ALBANY, Dec. 3 — Special legislative program for public employees was revealed at a two-day policy-making conference in Albany last week attended by top GOP leaders. William H. Sorenson, who conducted the post-conference deliberations, said the Assembly would not be interested in raising the Social Security coverage to benefit state workers now that the time had come to close the program.

The statement of the chairman of the Association of Civil Service Employees, who was elected to the position last week, was made in an effort to change the administration's views on the need for the Social Security program.

The Association stated that the program would be a major Republican administration program.

Under the proposed legislation, present pension-system members who want Social Security can get it, but those who are not interested will not be required to make the Social Security contribution.

The state's annual contribution, if its employees elect to apply for Social Security coverage, has been estimated at $5.5 million.

Also discussed at the policy conference was the selection of the state's treasurer by the Association's legislative committee, which has been named to a three-year term.

John F. Powers, CSEA presid- ent, said the committee's plan to include members of all public employee pension plans in the bill was "particularly pleasing.

The Association chairman noted, however, that many members in the CSEA's proposals were absent from Harriman's proposal. These were:

1. The Governor's bill does not provide mandatory coverage in the political subdivisions, where the Association feels it is so sorely needed.

2. The bill does not permit any optional and voluntary basis.

Mr. Powers said it was the hope of the Association that development of the committee's proposals to be strengthened with the addition of these two vital items.

GOV. HARRIMAN

Harriman Declares Special Holidays For Dec. 24 and 31

ALBANY, Dec. 3 — Governor Harriman has declared December 24 and 31 special holidays for state employees.

The declaration will give state employees a four-day weekend for both Christmas and New Year's weeks with no loss to the workers.

All state offices will be closed Saturday through Tuesday of both weeks, so far as is consistent with the maintenance of essential state services. Employees of State Social Security Agency, will carry on their duties during these days.

游艇boat with their families and close friends during this most sacred time.

NYC Chapter To Hear Sorensen

Edward Sorensen, chief of the Civil Service Security Agency, will be guest speaker at a meeting of this association.

The meeting is scheduled to start at 6 p.m.

CSEA Digest

1. Erie County starts relocation hearings. See Page 4.


5. President Powers' column. See Page 14.
New York City Will Adopt Social Security Plan Soon

The movement toward Social Security coverage for New York City employees takes closer shape as representatives of the State and City administrations agreed substantially on the details of a plan of supplementations.

The bill passed by the last session of the Legislature, introduced as the instance of the Civil Service Employees Association, was for supplementation. Under that plan the employees would not have to make any contribution, for their share of the Social Security tax would be deducted from their regular contributions to the public employee retirement system. In the State government, and in local govern-ments outside New York City, it would be the State Retirement System. In New York City it would be principally the New York City Employees Retirement System.

City Could Do Differently

It is under federal law, not expected to be, under any law the State may enact, for New York City to follow the same plan as the State. The City is on the verge of reaching a decision.

Employees will be given an opportunity to vote. An individual employee, during his working life, could vote not to be included under the supplementation or other plan. Because he already has Social Security coverage, through outside jobs in private industry, or for any other reason he sees fit.

Supplementation Plan

Mayor Robert F. Wagner has endorsed Governor Averell Harriman's resolution to ask the State Legislature that next month to vote a statute that gives the complete details under which choice of plans of inter- related with Social Security would be afforded.

Under this plan the employee's own contributions to the public employee pension system are less by the amount of the Social Security tax, reduction applied between his dates of retirement and subsequently under Social Security. The minimum retirement age under Social Security is 65; under the public employee systems it ranges from 55 up to 65. Thus during five to ten years of retirement the amount of pension allowed that the employee himself financed is somewhat less, but on retiring at 65, he gets his Social Security pension added, maximum possible addition being $1,300 a year, applicable only to salaries of $4,000 up. But meanwhile im- portant survivorship benefits would to widow and dependents, including children, would accrue. Employees want such benefits made retroactive, and speak of ten years.

The pension part of the retirement allowance—the part hatched by the State or City—would remain unchanged, and in any case the Social Security benefit remains intact.

That plan is called supplementation.

Under another plan, included in the report of the State Pension Commission for purposes of completeness, called coordinataion, the public employee system retirement allowance would not be reduced during the period spanned by the successive retire- ments, but after age 65 by a formula of so many dollars a year for each year of service, when Social Security retirement takes effect.

