ALBANY, Oct. 22 — The "merit" of the Civil Service system has never seemed to some 500 employees of the New York State Thruway Authority, and former state Public Works Superintendent, had been selected to head the $33 billion dollar Federal building to be erected in the Hamtramck administration.

If President Eisenhower is re-elected, and Mr. Tallamy's appointment is confirmed by the U. S. Senate, his resignation as Thruway chief will open control of that authority to the incoming Harriman administration.

Democrat Would Get Post

The new service headquarters, to be established by the Governor to appoint a Democrat to the head of the authority. The authority has already given the administrator control of the agency and power to end the "merit" system which, it is feared, will also do not enjoy the protection of Civil Service status.

Of the 500 workers, about 400 are in the labor class. Of the remaining 100, many are holding down jobs with a salary of $12,000 range.

The possibility of dismissal is reportedly affecting the morale of the "political employees." The redaction of the employees on the coming holidays has, understandably, affected their attitudes.

Protection of Civil Service

Under the Civil Service system, the employees would not hinge on the political winds.

Many of the 500 so-called "political" workers are refugees from an earlier change of political climate which occurred in 1934 when the Harriman administration was swept into state office. 

Had they been under the Civil Service system, their jobs would be secure.

The closing of the school was announced recently by Governor Harriman who said that the program of integration under which the Indian children, who were formerly cared for at the school, are now being reared and educated had left no need for the institution.

Arrangements are now being made to transfer state workers at the school to other state agencies, where possible, and to obtain positions for these employees who do not wish such transfer.

Lack of Cost Data Delays Health Boards Meeting; Lack of Interest Many Firms

ALBANY, October 22—A meeting of the State Temporary Health Insurance Board, tentatively set for October 19, was called off because interested firms need more time to prepare cost estimate for their proposals. Alexander Tallamy chairman of the board, informed The Leader.

Mr. Falk said a meeting work at noon Oct. 15, the next two or three weeks. Presentations of cost estimates will be a long stride toward obtaining a health insurance plan, Mr. Falk said, because the estimates will be based on programs from various firms are able to offer.

"With these proposals, the temporary board can begin to construct a basis for the broadest possible plan for state employees and we are bending every effort to get a program under way as soon as is normally possible," Mr. Falk declared.

Subcommittee Named

Mr. Falk, who is also president of the State Civil Service Commission, said the board has appointed two of its members to a subcommittee to work out the basis for cost estimates with Edward F. Atwood of General Electric Co. and John L. Eshleman of the Mutual Life Insurance Co. as members.

Many Features

Features of the building include an auditorium which will seat 300 and can be used for social affairs to the General Electric Co.

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promise to recommend to the Governor Averell Harriman's plan calling for the addition of Social Security benefits to the plan called "supplemental retirement benefits". This was emphasized in the Governor's statement that "insurance is available to all employees, exclusive of New York City employees, and it is not mandatory. However, if a member of a public employee pension system chooses to obtain the benefit, the amount of his Federal Social Security tax will be reduced by the amount of his Federal Social Security Law put in effect by the Governor. This would result in his public employee retirement benefits being increased. The Mayor emphasized that it is his responsibility to see that the city's employees have opportunities for promotion, raise and opportunities for further education and training. The three behind the four sign-bearers are Joseph A. Caporale, Tax Commissioner George Bragalini, and James V. Buccellato, president of the Civil Service Employees Association. The Governor's plan would allow employees to reduce their own contributions to the state Social Security tax, thus enabling employees to have a small reduction in their state retirement benefits.

Full Supplementation

Another alternative, not specifically mentioned in the Governor's announcement, is the full supplementation of Social Security benefits. This would result in the employee having his own Social Security benefits in addition to the benefits obtained through the state's Social Security tax. Thus employees could, if they chose, obtain the full benefits of the Social Security system without added out-of-pocket costs and with only a small reduction in their state retirement benefits.

City Employees' Choice

The Mayor pointed out that present city employees will have the opportunity of joining the Social Security System. It will not be mandatory however, for either of a public employee pension system also clauses to obtain the benefits of the Social Security System do so as not be added in any manner of the Federal Social Security tax. Also, the Governor pointed out that the city would have to pay its share of this tax, as an employee, any way he wants to move.

Wants to Move Fast

The Mayor emphasized that it is first necessary for legislative passage to be passed by the State Legislature, and for procedures and rules to be set up before the City can act on the required employment retirement and pension benefits. The Mayor further indicated that the city, which has been in touch with the State Budget Director, Director of the Comptroller's Office on this proposed law, will continue its discussions with these officials, to be sure that the legislation to be introduced will enable the city to move expeditiously and without complications. Employers or representatives will be consulted as to the details of the plan before any action is taken to enact a law, the Mayor assured. "I am happy to join Governor Harriman in this move of expanding retirement benefits to our City employees," said Mr. Wagner. "It is particularly gratifying for me because I am in this way, continuing the work which my father, the late Senator Wagner, began when he was my father and having the present Social Security Law put on the statute books."

What State Group Voted

The Civil Service Employees Association, consisting of state employees, and local government employees exclusive of New York City's, favors supplementation—adding Social Security benefits to those of the public employee retirement system, leaving the pension part of the public employee system intact. The resolution reads: "Resolved, that the Association supports, or opposes, legislation, or a plan to provide Social Security coverage be made available to all members of the Retirement System not so covered, with such benefits supplemental to the benefits of the Retirement System."

