Resolutions Session Brings Assn. Legislative Program; Raise, 40-Hour Week Sought

ALBANY, Oct. 8—A three-day session that ended October 4, delegates to the 46th annual meeting of the Civil Service Employees Association hammered out a legislative program for public employees for the coming year.

Top item on the all-day meeting on resolutions was the approval of a three-part resolution dealing with salaries of New York State employees.

As approved by delegates the resolution seeks:
1. A 5 per cent increase in base pay for all State employees.
2. The establishment of maximum 40-hour week for all employees working more than 40 hours with no loss in take-home pay.
3. Establishment of a fund sufficient to provide for correction of inequities which exist or may develop during the year.

Kerwin Presides
Lawrence Kerwin was chairman of the Resolutions Committee, a post he filled after Jene McPherson was appointed CSEA union administrative assistant. Mr. Kerwin underwent his first such assignment as a result of an election and the day ended with a total of 86 resolutions approved.

They called for full supplementation in Social Security; a 25-year retirement plan; time and a half for overtime; improved state police work hours and attendance rules; a maximum 40-hour week in police units; improved full employment insurance; increased maximum earnings for state workers; a mandate for equal pay in counties (comparable to similar work in the state); and additional increments.

Full List Next Week
The full list of resolutions will be printed in next week’s issue of The Leader.

COMMERCE DEPT. OFFICE IN MENDOZA MOYED
ALBANY, Oct. 8—Commissioner Edward T. Dickinson announced that the New York State Department of Commerce moved its Mendoza office to 111 Mendoza Boulevard, from the Denon Building.

John F. DeBoutis of Garden City is manager of the department’s regional office in Long Island, and Charles C. Vailans, Jr. of Hempstead is assistant manager.

CSEA Digest
2. Other Social Security storrs. See Page 1
3. Annual meeting ends with the bangs. See Page 16
4. Decker visits added on to CSEA proposals on Health Insurance. See Page 1
5. Resolutions session brings forth Association’s Legislative program. See Page 1.

Republican to Back Supplementation Plan
Legislative Stand on Social Security Announced

ALBANY, Oct. 8—Full Social Security supplementation for state and local employees who are members of the State Employees Retirement System will be recommended to the 1957 Legislature as a major Republican program bill, the Leader learned.

According to a joint statement by Assembly Speaker Oswald D. Heck and Senate Majority Leader Walter J. Maloney, "the full supplementation program will have Republican backing." The proposal was one of five alternative plans advanced by the State Commission on Pensions in a recent report.

The GOP statement read: "Under a 1956 amendment to the Federal Social Security Act, employees who are members of a pension system may choose whether to apply for Social Security coverage, but it has been estimated at 5.5 million dollars.

The GOP leaders said the Pension Commission will be asked to work with the Joint Legislative Committee on the Employees Retirement System in preparation for the necessary enabling legislation. This legislation will permit municipalities who are members of the (Continued on Page 70)

LEADERS OF SOCIAL SECURITY DEBATE

Doctor Visits Added Onto Assn. Health Proposals; Powers Reports Action

BY PAUL KYER
ALBANY, Oct. 8—A tenth point has been added to the 9-point proposal on the State health insurance plan made some months ago by the Civil Service Employees Association.

It calls for inclusion of doctor visits to the home in case of illness not requiring hospitalization, as well as visits to the doctor’s office.

The tenth point was added by delegates to the 46th annual convention of the CSEA, which ended October 4 in Albany.

Powers Tells of CSEA Action
Association President John F. Powers assured delegates that not only were CSEA officials promoting the Temporary Health Insurance Board on providing the best plan possible to state workers but were bending all efforts to secure the program by January 1, 1957.

Mr. Powers announced that meetings had been held, and are to be held, with several leading insurance companies to discuss possible programs. Attending the meetings were Mr. Powers, John T. Decker, association council, and John Kelly, Jr., assistant counsel; Joseph Lochner, CSEA executive director; and Charles Dubier, chairman of the Association Pension-Insurance Committee.

Meeting with Health Board
Mr. Powers announced also that the Association had requested a meeting with the members of the Temporary Health Insurance Board when that group sits in session October 9 in Albany. The Association wishes to present its basic program at that time.

At the final dinner meeting, Alexander A. Falk, president of the State Civil Service Commission and president of the Temporary Health Insurance Board, told delegates that no plan would be approved by the board without prior approval from state employer.

TOTALING up the entire effort on the health insurance plan during the 3-day meeting, it was apparent the Association had been most aggressive in getting state action on a plan under way. It will not be known for some weeks, of course, if the decisions will be in the making.

Mr. Powers assured delegates they would be kept informed of any progress made by the Association.

Original Points
The original points of the Association's proposals on a health insurance plan were:

1. Hospitalization for at least 120 days, covering everything up to and including a semi-private room

Correction Officer New Guard Title
ALBANY, Oct. 8—Titles changing a 1970 proposal in the State Correction Department were announced by the Department of Civil Service.

The largest group affected is the guard service. The guard service title has been changed to correction officer. Supervisory personnel in the guard service will correspondingly be called correction sergeant, lieutenant and captain.

The changes have long been sought by employees, and will go into effect April 1, 1957. No change in salary is involved.

Other reclassifications are from criminal hospital attendant to correction hospital attendant, and matron to correction matron, with corresponding titles in the supervisory levels.
Kaplan Attacks Discrimination In Promotions

The plan adopted by the New York City Civil Service Commission, and administered by the Personnel Department, for the promotion of employees in the unqualified service, without examination, because they were working out of title, is illegal, says H. Eliot Kaplan, one of the nation's leading civil service lawyers.

Mr. Kaplan was chairman of the committee appointed by the President and Congress to study Federal pension systems, was administrative director and counsel to the Deputy Comptroller, and executive, in violation of the precepts of the State Constitution.

Mr. Kaplan's legal objection to the plan is that it is discriminatory, in violation of the precepts of the Civil Service Law, and even perhaps the civil service provision of the State Constitution.