Politics Believed Out

Some controversial issues have arisen over supplementation or coordination in preference, or some other plan, but the execu- tives of the State and New York City government have come out for supplementation, as urged by the Civil Service Employees Association. The leaders of the Republican majority in the coming Legislature have taken a similar stand, and the Democratic legis- lators are expected to favor the type of legislation the Governor favors. Thus the danger of Social Security becoming a bone of po- litical contention seems to be eliminated.

Differences of opinion are

Dr. Pelone Heads Handicap Bureau

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NYC Salary Board Backs Upgrading of 18 Titles;
One Goes $1,100 to $1,400

Chairman Nelson Beitel reported that at a meeting of the Career and Salary Board of Appeals, it was decided unanimously to recommend to the Board of Estimate the upgrading of 18 titles in various occupational groups.

This action brings the total number of New York City titles recommended for salary increases to 158 since last spring.

A three-slot increase, the largest of the 18, affects a group of employees grading weather or more tons, was granted a pay differential of $1 a day, while those who operate vehicles weighing from one up to but not including four tons, will receive a 10 cents a day differential while so assigned.

Appeals on Senior Ticket Agent for Willowbrook State School and Remington Rand; denied by Board action earlier this year, were recommended for approval in grade 7 ($3,305-$4,500) to grade 18 ($6,400-$8,200) and from grade 12 ($4,550-$6,300) to grade 20 ($7,800-$9,600), respectively, following a motion for reconsideration.

Other Ranks Recommended

Other one-grade increases were recommended for:
Assistant Medical Social Worker raised to grade 5 ($4,550-$6,300),
Visual Aid Technician now in grade 9 ($4,200-$5,300), to grade 10 ($5,050-$6,000), with an increase in annual increment from $240 to $300.

Chief Public Health Sanitarian.

PENSIONERS WIN JOBLESS INSURANCE

In that state are eligible for unemployment insurance benefits, even though they are civil service annuitants.

In the first case of this kind, the court ruled 4 to 3 in favor of Henry L. Moore, a retired Toledo post office worker.

Mr. Moore, who has received a civil service annuity since he was 63 months since his retirement in 1948, took a private job in 1951 and left the annuity. He was denied unemployment payments on the ground that his Federal pension exceeded what he would be paid in jobless benefits.

Pensions Disqualification

The court's decision held that civil service annuities cannot be treated as pensions under Ohio State law. However, public retirement benefits in other states who seek similar benefits would have to bring separate suits, as each state administers unemployment compensation individually.

Dongan Guild Party

The Dongan Guild of State employees will hold its annual Christmas party on Friday, Dec. 6, from 8 p.m. to 11 p.m. at the Steinway Hall of the New York Foundling Hospital, 175 East 58th Street, 50th floor. Tickets are sold to bring their families and friends.

There will be refreshments, dancing and entertainment.

Admission will be a doll or toy for a cancer patient, or a donation to the group's "Operation Santa Claus."
Erie County Case Workers Get Reallocation Hearings

BUFFALO, Dec. 3—The Personnel Office of Erie County, Donald Nee, held a salary appeal hearing for the case workers of the Civil Service. This is a new procedure in Erie County and is patterned somewhat after a similar procedure in the State service, Henry Gailey, CSEA salary research analyst, established it.

The Civil Service Employees Association has repeatedly urged, not only in Erie County but elsewhere, as well, that such a procedure be established to improve communication between the administration and the employees. Such a procedure provides the most effective means yet found toward the resolution of one of its grievances. This is the first county that is known to have established such a procedure, and the Association representatives commended Mr. Nee for the establishment of it.

ACTIVITIES OF EMPLOYEES IN STATE

Fort Stanwix

News of Ft. Stanwix chapter members who are retiring: Alice R. Brown, executive officer; Helen S. Jones, with 21 years' State service, died November 2, presented with a gift by her fellow-workers.

The chapter has lost a very good member, the youngest member of the business office, who was married to S/Sgt. Robert McMahon on October 22. and in May Janet Allermuir, social service, who was married November 24. June Jane is leaving State service to make her home in Canada.

Celestine Latus and Neil Field, food service manager, were recently married to Dorothy L. Blaha, and Stanley C. Credenhouse.

Good word to Bobbi Bliss, social worker, who is transferred to Rochester State Hospital as a statutory worker.

Grace Polito is back on the job after two weeks in Florida.

The chapter's condolences are offered to Russell Pieser, whose brother died to Alice Gordon, on the loss of her father, and to John Bal- wkowski, whose father died.