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The Politicized Economy of the State

The State's Role in Economic Policymaking

By JOHN F. POWERS
President
Civil Service Employees Association

Salaries and Social Security

The State's Role in Social Security

By DR. BRUMFIELD

To Address Group In Westchester

Dr. William A. Brumfield, Jr., newly appointed County Commissioner of Health, will be guest speaker at the October meetings of the Westchester County Competitive Civil Service Association, scheduled for Thursday, October 22 at 8:30 P.M. The meeting will be held in Room 232, County Office Building, White Plains.

New Employees Welcome

Dr. Brumfield, appointed March 1, came from Westchester from the State University College of Medicine, Syracuse. From 1948 to 1953, he served as first deputy commissioner for the State Health Department. He has been a CSEA member since 1935.

The October 22 meeting has been designated "New County Employees' Night," according to Mrs. Margaret Tool, president. Association members are urged to invite new employees in their respective departments.

Cost of Living Still Increasing

On the front pages of our daily newspapers during the past few weeks, there has been reported the bitter debate between the two major political parties contending as to whether the cost of living was up or down. The political arguments do not come to us—but as public servants we are definitely interested in other news reports in the quieter sections of the papers—those devoted to financial news and location; a manufacturer of washing machines, dryers, and freezers announced an increase of $10-$30 a model; a popular manufacturer announced increases of certain 1957 models ranging from $57-$233; a large oil company raised the prices of its paper bags 2% its wrapping per pound; a manufacturer of dyes increased the cost of tinting much of a statistical change, but one thing they will do. Is to take extra pennies, dimes and dollars out of the purses of the shopper.

Mental Hygiene Opens Day Unit

ALBANY, Oct. 22—The State Department of Mental Hygiene has opened a new day hospital unit in Brooklyn.

The new unit, the second to be opened by the department, is staffed by 14 state employees.

Part of Expanded Program

The day hospitals are a part of the Mental Hygiene Department's expanded experimental program and have been set up on a pilot study basis to determine the value of psychiatric and supportive therapy for mental patients during daytime hours.

The first center, at Hudson State Hospital, began operation on July 2. The new center is located at 103 Schenckemer St.

Dr. Carmichael in Charge

Dr. Donald M. Carmichael, director of the department, and Dr. Efrem Golodf of New York City has approved consultant on psychiatric services for the aged by State Mental Hygiene Commissioner Paul H. Hoch.

The position was created by action of the 1946 Legislature to coordinate geriatric problems and help in planning for the aged mentally ill.

Salary Committee Outlines Reasons For Pay Resolution

The Salary Committee of the Civil Service Employees Association gave an illuminating report on the current resolution at the annual meeting by its chairman, David Shulman. The committee presented a comprehensive survey of the constant increase in costs of living. The present rate of pay will not cover the cost of living. The reason, Mr. and Mrs. Ordinary Person buy automobiles, shirts, underwear, washing machines, machines, etc.

Nothing has been done to front page news, but solely and collectively they reach into the pocket of each and every consumer. They are a part of the trend which has been going on for some months—the salaries in both the private and public sectors affected earlier than the price change in beef from $9.50 to $10.25 a pound in one month.

This item also when fitted into a table may not cause too much concern: but extra pennies, dimes and dollars out of the purses of the shopper. With the possible exception of freight rates, each and every one of these will have to be considered in Mr. and Mrs. Ordinary Person's budget.

The significance of these comments for the public employee is obvious—the salary resolution just adopted by the Association must.

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Legal problems due to the 1954-1956 wage increase were considered by this large gathering of county delegates to the annual meeting of the Civil Service Employees Association. Top item on the agenda was Social Security for subdivision employees, which will be reported on in next week's issue of The Leader. Venita Tapper, CSEA fourth vice president and County Executive Committee chairman, g-lided the session.

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**WASHINGTON, Oct. 25—The Federal Government soon will make its first move toward filling some of its vacant positions through competitive promotion examinations.**

To date, promotions have been on a rather informal basis, neither to employees seeking advancement nor to the U. S. Civil Service Commission under any administration.

Soon the competitive principle will be applied to several thousand grades in the lower echelons of the competitive service. Application of the competitive principle means that in the promotion of positions; the kind of opportunities for advancement will be made available in the same manner to all individuals meeting the qualifications for the position. The practice of filling the higher grades in the lower echelons in a rather informal basis, satisfactory neither to employees seeking promotion, nor to the practice of filling the next higher grade will be applied in filling the next higher grade promotion principle expect that a tension of the competitive principle to even the highest competitive positions. Poorly, making positions would remain "appointive" without objection.

Opportunities for Employees The examination which will be applied to the competitive promotion examination, both informal and formal, is the first move toward filling higher grades in the lower echelons on a rather informal basis, satisfactory neither to employees seeking promotion, nor to the practice of filling the next higher grade promotion principle expect that a tension of the competitive principle to even the highest competitive positions. Poorly, making positions would remain "appointive" without objection.