He recognized that New York City is faced with the problem, because thousands of employees are appointed to a job in a minor title have given to positions of responsibility, and with corresponding increased income. They deserve protection against penalty for working out of title, condition inflicted on them, he says, but asks that the solution be applied legally by practicing uniformity. He advises that a general policy be adopted, for both the graded and the ungraded services, and that employees to both branches be treated alike, all those entitled to retain their present jobs and duties being given appropriate titles, hence promoted, without examination.

Mr. Kaplan recalled that was the equal policy pursued by the State in its reclassification, and in the Rainespeck Act that affected thousands of Federal employees in 1969.

COUNTY DELEGATES COMPARE NOTES

County delegates to the 3-day annual meeting of the Civil Service Employees Association had a busy time developing a program for public workers in their divisions. The LEADER's candid camera caught county delegates S. Samuel Borelli and Mrs. Lula Williams, who is also co-chairman of the CSEA Statewide Membership Committee, as they paused to compare notes in the lobby of the DeWitt Clinton Hotel, where the event was held.

AN OPEN LETTER

To The BOARD OF ESTIMATE

Gentlemen:

On June 28th we appeared before the Board of Estimate and expressed the bitter disillusionment which Senior Clerical Employees had found in the Career and Salary Plan. We reminded the Board that, while other clerical groups had rightfully received almost 227% increase in top salary, we had received only 4.5%, with future promotional opportunities almost entirely foreclosed. We reminded them that 20,000 citizens had signed petitions requesting fair and comparable pay for Senior Clerical Employees, and we repeated our petition for reclassification into Salary Grade 9.

At that time Mayor Wagner promised us that the Board of Estimate would restate the question during the summer, "without stalling," and that we would receive a definite decision.

We did not press the matter at the July and August meetings, but we did respectfully urge the Board of Estimate to callendar the item for its meeting of September 27th. Still we received no word. We appeared at the September 27th meeting to ask the question: "When do we receive a reply?" We got no answer.

We are sincerely grateful to Borough President Lyons for his constant friendship and the forthright courage he showed in speaking up for us on June 28th and September 27th. But he is only one member of the Board. The others are yet to be heard.

WE HOPE THIS IS NOT AN EFFORT TO PUT US OFF UNTIL AFTER ELECTION DAY. SUCH EVA- SIONARY STRATEGY, IN THE FACE OF THE JU- TICE OF OUR REQUEST, IS HARSHLY WORTHY OF THE GOVERNING BODY OF THE WORLD'S GREATEST CITY.

We, our friends, relatives and associates look to you to correct this Career & Salary Plan which gave us TOO LITTLE SALARY and NO CAREER.
ASSN. PROGRESS IN 1956
GREAT ACHIEVEMENT STORY

By JOHN F. POWERS
President, Civil Service Employees Association

Since my report to the delegates at the March 1, 1956, meeting, our Association has enjoyed the most successful period in its history in the way of accomplishments for its members. Reports of committees, furnished delegates at this meeting will furnish many interesting facts, news of our accomplishments, and progress of affairs in the coming year.

In 1956, State salary increases were given which would have been more equitable for all employees than $10. Based on the fact that the salary increase was in the neighborhood of thousands of dollars for thousands of employees, the Association believes that the present State employees are entitled to more salary, and the State Legislature should restore the salary increment which was inadvisable for all employees. We will exert every possible effort and influence to gain justice in salary for State employees in 1957.

Our Association was gratified to learn that the salary increase which was given State employees was generally behind those in private industry by about $10. The Association believes that the salary increase should have been restored by the Governor to all State employees. We believe that the salary increase should have been restored to all employees.

Recent amendments in Federal Law, which remove the requirement that every member of the Retirement System is mandated to accept Social Security coverage, should help in enabling thousands of the members of the Retirement System in the Federation which must be held. The Association will do its utmost to gain Social Security supplementation to Retirement.

We shall assist our members in salary matters, CSEA will do its utmost to restore the fee for promotion examination, and we shall assist our members in obtaining Civil Service protection desired by employees. We have furnished the Board with a statement of the present condition of the Retirement System and the need for liberalization of the Social Security to Retirement System. We won the right of voting on the Social Security to Retirement System in the coming year.

The discussion was a special feature of the meeting and drew the attention of the largest audiences at the two-day convention.

The speakers were:
Charles E. Dever, of the State Employment Department, explained Social Security coverage from insurance aspects.
Edward Stronk, head of the State Social Security Agency, who traced the history and development of Social Security programs for public employees.
John J. Kelly, Jr., Association assistant counsel, who outlined the reasons why some public employees' organizations opposed Social Security coverage at first, and who explained the Association position.

A large part of the meeting was taken up with questions from the floor covering specific situations.

McHugh Fills Two Vacancies

ALBANY, Oct. 8—Commissioner of Correction Thomas J. McHugh appointed Arthur E. Boyd to fill the post of assistant secretary of State and local employees. Boyd has been in state service since 1948.

Mr. McHugh, who has been in state service since 1948, was named captain at Elmira State Prison in 1951. He was promoted to the rank of assistant director of the Preventive System in 1953, and to the rank of assistant director of the Preventive System in 1955. He has been in state service since 1955.

Mr. McHugh is a member of the Department of Correction, as an intern-teacher at Clinton Correctional Facility, and as a captain at the New York State Correctional Institution, from 1958 to 1959. He was promoted to the rank of assistant director of the Preventive System in 1960. He has been in state service since 1955.

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Sanitation Commissioner Andrew W. Mulrain (second from left) congratulates Edward J. McManus after Mr. McManus’ installation as commander of the 1,250-member Department of Sanitation American Legion Post at a dinner-dance at the Hotel New Yorker. Mr. McManus is holding the New York County Legion Americanism award won by the post. Looking on are Frank J. Lucia (left) who was presented with a diamond-studded past-commander’s pin, and Associate Justice Joseph A. Cox of the Appellate Division, First Department (extreme right) who participated in the installation ceremony. Justice Cox and Supreme Court Judge S. Samuel Dufert are the regular candidates of the Democratic and Liberal Parties for the two vacancies on the New York County Supreme Court bench.

Harriman Asks Help on Higher Retirement Age for State Teachers

ALBANY, Oct. 9—A regulation of the State University of New York requiring the compulsory retirement of teachers in State colleges at age 65 is being re-examined by Governor Averell Harriman, who questioned the desirability of such a regulation, the compulsory retirement age for other State employees is 70.