The chapter was informed that its president, candidate November 3. He had been on leave since August, Mr. Jones, with the greatest service, was very active in the CSSEA, and the chapter has lost a very good friend.

Compensation Increase Sought

ALBANY, Dec. 3—A drive is underway to obtain legislative approval for a raise this year in the State's weekly workers' compensation payment. Also in line for increases are state sickness disability and unemployment insurance payments.

Transit Cashier Promotion Test "Widened"

The eligibility and experience requirements for the examination for promotion to cashier (Transit Authority) have been amended by the City Civil Service Commission to include railroad clerks.

The examination is open to permanent, male employees of the Transit Authority in the titles of clerk, senior clerk (old titles, grade 2, and clerk grade 3), and railroad clerks, who will have six months or continuous service by the date of the written test.

April 3, there is also a six months experience requirement. Railroad clerks in the handling of money will be accepted, if necessary. The Commission has emphasized that the eligibility and experience requirements for this examination are not to be considered as precedents for future examinations.

Applications will be issued and received from December 6 to December 27, at the applications section of the Department of Personnel, 96 Deane Street, New York 7, N. Y.

Employees who filed for this examination in September do not have to file again.

Job in Social Work

Social work (public welfare advisor) and public welfare research analyst (public assistance) jobs, paying from $445 to $550 a year, are open for duty with the Board of Public Assistance in Washington, D. C., and in regional offices in Boston, Mass., New York, N. Y., Charleston, Va., Atlanta, Ga., Dallas, Tex., Chicago, Ill., Kansas City, Mo., Denver, Colo., and San Francisco, Calif.

Field Miles, who represented the case workers with the Board of Public Assistance, was included in the Chapter's group of personnel.

T-Man Positions

The lowest grade positions in the City Transit Authority, retired employment office, are open for duty with the Board of Public Assistance.

ABRAHAM POLLOCK RETIRES

Alphonso Pollock, 78, station agent at the Bureau Avenue, Bronx station of the IRT, of New York City is going to make the membership.

The City thinks the City shouldn't change anything.

Stil Time To Seek T-Man Position

A Federal examination for Treasury enforcement agent ("T-"

man) was given to 285 candidates December 1. Berney fire will take the December 5 test, to be given at 641 Washington street and other locations in the metropolitan area. Plans for these tests closed November 26.

Candidates may file for later tests until further notice. The announcements is No. 2,553-5. Applicants for the U. C. Civil Service Commission, 641 Washington st., New York 14, N. Y., or the Board of Civil Service Commissioners, In- ternal Revenue Service, 99 Church Street, New York 7, N. Y.

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PREPARE YOURSELF NOW FOR COMING U.S. CIVIL SERVICE TESTS

During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country. These will be jobs as pay as high as $340.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience.

In order to get one of these jobs you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants pass. Any help you can get in this could be invaluable.

Preparation for any of these tests is worth while. Don't let your chances be missed.

The institute will show you how you can qualify yourself to pass these tests. Don't miss this opportunity to increase your chances of passing which is well worth your while. The institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these U. S. Civil Service jobs fill out the coupon, stick to postage and mail TODAY or call at office—open 9:00 to 5:00 daily. The Institute will send you a free copy of illustrated 36-page book with (1) full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name:
Street:
City:
State:
Zip:

Coupon is valuable. Use it before you mislay it.
Civilian Jobs Open for NavalVacancies

U. S. needs inspectors, grades GI4 through 9, at $3,041-$4,440 a year to start. Apprentices will be required to inspect di-

ties in New York, Boston, Bridge-
port, Buffalo, Newark, N. J., Schenectady, Springfield, Mass., and Strasburg.

The inspection work involves electronic, electric and mechan-

ical engineering equipment, and the related trade subjects, such as ordnance inspection. Inspectors also

examines thoroughly the experience of the last 10 plus sufficient

training to equal five years' ex-

perience. A knowledge of the en-

gineering subjects may be substi-
tuted for experience as stated.

Duties include reviews of

applications. As a member of the

Class, a candidate must have a

high school education or its

equivalent. Knowledge of

electric, electronic and mechani-
cal trades, with proportionately

more experience required for

higher level positions. Education above high school level in sci-

centific subjects may be sub-

stituted for all or part of the required experi-

ence.

A written test will be given

on various locations in New York,

Connecticut, Maine, Massachu-

setts, New Hampshire, New Jer-

sey, Illinois, Indiana and Virginia.

The announcement is No. 2-10-

1.