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Soon the competitive principle will be applied to several thousand grades in the lower echelons of the competitive service. Application of the competitive principle means that in the promotion of positions; the kind of opportunities for advancement will be made available in the same manner to all individuals meeting the qualifications for the position. The practice of filling the higher grades in the lower echelons in a rather informal basis, satisfactory neither to employees seeking promotion, nor to the practice of filling the next higher grade promotion principle expect that a tension of the competitive principle to even the highest competitive positions. Poorly, making positions would remain "appointive" without objection.
PUBLIC SERVICE GROUP HONORS JOHN BURNS

Name Hawthorne Math Professor
ALBANY, Oct. 22—Frank S. Hawthorne, Hofstra College math professor, has been permanently appointed director of secondary education of the State Education Department at a salary of $4,554.

The appointment was made by Commissioner of Education James E. B. Allen, Jr., who also announced the temporary appointment of Carlston L. Reed, director of the New York public schools, as associate in art education in the same division.

The school year is academic, as is the holding of state civil service examination, carries a yearly salary of $6,890.

Dougherty Is Trustee For Orange County
ALBANY, Oct. 22—Governor Harriman has appointed Edward M. Dougherty of Florida, N. Y., as a trustee of the Orange County Community College for a term expiring July, 1965.

The Governor has also announced the appointment of Regional C. Smith, Asquenari, as a member of the council of the Agricultural and Technical Institute at Parmadeale for a term expiring July, 1965.

MRS. HEDGECOMENED TO FUND COMMITTEE
Mrs. Anna Arnold Hedgeman, of Hofstra College math professor, has been permanently appointed director of secondary education of the State Education Department at a salary of $4,554.

The appointment was made by Commissioner of Education James E. B. Allen, Jr., who also announced the temporary appointment of Carlston L. Reed, director of the New York public schools, as associate in art education in the same division.

The art associate appointment, made pending the holding of state civil service examination, carries a yearly salary of $6,890.

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Merit System—An Arm of Civil Defense, Too

The merit system is more than words. This fact was amply demonstrated in the recent report on the Office of Civil Defense by Charles Preusse, City Administrator of the City of New York. A section of that report dealt with personnel, and it ought to be required reading for every government executive and every business man. For it demonstrates in the most graphic way that the merit system and good service to the people are tied together; and conversely, where an agency has exercised the merit system, the people can expect a good deal less than competent conduct of their business. The City Administrator's report lashed out hard at the Office of Civil Defense, and its findings indicate that the absence of a true merit system is one of the agency's major faults. The report states:

"There are no written descriptions of the requirements, specifications or duties for the 54 emergency defense positions (these are the top jobs in the agency), and thus no accurate way of determining levels of responsibility for employees with higher salaries. In some cases employees are clearly working out of title. In certain instances, civil defense aides with lesser salaries are supervising employees with higher salaries.

"It is obvious that certain of the 'emergency defense positions' are not in fact 'unique and peculiar to civil defense.'"

What Preusse Recommends

The City Administrator makes clear-cut recommendations: That all "emergency defense positions" be studied with a view toward classifying them; that where positions are found to be comparable to positions in other employment, extending trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades. One patrolman is a baseball umpire. Truck driving, factory work, parking centers, church affairs, theatres, garages and in the building trades.
NYC Jobs

The following New York City examinations are open for application. Last day to apply is at end of each notice.

Apply in person, by representatives or by mail to the Personnel Department’s application bureau, 66 Duane Street, New York 7, N. Y. Just opposite The Leader offices.

The following New York City examinations are now open for application. Last day to apply is October 23, 1956.

Open-Competitive

7802. RAILROAD CLERK. N. Y. Transit Authority, $1,165 to $1,825 per hour, about 200 appointments are made annually. The Examination is given every six months. Applications are accepted at the Transit Authority’s application bureau, 66 Duane Street, New York 7, N. Y. Applicants must be graduates of the United States. Appointments will be made from the list who is less than 21 years of age at the time of filing applications, no application will be accepted from the list who is less than 21 years of age at the time of appointment. The list will be advertised for ten days before appointments are made. Applications must be filed no later than ten days before the advertised date of appointment. Applicants must be graduates of a senior high school or have a high school equivalency diploma.

7812. EDITORIAL ASSISTANT. $1,400 to $1,950: 25 vacancies with the City Youth Board. A baccalaureate degree from a college accredited by the University of the State of New York plus three years of satisfactory, full-time paid experience in the editing and setting of home organs, college periodicals, booklets or other printed material for publication; or graduation from a senior high school plus five years of satisfactory, full-time paid experience or a satisfactory equivalent combination of education and experience. Fee $3. Exam Jan. 9 (Thursday, October 25).

7813. ENGINEERING AIDE. $2,310 to $2,930: 98 vacancies with various departments. Graduation from a senior high school and one year’s satisfactory practical engineering experience or completion of two years technical training in a recognized school of engineering; or a satisfactory equivalent combination of education and experience. Fee $3. Exam Dec. 18 (Thursday, October 25).

7827. INVESTIGATOR. $1,000 to $1,350: 3 vacancies with the Department of Hospitals. Applicants must be graduates of a senior high school or have a high school equivalency diploma. In addition, candidates must have either three years of satisfactory, full-time paid experience in a law enforcement or governmental agency as an investigator or interviewer, or a baccalaureate 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 its equivalent plus three years of satisfactory, full-time paid experience in public relations, journalism or advertising; or graduation from a senior high school or its equivalent plus three years of satisfactory, full-time paid experience in public relations, journalism or advertising.