The Governor’s views were expressed during an interview with Dr. William J. Heagerty, president of the New York State Teachers College.

Governor Harriman thought the compulsory retirement of teachers in the State colleges at age 65 was most desirable and asked Dr. Heagerty to join him in an attempt to raise the age. The Governor recalled that when he was a student at Yale, some of the older professors had been particularly insistent on their students. Governor Harriman added that the term “old fogey” is a misleading one, since a fogey (defined by Webster as a person who is behind the time, over-conservative, or slow), might be either young or old.

The Governor brought to the attention of State University authorities his opinion that teachers who have reached 65 could continue their work, if not full-time, at least part-time.

Governor Harriman also criticized as unfair a provision of the Federal Social Security Law that sets a limit of $1,200 on the amount that may be earned annually by persons receiving Social Security benefits. The Governor charged that this law be liberalized.

The Governor pointed out that as a part of his program for the good of the New York State, a state law was amended this year to increase from $1,200 to $1,800 the amount that a person retired under the New York State Retirement System may earn in a single year from employment in a state agency. There is no limit on the amount a retired State employee may earn in industry.

Hatch Act Queries Answered

Q. I have been offered a part-time job as an instructor in our local university, but I don’t want to give up my Hatch Act job to take it. Would this be necessary?

A. No, the Hatch Act does not apply to teaching positions. The holding of part-time state jobs is usually forbidden, but not state teaching positions.

Q. What should I do if I don’t want to give up my Hatch Act job?

A. Submit the matter in writing to the U. S. Civil Service Commission.

Extra Banking Hours

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(Start of New York Paydays)

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THE NATIONAL COMMERCIAL BANK

AND TRUST COMPANY

ALBANY, NEW YORK

Member Federal Deposit Insurance Corporation
State Revenue Keeps Rising

ALBANY, Oct. 8—Governor
Harriman announced that
revenue collections by the State
are continuing at a favorable level.
During the first five months of the
fiscal year, April through August, ex-
ceded collections during the similar period
of last year by $83,123,686.
Governor Harriman said that
at the present rate, revenues for the
entire fiscal year will be about 1 per cent above the estimates in
his budget message.
In making public the monthly
collection report from Com-
missioner George M. Bragallny of
the Department of Taxation and
Finance, Governor Harriman said:
"The fact that collections are
running ahead of estimates is to a
considerable extent due to the
effective job that Commissioner
Bragallny is doing in the admin-
istration of the tax laws and in the
Department's drive against delin-
quents and evaders. My esti-
mate took into account these ad-
ministrative improvements, but
under Commissioner Bragallny's leadership, the Department is doing
a better job than I anticipated."

Levitt Advocates
More Authority
For State's Counties

MONTICELLO. Oct. 8—State
Commissioner Arthur Levitt urged
County Officers to concern themselves
with the development of local govern-
ment powers.
At speaking at the annual con-
cference of the County Officers
Association of New York State, Mr.
Levitt said that counties generally are disinterested in seeking
to improve home rule authority.
"The solution," he continued, "is
that the State Interests Inter-
terested in seeking to
improve home rule authority.
Mr. Levitt, chairman of Gov-
ernor Harriman's Advisory
Committee on Home Rule, urged
County Officers to take a more ac-
tive role in obtaining additional
home rule powers of local govern-
ment.
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cference of the County Officers
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to improve home rule authority.
"The solution," he continued, "is
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\[\text{Steno and Typist Pay Rate Table}\]

Comparison of pay rates for be-
coming stenographers and typists follows:

<table>
<thead>
<tr>
<th>Stenographer/Typist</th>
<th>Annual Weekly Salary</th>
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<tr>
<td>2nd Class</td>
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<tr>
<td>3rd Class</td>
<td>$9,580</td>
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<tr>
<td>4th Class</td>
<td>$8,930</td>
</tr>
<tr>
<td>5th Class</td>
<td>$8,280</td>
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</tbody>
</table>

Enroll Now! Applications Open Nov. 5

New Licenses Will Be Offered Soon for
SANITATION ENGINEER
Starting Sept. 5, $3,950 a Year
(Salary $76 a Week)

New Opportunities for Men & Women, 17 yrs. and up.
START A CAREER IN N. Y. CIVIL SERVING

CLERK Salary $2,750 to $3,680

New Owners! Applications Open Nov. 5

Applications Open for Patrolmen • Conductor
Patrolman

OPEN ALL DAY FRIDAY, OCT. 12 • COLUMBUS DAY

Attention! Fireman Candidates

Your Physical Exam Costs 50 Points
A High Physical Mark Will Greatly Improve Your Choice of the Final Placement. Start Training Now in Olsen Equipment. WANTED: 60 IN. BOXES. REMEMBER: YOUR EXAMINATION IS NOT A GAME. WE LEAVE NO ONE WHO MISTAKENLY APPEARS.

Applications Open Nov. 5 for New Exam for Patrolman

N. Y. C. Police Dept.

Salary $5,705 a Year After 3 Years.
(Includes Annual Uniform Allowance) Penny After 20 Years
Promotional Opportunities up to Captain — $8,725

A Day To Remember
In Manhattan: Tuesdays at 11:30, 4:00 p.m. In Jamaica: Wednesdays at 7:30 p.m.

Please Express Interest — Inquire for Further Information

Applications Open Now! Enrol Jan. 12 for Hundreds of Permanent Positions for Men and Women

RAILROAD CLERK

General Agents of New York Transit Authority

Advancement to Asst. Station Supervisor up to Asst. Train Dispatcher.

Salary $68,20 to $74,20 a Week

No Age Limits — No Educational or Experience Requirements

Our Own Exam, Our Own Promotion.

For Our Own Personnel.

CLERK Salary $2,750 to $3,680

New Opportunities for Men & Women, 17 yrs. and up.
START A CAREER IN N. Y. CIVIL SERVING

All Positions Open at 7 P.M.