Applicants must be U. S. citi-
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ence.
To Each His Own

TWO questions about what is best for public employees are being tested in the crucible of experience. One is whether political action is advisable, the other is whether a standard pay plan is better than exclusive collective bargaining.

On the two questions the Civil Service Employees Association, composed of State and local government employees, exclusive of New York City employees, has made its position clear through its conduct over the years. It does not engage in politics, directly or indirectly. Since it was the originator of the State's standard pay plan—the Feld-Hamilton Act—the Association's position on that question is also clear.

What the Unions Do

The locals affiliated with an international union tend to pick up the political direction. The political action committee of the old CIO certainly was politically active, and though to a lesser extent so was the political education committee of the AFL. Now with the two large unions merged into the AFL-CIO, one might have expected increased political activity, and greater effort to qualify for union dues, elections to determine which union, if any, has a majority, and then to demand for exclusive representation of all the employees for bargaining purposes.

The Civil Service Employees Association has such a majority of State employees, there is agreement among union officials and organizers. They see in it the best means of containing ends otherwise difficult. Their interest in organizing any group of State employees, exclusive of New York City employees, is not necessarily for all positions. From the viewpoint of checkoff of union dues, elections to determine which union, if any, has a majority, and then to demand for exclusive representation of all the employees for bargaining purposes.

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Even Majorities Differ

As to exclusive bargaining rights to a numerically major union, there is agreement among union officials and organizers. They see in it the best means of containing ends otherwise difficult. Their interest in organizing any group of State employees, exclusive of New York City employees, is not necessarily for all positions. From the viewpoint of checkoff of union dues, elections to determine which union, if any, has a majority, and then to demand for exclusive representation of all the employees for bargaining purposes.

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Early Action Needed

WITH administration and political leaders, as well as principal employee groups themselves, favoring the supplementation plan of Social Security, the State Legislature that is about to meet should not be torn with conflict over enacting the necessary additional legislation. The legislative leaders, both Republican and Democratic, have declared themselves in favor of the same supplementation principle. There may be differences of opinion over details, but they could be easily worked out.

It is important that the proposed legislation find an early place on the agenda, so as not to be thrown into the turmoil that mars the closing days of a State Legislature. Queer bills sometimes emerge from the last-minute rush. There must be nothing queer about the Social Security legislation. It is too important to the employees, both as to pensions and survivors benefit, and affects too many thousands who have a deep-rooted concern for the security of their loved ones and themselves.

QUESTION, PLEASE

WHEN DOES the Federal annual leave year end? J.C.

Midnight, January 12, 1957. January 13 will be the first day of the new leave year. There are 27 pay periods in 1956, hence an extra period. Depending on service and insurance, a leave of 13 days in 1956 will cover 12 days in 1957, 4 hours of leave, or 20 days and 6 hours, or 27 days even. The carry-over of leave is not to be carried forward. January 1, 1957, may be as high as 30 days, if one carried less than 30 into the 1956 leave year.

ARE THE Federal retirement laws being retroactive? No, with few exceptions. The effective dates are the January 1, 1957, and January 1, 1956, but there are special exceptions. Employees who were in the Federal service before January 1, 1956, may be included in the Federal retirement benefit plan as follows: (a) Employees who had 20 years of service as of December 31, 1955 were included in the Federal retirement benefit plan on January 1, 1957; (b) Employees who had 10 years of service as of December 31, 1955 were included in the Federal retirement benefit plan on January 1, 1956.

H ave there been any changes in the age at which a Social Security benefit may be received? L. J.

Yes. Employees who were in the Federal service before January 1, 1956, may be included in the Federal retirement benefit plan as follows: (a) Employees who had 20 years of service as of December 31, 1955 were included in the Federal retirement benefit plan on January 1, 1957; (b) Employees who had 10 years of service as of December 31, 1955 were included in the Federal retirement benefit plan on January 1, 1956.
223 In NYC Hospitals
To Get Service Pins

The Community Fund Service pins will be presented December 12 to 233 employees of the New York City Department of Hospitals, who have at least 25 years' service. The recipients:

- City Hospital—Ethel C. Landman, Margaret Gartley, William Rubin, Pauline Ozorowski and Herman Nadler.
- Cozer—Anna Burns, Catherine Berney, Marie Le Vair, Sally Voutoudis, Helen T. Hider, Helen C. Lopez, Rose Diers and Gustave Winkelman.

Cumberland—Ada Bonou, Elizabeth Galvin and Henry Frenzek.