To a satisfactory equivalent combination of education and experience. Fee $3. Exam Dec. 21 (Thursday, October 25).

7918. PUBLIC SERVICE OFFICER. $3,750 to $4,350: One vacancy with Commerce and Public Events. A baccalaureate degree issued upon completion of a course of study registered by the University of the State of New York plus three years of satisfactory, full-time paid, progressively responsible experience in public relations, journalism or advertising; or graduation from a senior high school or its equivalent plus three years of satisfactory, full-time paid experience in public relations, journalism or advertising; or graduation from a senior high school or its equivalent plus three years of satisfactory, full-time paid experience in public relations, journalism or advertising.

(Continued on Page 8)

Save on Affiances

Nothing of you but to press... to preserve! Nothing of you but to press... to preserve!

Love baby

Naturally you want to keep a record of your baby's life from his first smile to the first date.... And a baby is both the most fascinating subject and the most difficult to capture.

They just won't keep still while you do all the knob-turning, dial-setting and button-pressing usually required by a camera. So here's our good news for you....

YOU

Naturally you want to keep a record of your baby's life from his first smile to the first date.... And a baby is both the most fascinating subject and the most difficult to capture.

They just won't keep still while you do all the knob-turning, dial-setting and button-pressing usually required by a camera. So here's our good news for you....

VITESSA

starts him

There is an evening combination of the new VITESSA. It's a complete laundry washer, dryer, and dry-cleaner-in-one, ready to iron or put away! With Easy, your washday's only 1 minute long--the time it takes to put in clothes and detergent and push a button. Load Easy at night... have clean dry clothes next morning. Or let Easy wash and dry while you work or shop!

This new Easy washes and dries a full load in one continuous automatic operation. You just push a button and Easy "delivers" clothes just as you want them... washed, rinsed and dry, ready to iron or put away! With Easy, your washday's only 1 minute long--the time it takes to put in clothes and detergent and push a button. Load Easy at night... have clean dry clothes next morning. Or let Easy wash and dry while you work or shop!

American Home Center, Inc.

616 THIRD AVE., at 40th St., N. Y. C.

SAVINGS ON APPLIANCES, AIR CONDITIONERS, TOYS, DRUGS, GIFTFWARE, NYLONS
Patent Aides Are Needed

An examination for appointment as patent aide (electronics), at $6,250-$8,215 starting pay, was announced by the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn, N. Y. The jobs are all the shipyard.

Applicants need one of the following: a four-year course leadin to a bachelor's degree, with either a major in electrical engineering or physics; four years scientific or technical experience in electrical engineering or physics equal to a college course as defined by the Board; or any time-equivalent combination of training and experience. There are certain additional requirements for each grade. Certain substitutions of education for experience will be allowed.

The announcement is No. 2-156, and applies at any post office except in Manhattan and the Bronx, to the Board of U. S. Civil Service Examiners at the Brooklyn address, or to the Director, Second U. S. Civil Service Region, 441 Willoughby Ave., Brooklyn 1, N. Y., until further notice.

402 Pass Test For Public Health Jobs

The New York City Personnel Department sent failure notices to 115 candidates for public health assistant. The 402 successful candidates will be given medicals October 26. The open-competitive title is in grade 3, $2,700-$3,600. There are about 118 openings.

Investigators Needed

New York City has 65 vacancies for investigator at $4,000 to $5,000. Candidates may apply now. Requirements are a bachelor's degree, a high school or equivalent, combined with three years' investigative or interviewing experience, or an equivalent. Candidates have until February 26, 1958, to meet the educational requirements. Apply in person or by mail to the New York City Personnel Department, Application Division, 96 Duane Street, New York 7, N. Y. through Monday, November 24.

Clerk-Steno Jobs Offered by U. S.


Candidates need 60 words-per-minute typing speed, and will be subjected to a security test. Apply to George Finger, Personnel Officer, AEC, 70 Columbus Avenue, New York 23, N. Y. Phone PL 7-8589. No closing date.

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N.Y.C. Jobs

(Continued from Page 1)

109 to $4,410. Vacancies from time to time. Ask for a College Series application. The following are its equivalent: baccalaureate degree (by February, 1958) in home economics registered with New York State University, with major in foods, nutrition or institutional management. Fee $8. Exam Feb. 3, Monday, November 26.

311. OCCUPATIONAL THERAPIST, grade 7, $3,750 to $4,320. Vacancies from time to time. Hospitals and Health Departments. Fee $8. Open to all qualified U. S. citizens who graduated from an approved occupational therapy school or who are registered therapists recognized by the American Occupational Therapy Association. Forms A experience paper required. (No closing date).

788. JUNIOR PHYSICIST, grade 7, $3,750 to $4,830. Two vacancies. Hospitals Department. Fee $8. One year's experience with radioisotopes plus a baccalaureate degree in physics registered with New York State University, or a major in chemistry, biology, chemical or physical engineering with at least 15 hours in physics. Ask for a College Series application. Monday, November 26.