Enroll Now! Applications Open Nov. 5

Patron Officers, Sanitation Man, Trackman

For the EYEWITNESS TEST OF OPERATIONS, REQUIREMENTS

DR. JOHN T. FLYNN
Optometrist Orthoptist
300 West 23rd St., N.Y.C.

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Our New Location is convenient to all means of transportation.
It is across the street from the Bus Terminal, one block from the Jamaica Avenue "L" Terminal.

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OPEN Mon. to Fri. 8 A.M. to 8 P.M. — Sat. 9 A.M. to 1 P.M.
Teachers' Retirement Age Should Be Increased

GOVERNOR Averell Harriman is strongly in favor of increasing the state teachers' compulsory retirement age, now 65 to 70. He points out the the age is 70 for the remainder of the state, and can see no reason why the teachers should be penalized. He is quite right. Besides, chronological age is becoming less important than biological age, in many spheres of operation and as many disciplines, including the Presidency of the United States. There are some who maintain that in every age score, both as to hiring and retirement. It does not have the rigid disciplines, including the Presidency of the United States.

Letters to the Editor

Justice Bernard Botein of the Appellate Division, has written a letter to the editor, in a way that makes them implant lively courtroom trials and even behind-the-scenes picturings.

Books

The Prosecutor', First Novel by Justice Botein

By PAT KELLY

Possessed of a wealth of experience beyond that of most authors, and woe to the book which challenges Justice Bernard Botein of the Appellate Division on the New York Court. Here is the title of his first novel, "The Prosecutor," published by Simon and Schuster. (S. $1.30.)

Prosecutor's Power Strengthened

The book was the author of "Trial Judges," and co-author of "Crime and Punishment." And Wife Write

State Psychologist and Wife Write Book About Marriage

Marriage in the modern world is the title of a new book by M.D. and Eileen C. Phillips (Lippincott, $2.50).


developer of the present day, and in most instances is to be expected, the day, and in most instances is to be expected.

Social Security

What is meant by the drop-out from the age of 62 and 65, she will be able for the first 15 years. However, if she receives a reduced benefit for more than 15 years, the total amount received will be reduced by 5 percent, or one-twentieth, of the amount she had waited until age 65 for the higher benefit.

What benefits are provided for disabled workers? (1) Under the 1956 amendments, a disabled child of a retired or deceased worker is eligible for Social Security benefits. (2) Under this provision a child's benefits ordinarily termination of Social Security benefits. (3) Under this provision a child's benefits ordinarily terminated if the child's parents had been disabled before age 65 to qualify for Social Security benefits.

ST. LOUIS UNDER THE MICROSCOPE

Examining Go To Great Lengths to Test Merit and Fitness of Laborers

THE METHOD used by the Government to examine laborers who apply for City jobs as laborers deserves examination because it involves more than feeling their pulse, according to the City Civil Service Commission. A physically examined has been prepared by the New York State Employment Service, Industrial Commissioner Lender Lubin announced.

Safety Officer, Please

MODERN PUBLIC ADMINISTRATION


down on Hikers Island.

It is necessary to be a citizen of the United States, and to be eligible to all benefits under the social security laws.

No. Ability to pay for medical care, however, is not required. The Social Security Act does not have the rigid discipline of the social security law of any other State.


da tool and break through an asphalt surface. On the basis of the recommendations of the observers, the applicant is either "qualified" or "not qualified" for the position.

Before applicants are examined for physical ability, they are screened as to residence, age, citizenship, and ability to read and write English. They are also examined to determine any disqualifying medical records. Also, notation is made of unusual manifestations or personal characteristics that might help determine their suitability for the job.

All who pass the qualifications up to this point are then directed to the States civil service department, at which point their suitability is tested and their qualifications are reviewed.

Warden Hearing Retirement Studies

One of the evening students at Brooklyn College is a Social Studies, in quest of a bachelor of arts degree. He was born in Brooklyn in 1925, father of three children and warden of the Pentium in the city.

Before returning to college, Warden Silberling had been away from school for 26 years. He was graduated from Boys High School. He had risen through the ranks to become an assistant correction officer to wardens

MODERN PUBLIC ADMINISTRATION

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CSEA'S 9 Proposals for Health Insurance

...And How New York State Blue Cross and Blue Shield Plans Are Prepared To Meet Them

1. "The insurance should be by a group contract with uniform rates and benefits."

Blue Cross and Blue Shield are ready. The facilities and know-how of New York State Blue Cross and Blue Shield Plans have been pooled to provide a group experience contract with uniform rates and benefits.

2. "The plan should include a comprehensive basic hospitalization insurance under which the insured's hospital bill would be paid by the carrier except for the difference in cost of private accommodations over the cost of semi-private. Such basic hospitalization feature should provide at least 120 days for any one admission and should be in with the major medical or catastrophe provisions of the plan for further hospitalization coverage."

A Blue Cross Contract with 120 days of comprehensive hospital service has already been prepared and is now on file with the New York State Department of Insurance. Blue Cross and Blue Shield are prepared to provide a program of extended benefits with payments toward the cost of Private Duty Nursing, Visiting Nursing Service, Care for Mental Conditions, Diagnostic and Professional Services, Care of Tuberculous Cases, Ambulance Service, Drugs out of the Hospital, Liver, Term Hospital Stays and other benefits designed to meet the budgeting requirements of State employees.

3. "The medical-surgical protection of the plan should guarantee full payment of medical and surgical expenses while the insured employee is hospitalized, and for the future care of such condition after the employee is discharged from the hospital. We recommend that there be no income limitations for the payment of medical and surgical bills. If income limitation be deemed necessary, it should be fixed at a level high enough to have no adverse effect on 85-90% of State employees."

The new comprehensive Blue Shield contract will provide paid-in-full coverage for surgery and medical care in the hospital for more than 85% of State employees. In addition, to State employees with higher incomes, Blue Shield will make available more liberal allowances than now provided under present coverage.

4. "We urge inclusion in the plan of a major medical or catastrophe insurance to protect State employees against the crushing financial burden which results from prolonged illness. We feel that this coverage should be at least $15,000 for an one illness and that it should include hospitalization, medical and surgical care, private nursing duty where necessary, necessary therapeutic treatments and allied processes as well as coverage for drugs, pharmaceuticals and similar expenses."

