills. It is too much to expect anyone already employed in a police force to cope with both diverse duties. Besides, the pay offered can’t make the list that attracts young people.

NON-GENDER POLICEMAN

FILLIP OF CULTURE INTRIGUES HIM

Editor, The LEADER: The fact that the B.A. Club publishes cultural articles and editorials on civil service, in addition to the regular social news, including job opportunities, makes the paper ever so much more readable. Congratulations.

EDWARD PIERSSEN

Question, Please

DO I NOT have a right to be related to the public job I resigned five months ago C. G. Na. Resigning of retired employees is a matter of indulgence, not policy. The resignation took place not more than a year previous, retiring may be done, without the applicant having to take another test. Department head may exercise discretion about retiring, but should keep himself out to comply with the wishes of someone who quit. The idea that a public job can be unoccupied as an act in the bias does not sit well with department heads.

ARE NOT veteran preference and seniority, for which credits are given, not contrary to the merit system, in that factors other than knowledge, competence, or skills are to be a considerable degree the determining factor? O. V. O.

In March, 1946 and have been continuously employed there ever since. In any way I can pay into the pension fund for the three and a half years of outside employment, that I had paid into the retirement fund between 1940 and 1945.

Employee contributions to their annuity account can be made only through employee membership in the pension system. Employment by private industry is not sufficient to pay into the public employee pension system.

ACCOUNT CLERKS CERTIFIED

Nineteen account clerks will be appointed at $9,000 from a 35- man certification, made by the Municipal Civil Service Commission.

State Offering Foreman Jobs On Highways

ALBANY, July 30—The State will hold a highway general maintenance foreman examination on Saturday, August 25. Annual salaries begin at $7,500.

The positions now open are in the Department of Public Works, Waterford and Poughkeepsie, in the Babylon area and near Syra- cuse, and in the Fort Drum area. Candidates must be residents of counties in which vacancies exist and must be appointed at $5,500 to $7,000.

The eligible list will be used also in filling jobs as section maintenance foreman with the Throwway Line. Apply, if by mail, to the State Civil Service Commission, State Office Building, Albany, N. Y. and enclose nine-inch, six-cent stamp.

The duties of pharmacists are among the poorest paid employees of the city. These men are specialists in their field and are doing technical auditing work of greater responsibility than that done by senior accountants in small. The pharmacists expect to be treated under the Career and Salary Plan like every other employee.

J. MICHAELS

EDITORIAL

George Washington Had Some Merit System Ideas

THE principle of appointment to public office on the basis of merit is older than you think. While formal civil service is 75 years old, 167 years ago George Washington, our first President, made all his appointments on a merit basis. The result was that nobody was appointed unless he was a member of President Washington’s Federalist Party. Still, Washington’s bounded respect for merit was in sharp contrast to the apollo system prevailing then—and perhaps even now—throughout the remainder of the world.

In our own day party allegiance has not gone unrewarded, either, in filling jobs of the type we now call non-competitive, of which there were many in temporary agencies. We recall Michael DiSalle, when he was head of the Office of Price Stabilization in Truman’s Administration, being cross-examined by Republicans on his non-competitive appointments. Mr. DiSalle, former Mayor of Toledo, a man with a real sense of humor, said that he, too, appointed only the most competent. Thus he was aligning himself with the nation’s number one hero, not a bad move. Prayed to explain why the appointees all turned out to be loyal Democrats, he remarked casually that the only thing they seem to be many Republicans left in this country any more.

Mr. DiSalle will be running for Governor of Ohio in November, but not against Governor Frank Lausche, who’ll probably be bidding for a Senate seat. The contest will be against Alton Gwinnett Johnson, a strong anti-Civil Service, and may decide whether the disappearance of Republicans is as complete in Ohio as Mr. DiSalle’s reported it to be nationally, in his amusing testimony before a Congressional committee.

NOW—AT INTERNATIONAL
SOLGO...A

HIGH RAPID 3/4 H.P. ROOM AIR CONDITIONER

$175 WEEKLY

WITH 2 YEARS WARRANTY

AND EXCLUSIVE DREAM • STANDARD-DUTY • EXCLUSIVE POWERFUL ENSUREMENT • AUTOMATIC TEMPERATURE AND FILTERS

$995 1956 Deluxe Model!

NEW—AND WE’VE GOT IT!

G-E Thinline ROOM AIR CONDITIONER that FITS ANY WINDOW!

No installation problem, because it’s only 15 by 15 by 30 inches. Takes less than an hour. No lengthy wiring, loud or inside. If you even suspect you’re getting the same old tired, run of the mill, noisy air conditioner, reject it.

NEW AND BUGHT BY THOUSANDS

INTERNATIONAL SOLGO, Inc.

77 WEST 23rd ST., NEW YORK CITY

OrRegon 5-3555

Next 4th Ave. — In Madison Building
Plainedg Containers Unit

Gains Recognition

Plainedg School District No. 18, unit of the Nassau Chapter CSEA, has been recognized by the official employees organization by the Plainedg School District.

Irving Plaumenbaum, president of Nassau Chapter, played an important part in negotiations which led to the unit’s recognition and granting of seniority rights and other benefits, thus establishing a grievance committee which will hold regular meetings with the school board. Walter Degen, publicity direc-
tor, reports that Assistant Supervisor Principal O. Heston was “most cooperative” in the problems of the local school employees.

DR. BEFORE ON

COMPENSATION BOARD

Dr. John A. D’Iorio is a member of the Medical Appeals Unit, New York State Board of Workmen’s Compensation Board. His oath of office was administered by the Hon. Cassius O. De Biege in a ceremo-

ny at the office of the Secretary of State, 270 Broadway, New York City.