7889. JUNIOR PHYSICIST, grade 7, $3,750 to $4,830. Two vacancies. Hospitals Department. Fee $8. One year's experience with radioisotopes plus a baccalaureate degree in physics registered with New York State University, or a major in chemistry, biology, chemical or physical engineering with at least 15 hours in physics. Ask for a College Series application. Monday, November 26.

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212. PATENT ADVISOR (ELECTRONICS), at $4,250. Patent Division, 224 W. 43rd St., N. Y. C. Phone PL 7-8849.

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Fire Lieut. Eligibles Ask
City to Stop Chiselling
And Speed Promotions

"We have the law, the courts, the facts, the entire Fire Department, and the newspapers on our side," says fire eligibles, "and yet New York City makes men work in 'acting' titles, instead of promoting them."

The Court of Appeals has twice held that keeping the men at the duties of the next higher rank—
for which, incidentally, they get only the pay of the lower rank—is illegal.

Fire Commissioner Edward F. Carman opposed any move to such out-of-title work, and even told the Board of Estimate that more promotions are necessary for the efficient functioning of the department. The actual objective of the eligibles is to induce promotions, but the only path open is through prohibition of "acting" titles.

"Nobody seems to be in favor of the Fire Lieutenant Eligibles Association says, of out-of-title work, "but still the practice continues. What can be the reason?"

Question of Money

The association itself answers it with a table showing the number of men serving in "acting" titles, and the amount of money the City avoids spending thereby. For periods that run from four months, sometimes a little less, the usual 1956 range being July 1 to October 31, the saving was found to be $740,507. Of this, $410,335 is accounted for by firemen acting as lieutenants, and $10,175 by officers serving in the next rank higher than their own.

The savings by rank: acting lieutenant, $9,060; chief lieutenant, $10,000; chief officer, $10,000.

Supported by UFA

The fire eligibles with the support of the Uniformed Firemen's Association, Howard P. Barry, president, has won the first phase of his fight to require City personnel to obey the law—the fire code, the building code, the traffic law, the narcotics law, the alcoholic beverage law, the sanitation code, and scores of others. Now the City finds itself being asked to do practice what it preaches.

"We can't make it," says Fireman John J. Condon, himself a lawyer, and lieutenant eligible, "but all we ask is that the City obey the law, and stop chiselling.

The City wages all kinds of campaigns and drives to induce others to obey the law—the fire code, the building code, the traffic law, the narcotics law, the alcoholic beverage law, the sanitation code, and scores of others. Now the City finds itself being asked to do practice what it preaches."

The court case is being waged for the eligibles by Attorney Barry Johnson of 110 East 42nd Street, whose law firm was successful in the Court of Appeals in a similar suit against boasting battalion chief eligibles.

The City has served notice of appeal from the New York Supreme Court, but it has not yet served a copy of the record on appeal.

The City maintains that the position is not "designated" to serve in "acting" titles, but merely assigned informally, and en an internatinal basis. The eligibles retort this is a mere technicality, especially as the gap in service is only days off, or vacations, and the "acting" officers go right back to their "acting" duties.

Not a Hobson's Choice

Another point raised by the eligibles is that the City, in the informal basis of its choices of labor economist, jobs offered.

The U. S. Department of Labor, Bureau of Labor Statistics, is seeking two labor economists—one at $5,440-$6,390, the other at $4,525-$5,440, depending on qualifications. Employment would be immediate, in the bureau's Washington, D. C. office.

Requirements for the higher-paying job include a master's degree in economics, knowledge of such technical aspects of health, insurance and pension plans, an academic background in mathematical techniques, in industrial relations, and the ability to conduct a project of analysis of two fields. The other job requires a background in industrial relations, particularly in the field of collective bargaining.

Send a resume to Robert R. Bel- low, Regional Director, at the bureau's Washington, D. C. office, Ninth Avenue, until further notice.

St. Albans Hospital Has Jobs for Women

St. Albans Hospital needs women nursing assistants (medical and surgery) at $3,175. Requirements are one year's experience, graduation as a practical nurse, or an equivalent combination. Apply at the U. S. Civil Service Commission's Second Regional office, 441 Washington Street, New York 14, N. Y.; the Board of U. S. Civil Service Examiners, N. Y. Naval Shipyard, Naval Base, Brooklyn 1, or at any post office except in Manhattan, or the Bronx, through Thursday, October 25.

"One is a government of laws, not of money," say the eligibles.

Charles and Garrison Help

Charles and Garrison Help

Tips on Skirts and Skirts

"Not a Hobson's Choice"

St. Albans Hospital Needs Women Nursing Assistants (Medical and Surgery) at $3,175. Requirements are one year's experience, graduation as a practical nurse, or an equivalent combination. Apply at the U. S. Civil Service Commission's Second Regional office, 441 Washington Street, New York 14, N. Y.; the Board of U. S. Civil Service Examiners, N. Y. Naval Shipyard, Naval Base, Brooklyn 1, or at any post office except in Manhattan, or the Bronx, through Thursday, October 25.

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"One is a government of laws, not of money," say the eligibles.
ST. ALBANS

5 Rooms
Brick Bungalow
$13,750

This solid brick bungalow has 6 extra large rooms and a beautiful eight club basement with bar throughout. Automatic hot-water heater.