Blue Cross and Blue Shield are prepared to provide an extended benefit program (see #2 above) for prolonged illness with benefits designed to meet the budget requirements of State employees. The objective of the program is to give New York State employees more benefits at less cost.

5. "We urge that both the basic and the major medical coverage include nervous and mental disorders."

Benefits for the care of mental and nervous disorders have been included in the extended benefit program.

6. "The Association opposes any deductible or co-insurance feature whatsoever in connection with the basic hospitalization and medical-surgical coverage. Any deductible feature in the basic coverage could well result in an employee paying more under the new plan than he presently pays for hospitalization under existing plans. We recognize that most major medical or catastrophic coverage includes a co-insurance feature as a part of the cost control. If such is deemed necessary in the State plan we urge that the percentage of co-insurance be kept at a minimum consistent with the safety of the plan."

There are no deductibles in the comprehensive Blue Cross Hospital Service Contract with 120 days of paid-in-full benefits, and the newly designed comprehensive Blue Shield contract for surgery and medical care in the hospital.

7. "The Association urges the most liberal underwriting practices to the end that all State employees be eligible at the time of the inception of the plan and that there be no waiting period or exclusion by reason of existing physical conditions for such employees. We also urge that new employees be given a liberal period of time to apply for the plan and that this eligibility be without reference to medical examination, previous medical history or existing conditions."

Since more than 75% of all State employees are now enrolled in Blue Cross and Blue Shield, there will be no underwriting problems and no waiting periods.

8. "We urge that employees retired at the time of inception of the plan be covered to the maximum extent which it is possible to provide consistent with the cost thereof. We feel that such coverage should be separate and distinct from that active employee plan in order that the experience of the already retired group would not be considered in the experience rating of the active employee plan."

It has always been the practice of Blue Cross and Blue Shield—and it will continue to be the practice of these non-profit community sponsored Plans—to provide for retired employees.

9. "We feel consideration should be given to the following in arranging the contract:
   a. Waiver of premium for employees suffering prolonged disability who are off the State payroll.
   b. Appropriate conversion privileges at time of termination of employment other than by retirement.
   c. Non-cancelability.
   d. Coverage of dependent children after 18 while attending school or college.

Continuity of protection is a basic principle of Blue Cross and Blue Shield. The employee who leaves the group for any reason whatsoever will have the right to continue basic Blue Cross and Blue Shield protection on a direct payment basis.

With legislative approval, the present 19 year old limitation for the child covered under a Family membership could be extended up to 25 years of age.

Blue Cross and Blue Shield do not cancel a subscriber's membership because of age or excessive use of services...there is no red tape when services are required. Blue Cross and Blue Shield Identification Cards assure prompt service. Blue Cross pays the hospital while Blue Shield pays the doctor.
**NEW REDECORATED BLEECKER RESTAURANT CORNER DOVE & STATE**

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ALBANY, N. Y.
(Continued from Page 8) with a major in English, Journalism, Advertising or related fields plus one year of full-time paid experience in the writing and editing of house or technical engineering experience; or some combination of training and experience. Fee $4. Exam Nov. 26.

746. ASSISTANT ATTORNEY (LAW), $5,450 to $6,890; open only to employees of the Law Department, who on the date of test: (1) is permanently employed in the title of Junior Attorney; (2) has served as a permanent employee in such title for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible. Candidates must pass a valid license to practice law in the State of New York. Fee $3. Exam Dec. 9. (Thursday, October 25.

747. PLANNERS - CITY PLANNING, $7,100 to $8,200. This examination is open only to employees of the Department of City Planning Open to employees of the department named above who on the date of test: (1) is permanently employed in the title of Assistant Planner or Assistant Planner (old titles Analyst City Planning and Assistant City Planner); (2) has served as a permanent employee in such title for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible. Fee $3. Exam Dec. 17. (Thursday, October 25.

748. ASSISTANT PLANNER (CITY PLANNING), $4,850 to $6,100. This examination is open only to employees of the Department of City Planning Open to employees of the department named above who on the date of test: (1) is permanently employed in the title of Assistant Planner; (2) has served as a permanent employee in such title for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible. Fee $3. Exam Dec. 9. (Thursday, October 25.

749. INVESTIGATOR, $4,000 to $5,080; 65 vacancies with the Department of Investigation. Fee $3. Exam Jan. 9. (Thursday, October 25.

750. FIELD COMMISSIONER, $4,830 to $6,290; 13 vacancies with the Department of State Police. Fee $4. Exam Feb. 9. (Thursday, November 26.

751. ASSISTANT PUBLIC SERVICE OFFICER, $5,350 to $6,430; 30 vacancies with the Public Service Commission and Public Affairs. A bachelor's degree issued upon completion of a course of study registered by the University of the State of New York plus six months of satisfactory, full-time paid experience in public relations, journalism or advertising; or graduation from a senior high school or equivalent plus three years of satisfactory, full-time paid experience in public relations, journalism or advertising; or a satisfactory equivalent combination of education and experience. Fee $3. Exam Dec. 21. (Thursday, October 25.

752. PUBLIC SERVICE OFFICER, $4,350 to $5,350; 15 vacancies with the Public Service Commission and Public Affairs. A bachelor's degree issued upon completion of a course of study registered by the University of the State of New York plus six months of satisfactory, full-time paid experience in public relations, journalism or advertising; or a satisfactory equivalent combination of education and experience. Fee $3. Exam Dec. 21. (Thursday, October 25.

753. OFFICE APPLIANCE REPAIRER, $3,500 to $4,580; 216 vacancies with various departments. A high school equivalency diploma or an equivalent combination of education and experience. Fee $3. Exam Dec. 17. (Thursday, October 25.

754. RECREATION LEADER, $3,500 to $4,830; 216 vacancies with various departments. A bachelor's degree issued upon completion of a course of study registered by the University of the State of New York, including an equivalent major in recreation, physical education, or group work; or a bachelor's degree as registered and one year of satisfactory paid leadership experience in organized recreational programs within the last ten years. Fee $3. Exam Dec. 17. (Thursday, October 25.