EISENHOWER TO SIGN

DOWN $1 BILL ON WAGES

WASHINGTON July 30—Pres-
tident Eisenhower is expected to sign a bill that provides regular status to nearly 25,000 postal sub-

sidaries who qualify through regular civil

service exams.

The bill was passed by the Senate and House. Temporary and indefinite substitutes would benefit.

ACCOUNTANT & ATTENDANT

HIRING POOLS TO BE HELD

An August string pool for open-

competitive vacancies for the accountant and attendant eligibles is being planned by the New York City Personnel.

EL MOTORMAN PROMOTION

The Transit Authority proposes to promote twenty-one employees to motorman.

Dr. William A. De Biege, in a ceremo-

ny at the office of the Secretary of State, 270 Broadway, New York City.

JUDGES’ SURVIVORS’ BENEFIT

WASHINGTON, July 30—The

Senate passed a bill granting pen-

sions to widows and dependents of children of Federal Judges.

New York City has ordered 29

veterans to fill new vacancies, and

24 open-competitive.

Housing inspector, assistant ac-

countant, stationery engineer, pipe

coiler, and recreation leader are among the open-competitive positions.

Watch THE LEADER for applic-

ation dates and requirements, to be announced soon.

New York City has 29 new

open vacancies, starting at $2.

A written test was weighted 50, as
determined by the Plainedg School

Board.

Court Orders Hearing

On Claims Examiners

Raise Denial Protest

TROY July 30—Supreme Court

Justice Donald Taylor, sitting in

the Troy County Supreme Court, signed an order directing J. Earl

Blair, assistant state’s attorney, to file a statement and justification, and the Classifi-

cation and Compensation Appeals Board, to show cause why any principal classification of ex-

aminers should not be upended from R-23 to R-28.

The proceeding will be argued on

August 24.

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Dunnemore State Hospital

Many hospital employees, from various towns in the area, were present at the Saturday night banquet. Among the guests are Robert Kinzie, zostikan for the State B.P.O. Elks, Army Corp, Hon. Armand Cories, Oren Hen- ry, and Mr. and Mrs. Ramsey, who were among the large group of guests.

The chapter regards that Frank Koppel, who is a past director in the hospital, should come to the banquet.

Kimball lost out in his bid for the local papers. Dr. Lynn for the address.

Kimball lost out in his bid for the newspaper, in which he has devoted much of his time to charity organizations.

The chapter regrets that Frank Koppel, who is a past director in the hospital, should come to the banquet.

Dr. Appel, Dr. Mulligan, Dr. Kuti, Dr. Rubensteln, Dr. Klein.

Patients who have been admitted to the hospital: Dr. Appel, Dr. Mulligan, Dr. Kuti, Dr. Rubensteln, Dr. Klein.

Stieriff's Department, for the good work, and support of the hospital.
to thousand nine hundred and fifty-six.

And you can do the same as that of the Budget Di-

The price is $9.840.

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CSEA Wins Hotaling Case

Convenient Dues Payment Offered Through Payroll Deduction Available Now

The big push is on to sign members to the Civil Service Employees Association through payroll deduction of CSEA dues. In letters to chapter presidents and representatives and to individuals, Association President John T. DeGraff, Jr., is securing the information that dues authorizations, as well as the advantages for so doing.

Speaking to members and non-members, Mr. Powers pointed out the tremendous gains made for employees through Association efforts in the State Legislature and other legislative levels this year.

In effect, said Mr. Powers, the easy payment of membership dues through payroll deduction should bring an even greater membership to the Association, And, the greater the strength of the CSEA, the greater strength will

the Association have to argue the case of the public employee, Mr. Powers declared.

The hard work is on to get the cards in and to the Civil Service Employees Association headquarters is that only the positions included in Chapter 307 of the Laws of 1956 were to be reclassified. This is further supported by the fact that every employee who qualified was notified of the reclassification and was given a chance to appeal. The employee had the right to appeal to the Comptroller of the State of New York so that the decision would be reviewed by an independent third party. This was the correct procedure for employee representation, and it was followed by the Association.

Mr. Powers letter to chapter presidents and representatives tells them how best to handle the position concerning dues authorizations but the importance to the membership strength of the Association. And, the great

The law firm of DeGraff, Foy, Powers and associates represented the Association, John T. DeGraff, Jr., associate counsel, appeared in court. Attorney General Jacob K. Javits, through J. Bruce McDonald and John Mooney, represented the Budget Director, the Director of Classification and Compensation, and the Civil Service Commission, defendants.

Excerpts From Court's Opinion

This authorization card is being sent to thousands of employees employed by the State and its subdivisions to authorize payroll deduction.

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Please do not delay—do it today so that you can secure a blank deduction authority card. This card is furnished a blank deduction authority card. The employee has the right to appeal to the Comptroller of the State of New York so that the decision would be reviewed by an independent third party. This was the correct procedure for employee representation, and it was followed by the Association.

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Mr. Powers speaks to individuals

Mr. Powers has sent individual letters to state workers concerning payroll deduction. The letter reads as follows:

Mr. Powers Letter

Payroll deductions of your CSEA dues have been arranged for your convenience. Transmitted here-with is your payroll deduction authority. Please do not delay—do it today so that you can secure a blank deduction authority card. This card is furnished a blank deduction authority card. The employee has the right to appeal to the Comptroller of the State of New York so that the decision would be reviewed by an independent third party. This was the correct procedure for employee representation, and it was followed by the Association.

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