Small down payment

G. I. or Civilians

CLARENCE GRIFFIN
Licensed Broker
110-51 Farmers Blvd. Hollis 
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IT IS NOT TOO LATE

Get Ready For Winter!

St. Albans

$15,750

Solid brick, 2 Family

with 4 nicest features of

St. Albans. Ask and get

them all in St. Albans

this winter. Newer homes

than this. Move quick.

St. Albans

$15,000

1 Family, 3 rooms and 2 porches, 2 bath, 3,000 sq. ft., immaculate, large rooms, high ceiling, 1 car garage. Excellent location.

Hollis

$14,700

1 Family, 4 rooms and 2 porches, 2 bath, 3,000 sq. ft., immaculate, large rooms, high ceiling, 1 car garage. Excellent location.

St. Albans

$12,000

1 Family, 3 rooms and 2 porches, 2 bath, 1,500 sq. ft., nice features, very nice location, near Junior High. Must see.

OTHER 1 A 3 FAMILIES

MALCOLM REALTY

111-55 Ewarms Blvd. St. Albans 
RE 4-4645 
HO. 8-7870

BROOKLYN

BROOKLYN'S

BEST BUYS

DIRECT FROM OWNERS

ALL VACANT

Bedford Ave 12, 2nd Floor, 2 rooms, 2 bath, (all large), furnished, $100 weekly.

125 Utica Ave 2nd Floor, 3 rooms, 1 bath, unfurnished, $125 weekly. CASH.

119 Division St. 3rd Floor, 3 rooms, 1 bath, unfurnished, $125 weekly. CASH.

Greenwood Ave. 2 rooms, 1 bath, unfurnished, $85 weekly. CASH.

NEW YORK TIMES. LEADER. JULY 10, 1956

G. I.'S SMALL CASH

G. I. $300 DOWN

Bailey Pk.

$12,500

3 Family, 2 room, 2 bath, $12,500 CASH. Bailey Park, 1,500 sq. ft., large rooms, near transportation, 4 cars.

St. Albans

$17,500

We have a beautiful 1 family solid brick in St. Albans, furnished, entire living room, large bedrooms, near Park. Asking $17,500.

Hollis

$14,700

1 Family, 4 rooms and 2 porch, 2 bath, 1,500 sq. ft., nice features, 5 min. from L. I. R. R. near Hollis Brit.

St. Albans

$12,000

1 Family, 3 rooms and 2 porches, 1 bath, 1,400 sq. ft., extremely nice, 3 min. from L. I. R. R. near St. Albans High.

MALCOLM REALTY

111-55 Ewarms Blvd. St. Albans 
RE 4-4645 
HO. 8-7870


BE BETTER AT LOWER PRICES

PARKWAY GARDENS

CASH GI $190

1 FAMILY

2 Rooms

(Sorry, all)

1/2 Rooms

from

$120

2 Beds

$170

2 Rooms

$170

4 1/2 Rooms

as low as

8 Month

Reduced to $140

CEDAR MANOR

CASH GI $250

2 FAMILY

3 Rooms

1 Bath

$240

2 Baths

Reduced to $145

LAKEVILLE

CASH GI $250

2 FAMILY

2 Bath

Reduced to $125

2512 2nd Ave.

Reduced to $165

2850 2nd Ave.

Reduced to $150

BROOKLYN REAL ESTATE

HOMES — PROPERTIES

THE BEST GIFT OF ALL — YOUR OWN HOME

LONG ISLAND

APARTMENTS

LUXURIOUS APARTMENTS

plus the Prestige of a Fine Address

461 CENTRAL PARK WEST

A truly impressive new building overlooking the park at 106th Street providing every modern convenience including air conditioning outlets in every apartment. Act quickly! Only 66 families can enjoy the distinction of living at "461," September occupancy.

Agent: Herbert Charles & Co.
Notable Brief Submitted For Hospital Raises

In support of its argument for higher pay for the New York City nursing occupational group, Local 213, Teamsters, submitted a memorandum that impressed some of the members of the Salary Appeal Board. It was comprehensive, detailed, searching, and required the Board to consider the personnel difficulties confronting the hospitals.

The following is a brief of the brief:

"The Career and Pay Plans. Over 14,000 vacancies in the social investigator registered with the State Personnel Division. First appointments is 40 words per minute. New York City Department of Personnel, 110 Livingston Street, Brooklyn 1, N. Y. (Manhattan) two block.

"The model wasn't on the road before it had to eliminate a bad body rattle by adjusting the clinch

Steady Decline

"There are 410 vacancies out of 6,900 in the Department of Hospital Services. The hospital unions state that in 1949-1950, 51 percent of the authorized registered nurse lines, including supervisory personnel, were filled by registered nurses. In 1955-1956, the department was down to 48.3 percent. In 1949-1945, 48.4 percent, in 1955-1956, 47 percent.

The memorandum continues: "As a result, all title relationships in the Department of Hospital Services are undergoing drastic changes. There is no longer a staff nurse or head nurse in the Hospitals Department. You may have the title, but not the personnel."

"Every registered nurse, from staff nurse up, is the very least a bedside nurse."

The former staff nurse was a bedside nurse.