755. BUS MAINTAINER, GROUP A (Transit Authority), $7,040 to $8,280. An open competitive examination is being advertised for the position of Bus Maintainer. Fee $3. Exam Dec. 4. (Thursday, November 26.

756. ASSISTANT PUBLIC SERVICE AIDE, grade 8, $3,300 to $4,580. (Continued on Page 10.

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 $399.95

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

If your present refrigerator is worth a trade-in of, say, $50—$250.00

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FRIGIDAIRE will give you $200.00

If your present refrigerator is worth a trade-in of, say, $140—$160.00

FRIGIDAIRE will give you $160.00

This handsome 9.5 cubic foot Food Freezer-Refrigerator has a host of New Lift to Living FRIGIDAIRE features.

GIANT FOOD FREEZER • SEPARATE REFRIGERATOR SECTION WITH AUTOMATIC DEFROST
BIG CAPACITY STORAGE DOOR • ALUMINUM ROLL-TO-YOU SHELVES • FULL-WIDTH HYDRATOR
BUTTER COMPARTMENT • TILT-DOWN EGG HOLDER • EVERYTHING YOU WANT!

and look how easily it can be yours:

* If your present refrigerator is worth a trade-in of, say, $50—$250.00

$179.95  you pay only

* If your present refrigerator is worth a trade-in of, say, $125—$200.00

$209.95  you pay only

* If your present refrigerator is worth a trade-in of, say, $140—$160.00

$239.95  you pay only

If your present refrigerator is worth a trade-in of, say, $170—$180.00

$279.95  you pay only

* If your present refrigerator is worth a trade-in of, say, $180—$200.00

$299.95  you pay only

* If your present refrigerator is worth a trade-in of, say, $200—$250.00

$350.00  you pay only

GARANTIES: One Year Limited Warranty on Refrigerator and Freezer. Three Years Limited Warranty on Compressor.

This handsome 9.5 cubic foot Food Freezer-Refrigerator has a host of New Lift to Living FRIGIDAIRE features.

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$350.00  you pay only

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105-07 FIRST AVENUE, N.Y.C.
GR 5-2325-6-7-8
Closed Saturday — Open Sunday
CITATION—22 DEC. 1955—THE PEOPLE OF THE STATE OF NEW YORK, IN THE GRACE OF GOD FATHER, AND KING OF THE AMERICANS, v. MARGARET G. HOPKINS, etc., v. ELISE MOUNT, et al., Respondents...

WHEREAS, by Instrument in writing bearing date August thousand nine hundred and fifty-six, the County of New York to have a certain instrument in writing bearing date eighteen hundred thirty-one, at the County of New York, THEREFORE, we have...
Low Pay Is Expensive to U.S., Say Employees as Resolution Asks for An Adequate Raise

**LEGAL NOTICE**

As a Resident of the City of New York, I hereby consent to be listed on the Civil Service Register and be available for appointment as a police officer of the City of New York. The consent is to be submitted to the City Clerk of the City of New York, on the 25th day of September, 1966.

**LOUISVILLE, KY., OCT. 9**

The major resolution adopted by the convention of the National Federation of Government Employees (N.F.G.E.), held in Louisville, Ky., on the 25th day of September, 1966, is that the said resolution be published in the press of the City of New York, on the 25th day of September, 1966, and that within forty days from the date of publication, a copy of this order shall be published in the press of the City of New York, on the 25th day of September, 1966, and that within forty days from the date of publication, the said order shall be published in the press of the City of New York, on the 25th day of September, 1966.

**NYC Still in Need of Social Investigator**

Social Investigator jobs at $1,000 to $3,000 are being offered by New York City. Applications will be accepted until Thursday, October 28. The written test will be held on Saturday, February 2. There are about 150 vacancies in the Department of Welfare.

**FORUM TO INSTALL**

The executive committee of the Civil Service Forum met at 150 Nassau Street, New York City. The chairman of the installation committee, Timothy F. Dian, said the installation will be held at 80 Centre Street, on Monday, October 18.
All 15,000 To Be Told Job Audit Results

Answering what he described as "one of the most important questions of the Civil Service Reform, that is, which jobs are being audited," Arthur B. Schchter, wrote in Whose Jobs have been audited will be officially notified of the department heads for their own classification. Simultaneously this survey will be announced in the civil service press, and was given publicly. "It is our feeling that publicity will be given to determine the total and responsible time consistent with the best management techniques.

Big Clerical Job

At State Department of Agriculture on Thursday, we have already been told that we have deliberately failed to make a classification of all clerical positions.

The action was taken by the Commission under the authority of the Governor to make an entrance salary determination for all clerical positions.

Represented by Attorney Samuel Mandell, the former secretary to the state assembly, the state department of agriculture has a career and salary policy that is based on the fact that all clerical positions have been interpreted and completed with the rapidity that the Department of Labor has always believed to be the most efficient. In this case, the labor department has found that the clerical positions individual have been interpreted. For that reason, the State Department of Labor has established a classification, and is now beginning a study to determine the results of this survey. This is a time-consuming and laborious task, and the state department of agriculture has no intention of publishing it.

Dental Hygienist

Seek Reclassification

Now that New York City Department of Health, received a one-grade boost from the city and state legislature, the dental hygienists are looking forward to reclassification of their present classification of the Board of Appeals. Reenrollment in the Dental Hygienist course.

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STATE TO REPLACE ILLEGIBLE CAR PLATES

A total of 15,000 new employees are expected to be hired in the fiscal year, according to the Department of Agriculture and Industry. Under the new rules which became effective last September, 300,800 of the 850,000 employees already hired on the normal roll will be classified under the new rules. Of this group, 45,000 are foremen at 85-8 and 140 at 85-8. Ten research foresters will be hired at 85-8 and 140 at 85-8. Research foresters number 156 at 85-8 and 140 at 85-8. Research foresters number 36 at grade 85-8 and 140 at 85-8.

PhysMcal Clasises

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Professional Instruction

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Pre-Course & High-Wall

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Where U.S. All Enroees Meet

U.S. Raises More Salaries To Spur Hiring

WASHINGTON, Oct. 9—Following a shortage of qualified personnel to manage the nation’s vast force of over 25,000 civil servants, the U.S. Civil Service Commission authorized a substantial increase in the starting pay of foresters and research forestry recruiters. At 85-8 and 140-8. Entrance salaries for 85-8 will be $3,500 instead of $2,970, and for 140-8, $5,000 instead of $4,300.