Deitsfield—Beatrice Rosenblum, Bertha Hovak, Abraham Milman and Richard Deitsfield.

Ewing—Elaine Schleid, R.N., Cathrine Lawler and Dorothy Yule.

Ferdman—Anthony Barato, Zoren Dobrogosans, Thomas Carmody, Mary Graser and Alma Hock.


(Continued on Page 10)

These are the appliances younger families want

When we interviewed the younger families in our survey, we found that every one wanted some new appliance...and more than 70% of them had specific ones in mind. Above are the appliances that seemed to be favorites.

That's a good tip for Santa! Can't you see the happy expression on a busy mother's face when she receives an automatic fry pan, a clothes washer, or dishwasher? Think of the family's pleasure in finding a second TV set or other electric appliance under the tree. They'll love you for your thoughtfulness. Gifts like these keep on giving all year round.

Your appliance dealer or department store has a wide variety of wonderful electric appliances—the perfect gift in any price range. So, this year when you play Santa, make it an electric Christmas.
Where to Apply

For Public Jobs

For county jobs conducted by the State Civil Service Commission—five State locations:

1. Albany: 376 Central Avenue, Albany, N. Y. Phone 5-9328.
1. Catskill: 1 block from State Office Building, Delmar, N. Y. Phone 9-2212.
4. Troy: 1 block from State Office Building, Troy, N. Y. Phone 2-4076.
5. Utica: 1 block from State Office Building, Utica, N. Y. Phone 4-0796.

For federal jobs conducted by the Civil Service Commission—located at the U. S. Department of Labor, 1800 1st Street, N. W., Washington, D. C. Phone 202-636-1000.

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NYC Jobs

(Continued from Page 8)

various City departments. Fee $3.

One of the following: two years' experience in a recognized law school, or an equivalent combination of education and experience. (Thursday, December 27).

Promotion

7287. ASSISTANT PHYSICIST, Department of Hospitals, $4,500-$6,000. Six vacancies from time to time. Permanent employment in the above department as assistant physician for six months preceding the test dates: (Thursday, December 27).

7290. MECHANICAL MAIN-
TENANT (Group B), Transit Authority, $4,700-$4,900. Six vacancies, others from time to time. Permanent employment in the above department as assistant engineer for six months preceding the test dates: (Thursday, December 27).

7287. ASSISTANT PHYSICIST, Department of Hospitals, $4,500-$6,000. Six vacancies from time to time. Permanent employment in the above department as assistant physician for six months preceding the test dates: (Thursday, December 27).

B. BROWN

Jewelers

71 Westminster Square
BRONX 41, N. Y.

4534 Broadway
MANHATTAN 33, N. Y.

SHEAFFER'S.

WHITE DOT
SNORKEL PENS

This Christmas... give the finest

Outstanding gifts, with a constant reminder of its generous giver. Sheaffer's White Dot Snorkel Pens are famous for their advanced writing features and smooth, clean performance. Choice of models, colors, custom-fitted point styles... and prices. Make your selection early!

MEAL CHARGES CANCELLATION BEFORE CHRISTMAS ASKED

Local 237, Teamsters, called upon the Board of Estimates to cancel the meal charges in the Department of Hospitals before Christmas. The charges, imposed on living out employees, are scheduled to be doubled July 1.

Cayuga Heights Man To Law Revision Unit

ALBANY, Dec. 3 — John W. MacDonald, Sr., of Cayuga Heights, has been appointed by Governor Hartman to the Law Revision Commission.

Mr. MacDonald, who has served as executive secretary and director of the commission since 1954, succeeds Mr. John Z. Fink, of New York City, in a term expiring Dec. 31, 1958.

Salary for appointive members of the commission is $3,307.

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SNORKEL PENS

This Christmas... give the finest

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MEAL CHARGES CANCELLATION BEFORE CHRISTMAS ASKED

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Mr. MacDonald, who has served as executive secretary and director of the commission since 1954, succeeds Mr. John Z. Fink, of New York City, in a term expiring Dec. 31, 1958.

Salary for appointive members of the commission is $3,307.

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Transit Police
Take Course On
Crime Reduction
The New York City Transit Authority has begun an advanced training course for its police under the direction of Transit Police Chief Thomas J. O'Toole. The course consists of transit police officers and visiting lecturers. Instruction will be given on the latest changes in police techniques and procedures, public relations, and similar subjects. Classes will be held in Room 227 of the Administration Building at 500 West 2nd Street, 5:30 to 9:30 a.m. daily.