"The standards established by American Hospital Association were: "One staff nurse for every patient". For today, if every RN worked as a bedside nurse, the problem of the Head Nurse is much easier. There are 18 RNs available for 93 beds, including the bedside nurse's responsibilities.

Performing Duties

"Who, then, provides the bedside care in the hospital? The registered nurse."

"The union then listed in detail the duties actually performed by practical nurses and nurses aides, and concluded:

"These duties still don't tell the whole story. The 4-12-12 shift and the 12-8 shift, where there are the least possible bedside care. Bedside care, once provided by nurses aides, is now performed by other members of the nursing team, the practical nurses and the nurses aides."

Where to Apply For Public Jobs

U. S. — Second Regional Office, 2911 2nd Avenue, New York 10016, N. Y. (Manhattan) two block.

"There are very few RNs, the practice in industry is to pay the nurse according to the skill or title, not by the hour of work."

"Application to the NYC—NYC Department of Personnel, 62 Morris Street, New York 7, N. Y. (Manhattan) two block.

"The employment officer that they possess the necessary valid license. Fee $3."

"Applicants without a valid license for a period of not less than six months immediately preceding that date; and (c) is otherwise ineligible. Fee $5, Exam Dec. 4. (Thursday, October 25).

"Applicants must be graduates, or have at least six years of experience in the field of social work or in a related field. Fee $5, Exam Dec. 1, (Thursday, October 25).

"The union then listed in detail the duties actually performed by practical nurses and nurses aides, and concluded:

"Here's your Hidden Beard — Whiskers, whiskers, whiskers, whiskers, whiskers — growing methods skim along the tops of your jaws, but don't worry about your whiskers. Soon the eradicated part of each whisker will grow out and your Hidden Beard can be seen and felt."

Civil Service Mart, Inc. 64 Lafayette Street, N. Y. C. BE 3-6554

TRY THE AMAZING NEW REMINGTON ROLL ELECTRIC SHAVES YOUR HIDDEN BEARD

Scientific Jobs Open

Chemist, electronic scientist, engineer, mathematician, metallurgist, and physicist, $4,000 to $11,000, Federal Government and other Federal agencies.

Highway Jobs offered

Highway engineer, $3,700. Road and highway engineer, $4,800, are needed for duty in the Bureau of Public Roads, Washington, D. C.

Civil Service Mart, Inc. 64 Lafayette Street, N. Y. C. BE 3-6554
Nassau Forms Two New Units

The Nassau chapter, Civil Serv. Employees Union, announced the formation of two new divisions for employees in the state, Department of Health, and another for the Nassau School District with a potential of over 100 members.

The chapter's annual Christmas party will be held December 8 at Hempstead Elks Club.

Seven Towns Included

More than 100,000 government employees in 1,458 political subdivisions of the state are now covered by Federal Social Security, division by division, in addition to the eight school districts and four miscellaneous units of government.

A Federal-State agreement negotiated in 1953 allows any municipality in New York State to come under Federal Social Security by arrangement with the State Comptroller's office.

F.I.A.

President Plaumenbaum reminded the chapter's eight-point program of the year.

FIREMAN

THE CIVIL SERVICE LEADER

Page Thirteen
PLANNING HALLOWEEN DANCE

COMMITTEE REPORT ON SALARIES

(Continued from Page 3)

WHEREAS more than 25% of State employees are required to work more than 40 hours a week;

THEREFORE BE IT RESOLVED that the Association of longitudinal and executive agents shall be responsible for providing the following benefits:

1. A 15% increase for all State employees.

2. A maximum 40 hour work week for employees working more than 40 hours a week.

3. Establishment of a sufficient reserve to provide for economic changes and new responsibilities that may develop during the year.

It might be helpful to review the factors that led to the Association's resolution on this issue.

History

First and foremost, the Committee felt that the need for a 15% salary increase was a primary objective of the Association since 1951, when last year's adjustments had been made from 42 to 44 or 44 to 45. But a large scale wage increase was not possible, as the prevailing rates were insufficient to provide for the needs of the Association's membership.

No general adjustment was made to State salaries in 1953. The last generous adjustment applied to all State employees was in 1951, when the Smith employee received a 3.5% raise.

To clarify the record, the $300 raise was an average raise of about 7.5%, with a salary level of about $2,800. However, it is a well known fact that averages don't always describe the picture. For example, New York City and in some others, the average employee barely hardly describes either. So it is with State employees, where a substantial number have not received a salary increase for several years. These people need this raise.

So the decision of the Committee was made.

THEREFORE BE IT RESOLVED that the Committee on October 2, 1956, established a 15% increase for all State employees.

Employee News

Oswego

Oswego County chapter members met at their regular office to discuss the Association and a means for future development. The chapter president, Mr. Crum has been selected to form a committee to plan for the 1956-57 season.

Mr. Bough pointed out the necessary equipment for a rigorous membership drive.

Four chapter members who attended the annual CREA meeting in Albany reported on the resolutions adopted.

A round table discussion followed, at which the resolutions of state counties, town and village salaries received considerable interest for comparable services rendered.

It was noted with interest that the state employees may accumulate 150 days of sick leave which state employees are entitled to.