A total of 655 new employees are expected to be hired in the fiscal year, according to the Department of Agriculture and Industry. Under the new rules which became effective last September, 300,800 of the 850,000 employees already hired on the normal roll will be classified under the new rules. Of this group, 45,000 are foremen at 85-8 and 140 at 85-8. Ten research foresters will be hired at 85-8 and 140 at 85-8. Research foresters number 156 at 85-8 and 140 at 85-8. Research foresters number 36 at grade 85-8 and 140 at 85-8. Research foresters number 36 at grade 85-8 and 140 at 85-8.

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Where U.S. All Enroees Meet
Powers Reports on Progress Of Association During 1956

When Fred Kruman retired this year as president of the Mental Hygiene Employees Association, members and friends showed him their esteem by presenting gifts at the MHEA annual dinner, held in the Sheraton Ten Eyck Hotel last week. Emil Imperio, left, who succeeds Mr. Kruman as MHEA president, gave Mr. Kruman a gold engraved watch on behalf of the group's friends. Emil M. Bolongia, a long time friend of Mr. Kruman, presented him with a pair of cuff links from his many friends.

**Hudson River Hospital!**

**Employees Get Pins**

POUGHKEEPSIE, Oct 4 — A large group of Hudson River State Hospital employees were honored today for 25-year service pins on the Employee's Mutual Benefit Society's annual dinner held September 26 at the Poughkeepsie Golf Club.

Nellie Davis, president of the Hudson River State Hospital Retirement Plan, presented 26 employees with gold colored 25-year service pins for their years of service and dedication to the hospital.


The 26 employees made up a small percentage of the hospital's total work force, but their service is of considerable importance.

**Metro Employment**

On October 19, at 7:00 p.m., at the As- tral Ballroom, Times Square, CSEA’s Metro Employment, Area 3-A, will hold its annual dinner meeting.

Among the feature speakers will be the late Dr. John B. Wortman, who was a noted psychiatrist and author.

The dinner meeting will be sponsored by the Metro Employment Committee and the CSEA Area 3-A.”

**Rockland State**

The annual Nursing Training Scholarship given by the Rockland Restaurant, Local 309, Port Washington, to nurses is now being advertised by the CSEA Chapter and the Association. We hope that this will lead to the establishment of a scholarship fund in Rockland County.

**Syracuse**

The Syracuse State School softball team, runner-up in the 1956 Syracuse Recreation League and for five years a member of the State championship team, was presented with a new trophy by the Syracuse State School Hospital.

**Oilville**

Timothy O’ Sullivan has been elected to fill a vacancy on the Oilville Training School for Boys board. CSEA, the other officers elected, are: President, James G. Munroe; Vice President, Warner H. Delinger; Secretary, and Treasurer, Albert S. Kleinman of L.O. 5710 lost a valuable member of the Oilville Training School Board, S. B. Mitchell, who was killed in a tragic accident on the highways.

On Wednesday, October 20, at 7:00 p.m., CSEA will hold its annual dinner meeting at the New York State Hotel, to honor the first anniversary of the organization of the chapter.

**Campbell, Halley**

(Continued from page 3) Campbell, Halley, has been a member of the hospital staff since its inception. He is a member of the Knights of Columbus and a member of the Catholic community.

**Western Unit**

(Continued from Page 3) The F. A. C. is also a member of the local Police Benevolent Association.

**Otisville**

(Continued from Page 1) The N.Y.S.C.A club, in addition to its regular socials, has sponsored a number of important events during the year.

**MSEA HONORS KRMUN FOR LONG SERVICE**

The MSEA Honors Committee at its meeting last week honored Fred Kruman, MSEA’s president, for his long service to the Association.

The awards were presented to Mr. Kruman by the MSEA Honors Committee, and included a gold pin and a certificate of appreciation.

The MSEA Honors Committee consists of the following members: John A. McDonald, President; Henry J. Hahn, Vice President; and William H. Smith, Secretary.

The MSEA Honors Committee is the oldest of its kind in the country, and has been in existence since 1932.

**Activities of Employees Through New York State**

**Grievance Machinery**

CSEA has cooperated and aided in the establishment of the State grievance machinery in cooperation with the Grievance Board to dispel misunderstandings that exist between the State Police and the employer. Satisfactory adjustments will be made in every possible way in getting the State Police to exempt the employer substantially benefited.

**Legal Assistance**

We feel that the CSEA office, the Legal Assistance Committee, is doing a fine job of work, but we are very leery about the前途 of our members. We hope that this will lead to the establishment of a scholarship fund in Rockland County.

**tion of the hospital.**

**Pension Insurance**

The CSEA pension insurance committee is doing a fine job of work, but we are very leery about the前途 of our members. We hope that this will lead to the establishment of a scholarship fund in Rockland County.

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ed service can be promoted without examination. An employee in the graded service can be promoted at any time, hence if he is working out of title, could possibly lose his job.

As a safeguard against favoritism, Mr. Kaplan suggested that the general promotion-without-examination policy be applied only to those employees who had been in their present jobs for at least a year prior to the effective date of the Career and Salary Plan. That date was July 1, 1955.

The Civil Service Reform Association, although it has not yet made any announcement on the subject, is opposed to the present policy of the Personnel Department, and it is reported that so are a group of civic organizations that usually work in close conjunction with that association.

Court Cases Threatened Meanwhile, numerous groups of City employees, inscribed that some employees are promoted without examination, while other employees, equally deserving, are not, have asked Mr. Kaplan if they could retain him to wage suit against the City, to compel the abandonment of the present practice. They are awaiting his answer. Friends of Mr. Kaplan say that he will accept, unless New York City changes its policy to eliminate the present discrimination.

"The promotion of ungraded employees, as practiced at present, without examination, is a policy of favoritism," said Mr. Kaplan. "The selection of one class, to receive benefits, to the exclusion of another class is violative of the merit principle. No court would go for it. To waive examination because employees do or do not have such artificial requirements as now imposed is utterly unreasonable, arbitrary, and capricious. Why punish an employee just because he happens to be in the graded service, especially when those in the ungraded service are in that service only because the Commission did grade them, as the law required it to do."