The Association plans to take a special meeting to celebrate the Association's 20th anniversary celebration of the Association in Oswego County. The Board of Directors has voted $200 to refurbish the used building. The Association will provide free coffee and doughnuts for State employees working in the State Institutions Building on July 28th.

Referrals were served following the meeting.

Wages in Industry

Wages increases in private industry continued during the year. Despite the recession, the contracts signed and those in process of negotiation and on our report on our economy and recovery, this is what we expected from the employer meet this competition.

For example, the Consumer's Price Index for wages and salaries has only increased by nearly 25% before any adjustment while wages increased by 10%.

Oswego County employees.

Tells of Many Changes

Many of these changes are not due to the fact that these figures are not accurate because of the reporting of many locals, and it is a matter of specific concern.

Wages in Government

The State Civil Service Department's salary survey of last year showed that the average salary of more than $350 was reported. The study showed that there were differences in various fields and the average was $270. However, in recent months the cost of living has increased significantly. As a result, the Association has decided to protest the cost of living increase.

The Association believes that the cost of living has increased by about 30% since the last study. However, in the absence of a formal survey, the Association has determined to protest the increase. The Association has filed a petition with the State Employment Commission to review the proposed increase.
Shiebler Resigns
Public Relations
Post Oct. 31

ALBANY, Oct. 22—Howard A. Shiebler, coordinator of public relations of the State Education Department, has resigned from his post.

The resignation, effective Oct. 31, has been accepted by Education Commissioner James E. Kenworthy.

In a letter to Mr. Kenworthy, Shiebler writes: "It is with a heavy heart that I tender my resignation as coordinator of public relations of the State Education Department, in order to devote more time to the sale of a large business in New York City that has been in my family for over 100 years.

I have had a most interesting and satisfactory 17 years in public relations work and believe that the department has benefited materially from my efforts.

I will be glad to work in any capacity that you may consider should be filled by me at this time.

Sincerely yours, Howard A. Shiebler."

Shiebler is one of the oldest and most successful public relations men in the country.

A highly successful conference was held by the Laundry supervisors of the Mental Hygiene Department October 2 and at Kings Park State Hospital, Long Island. Mental Hygiene Department Commissioner Paul W. Statzenberg addressed the group. In the picture, from left (seated) are Ray Murphy, Jean North, Nissa Allen, Commissioner Hoch, Dr. Charles Buchman, director of Kings Park; Gladys Homquist, Charles Davidson, Marie Van Tine and Charlotte Rossman. Standing: Charles Goffney, Roland Gisayoga, Burisette Porter, Charles Coton, Robert Dobson, Warren Kemp, Arthur McFarland, Milton Kellog, Frank Pizer, Michael Pendergast, Morton Gamble, Alexlyn Pyler, Paul Dwyer, Charles Domahs, C. Gilbert Beck and Andrew Sprague.

Hibernians Will Dance October 27

at the Narragansett Inn, Montauk or may be obtained by phonew

The dance will start at 8 P.M. Tickets are on sale at the Inn.
CRAIG COLONY STUDENTS GET DIPLOMAS

Class of 1957 at Craig Colony, from left, Mary Jane Dillon, Margaret R. Egana, Mary E. Sellars, Jane Swan, Delores L. Tueting, Patricia A. Lago, and Claudia W. Becker, rear, Janet M. Collins, Ciro J. Maggio, Frank J. Yannes, Antonio A. Guarino, Fred S. McDowell, Jr., Lerey E. Carney, cyclic Z.immerman, David E. Robertson, Giusto LaBarba, and Janice M. Collins.

Mental Hygiene Employees Association

Facts — Questions — Answers

The M.H.E.A. is the Only All State, All Mental Hygiene Employees Association.

1. What is the Mental Hygiene Employees Association? It is an organization of the Mental Hygiene Employees than an organization of the Mental Hygiene.

2. When was the M.H.E.A. founded? The M.H.E.A. has completed its 50th year since its organization.

3. What are the objectives of the M.H.E.A.? The M.H.E.A. is an organization of employees in the Department of Mental Hygiene who have banded together for the purpose of achieving objectives which are important for their welfare — better working conditions, adequate salaries, promotional opportunities, reasonable personnel policies, resolution of problems and improve the general working conditions.

Questions:

1. What is the Mental Hygiene Employees Association?
2. Why does the M.H.E.A. exist?
3. What are the objectives of the M.H.E.A.?

Answers:

1. The M.H.E.A. is an organization of employees who have banded together for the purpose of achieving objectives which are important for their welfare — better working conditions, adequate salaries, promotional opportunities, reasonable personnel policies, resolution of problems and improve the general working conditions.

2. The M.H.E.A. exists to promote the welfare of its members and to represent their interests to the Department of Mental Hygiene.

3. The objectives of the M.H.E.A. are to improve working conditions, achieve adequate salaries, provide promotional opportunities, develop reasonable personnel policies, resolve problems and improve the general working conditions.

The Mental Hygiene Employees Association (M.H.E.A.) is the only all state, all mental hygiene employees association. The M.H.E.A. is an organization of employees in the Department of Mental Hygiene who have banded together for the purpose of achieving objectives which are important for their welfare — better working conditions, adequate salaries, promotional opportunities, reasonable personnel policies, resolution of problems and improve the general working conditions.

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