Conditions for Support It was reported that if the Commission will make its policy universal, and thus eliminate discrimination, the Reform Association and the other groups would support it; otherwise court suits are inevitable.

"If some employee with the competitive title of clerk is doing the work of a stenographer, and has been doing that work for a minimum period, no competitive promotion examination is necessary, to permit retaining him in his present job," Mr. Kaplan continued, "provided all are treated alike."

He said that the Board of Estimate, by resolution, could authorize the general waiving of competitive examination for those employees working out of title, and the Commission could reallocate or reclassify the job to correspond to the actual duties.

"I hope that the City will adopt the recommended policy, and thus avoid law suits that might sabotage the valuable Career and Salary Plan," Mr. Kaplan declared.
Annual Meeting Ends With Tango But No Speeches

The final dinner meeting of the Annual Meeting of the Civil Service Employees was held October 4 in the State Room of the DeWitt Clinton Hotel, turned out to have the charm and fun of an after-dinner ball.

Virginia Leatham, chairman of the Social Committee and President Alexander H. Malek and Commissioners Alexander A. Falk and Commissioners Mary Good-Krane and William Morgan, noted Albany, New York City Administrator; Dr. William Hilleshe, State Health Commissioner; and Franklin Kemeny, The Leader; Miss Leatham; Harry Fox, CSEA treasurer, and Charlotte Clapper, Association secretary. Also in the table was the Rev. Dr. Adams, who delivered the invocation and benediction.

Commissioner Levitt thanked the Association publicly for its support in helping him with some important employee problems during the past year.

THEY ARE APPOINTED TO BOARD OF VISITORS

ALBANY: Oct. 6—Governor Av-erard Harriman made the following interim appointments: The Board of Visitors at Mary Star Hospital, Mrs. Henry N. Bish, Rome, to fill the term vacated by the resignation of Miss Donald Cain of Skaneateles, and William W. Weisman, Rome, to succeed Clayton Mitter, whose term has expired.

The Board of Visitors of Rome State School, Mrs. Katharine C. Orms, Rome, to succeed Miss Am-elia Rayford, resigned.

POLK ANNOUNCES DINNER DANCE

Commissioner Polk announced at the gathering that new attend-ance rules were due "within days" and also reported that prison guards had had their titles changed to correction officers. (See story elsewhere in these pages. Ed.)

Mr. Polk wore heavy eyeglasses when he declared that no health insurance plan would be approved by the State unless it first had the approval of its workers. Mr. Lehman, former Leader editor, was greeted warmly by the delegates and cooled a heated laugh when he jokingly turned to Mr. Polk and declared "When we change a title in New York City, we change the salary, too.

Mr. Powers doffed his in the dinner meeting to a close with and in short order turned over the State Room to delegates for an hour to the cha-cha, the tango, the fox and the waltz.

Patton Appointed

Bureau Director

in Mental Hygiene

ALBANY: Oct. 6—The appointment of Robert E. Patton as di-rector of the bureau of statistics of the Department of Mental Hygiene was announced by Dr. Paul H. Hoch, Commissioner of Mental Hygiene. Mr. Patton succeeds Benjamin Malzberg, Ph.D., who resigned to carry out a five-year research project on demographic and related aspects of mental disease.

The appointment is provisional pending a civil service promotion examination. The salary range is $2,350 to $2,815.

The Association also seeks approval for the adoption of a 12-point program, the highest of which is to maintain the same work than county employees, and we submit that to maintain competitive levels with industry, in recruitments and retention of competent personnel, adoption of the program is necessary, the letter said.

The 12 Points

The program:

1. Raises of $300 to $500 a year, in addition to increments.
2. Pay day every two weeks, instead of twice a month.
3. Extra longevity increment for 20 years' service, retroactive to January 1, 1955.
4. Four-vee vacation for 20year employees.
5. Supplemental Social Security coverage.
6. Health insurance for county employees.
7. No fees for county promotion examinations.
8. One full increment of the new grade's rate on promotion.
10. A reclassification of county jobs, to be accomplished within a year, with a recommendation to hire H. Elliot Kaplan or some other equally able person to direct the undertaking.

11. Saturday closing of all county offices.
12. Parts-time work for institutional employees who now have only work-weeks.

The letter is signed by Presid-ent Arthur Darrow, and Robert Cliff, chapter representative. A delegation including Franklin Kemeny, Association research consulta nt handled the letter.

Syracuse City Employees

Ask Overdue Raises in 12-Point

Program Submitted to Supervisors

Gimpelson Heads

Jewish Group Again

Mary Gimpelson, head clerk of the Motor Vehicle Bureau, has been re-elected president of the Jewish State Employees Association. Choice was for the seventh straight year.

Other officers included: Loral Aarons, Ben Kramen, Al Greensberg and Murray Melk, vice presidents; Al Greenberg, treasurer; Paul Kramer, corresponding secretary; and Abraham Gans, financial secretary.

The new directors are Assistant Deputy Commissioner Morris J. Solomon, Milten Chasin, Alfred Gray, Lawrence Epstein, Martin Metel and Samuel Reader.

The officers will be installed on Tuesday, October 22 at 12:15 P.M. at the State Office Building, 60 Cen- tral Street, New York City.

GIPPSLEMONS

Trains Plans

On Social Security

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State system to provide full sup- plishment to employees.

A Modernized Future

Mr. Maloney and Mr. Hock re- ported by telephone that the commis-sion and the committees will be encouraged to continue studies directed to the modernization of the State Employees Retirement System for future members.

"Furthermore, we feel as an overall picture of the salary pro-gram, every City employee will be benefited and we are most grate-ful for the representation of eff-ort to improve the pay scales and retention of competent and capable employees," the letter con-cluded.

"We thank you for the courtesy extended to our representatives and wish to assure you that the research facilities of our associa-tion may be utilized for any fur- ther study found necessary."

The chapter represents 1,400 out of 2,700 City workers, not includ-ing teachers. There are about 1000 teachers.