The object of the course is to reduce subway crime and improve techniques in dealing with the public. It is not a course for newly hired employees.

Investigators
Needed by U. S.
Young men are being sought as train police clerks of the Surrogate's Court.

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It is not a course for faculty consists of transit police

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Still Time To Apply for Clerk Jobs

Clerk jobs are open to men and women without experience in 64 agencies and departments in the New York State government. Salaries start at $2,730 a year, or $63 a week, rising through annual and lifetime increments to $3,650, $78 a week.

Candidates of all ages may apply, but the age limits are 17 to 45. While a high school education and some vocational training, no education or experience are required, but to be appointed, a candidate must have a high school or equilvalency diploma. Contact the Board of Education, 1100 3rd Street, Brooklyn, for details on equivalency diplomas, but not about the clerk test itself.

Apply in person, by representation, or mail by the close of business Friday, March 26.

Employers are required, but to be appointed, a candidate must have a high school or equivalency diploma. Contact the Board of Education, 1100 3rd Street, Brooklyn, for details on equivalency diplomas, but not about the clerk test itself.

Apply in person, by representation, or mail by the close of business Friday, March 26.

Teamsters Ask Aid for People of Hungary

The Teamsters Union Local 237, Teamsters, has made its first application for aid for the Hungarian people.

"The trade unions throughout the world," it says in a widely circuited appeal, "must demand immediate withdrawal of all Russian troops from Hungary, opening of Hungarian borders to U.S. citizens, effective cooperation of all relief programs for the Hungarian people, a special agency for the care and re-
location of Hungarian refugees, and additional support to the Hungarian trade unions.

The resolution is signed by Henry Einstein, president; Michael V. Miranda, vice president; William Yanger, secretary-treasurer; Louis Kraus, recording secretary; Samuel G. Harry, assistant secretary; and Jack Schechter, manager.

Social Security Plan Imminent

(Continued from Page 2)
and who might not want to be con-
trived in their Social Security benefits, and directly, and specifically, for half the reason for half benefits that they get under the beneficiaries' coverage.

Also, in any case, an employee, as well as any insurance or pension plan, applies on how long he will live. Life expectancy tables serve actuarial purposes, enabling employers to determine the cost of the plan, but cannot tell an individual how long he will live.

Two Examples

As an example of supplementation versus coordination, assume an aged-out public employee. In these circumstances, the employee receives Social Security and Social Security and Social Security benefits. For a given individual, an individual with a high school education, it may be more cost-effective to be covered by Social Security than to be covered by the State or City. The amount to be the amount from the State or City.

Supplemental Income

Supplemental income refers to the amount of income that a person receives from sources other than Social Security. This may include income from investments, dividends, interest, and other sources.

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Movie Reviewers

The Division of Motion Pictures, State Education Department, has two New York City openings for movie reviewers at $6,000 a year.

Applicants must have a bachelor's degree, a working knowledge of at least two modern languages—French, German, or Oriental, and four years' experience in handling educational or social problems. Some knowledge of the film industry is essential. Send resume to: Mr. A. B. Masters, retired in the New York City Administration, at 120 Broadway, New York, N. Y. The closing date is Wednesday, December 31.

State Clerk Exam on Way

Candidates may take as many aptitude tests as they like for the single fee of $3.

The tentative test date is March 30. The official dates and requirements have yet been released. They will be published in The Leader as soon as they are set.

SCHOOL CROS SING GUARD EXAM TO BE HELD DEC. 8

A total of 2,097 school crossing guard candidates applied for the New York City test set for Saturday, December 8.

How First Inkleing Of Nearness of NYC Social Security Arose

The fact that New York City is ready and willing to announce what kind of a Social Security test it will offer City employees was made known in the Uniformed Sanitationmen's Local 381 negotiating committee.

One of the Teamster local goals is a 20-year to 25-year pension plan, the City contributing 75 per cent. Police and firemen have secured such benefits. That was discussed, along with pay and improvement agreements.

Labor Commissioner Nelson Betel, one of the three negotiators for the City Administration, said: "We have no guarantee on the elevated pension. No additional payments by the employer would not be necessary, Mr. Betel explained, but there would be a small reduction in annuity in consequence. The City-paid pension would remain the same.

Other members of the joint negotiating group were present when the statements were made.

The board of directors of the Teamster local agreed to the offer of Social Security.

Jobs Are Open For Movie Reviewers

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Upgradings Recommended
(Continued from Page 3)
deploy sheriff, chief deputy sheriff, under sheriff, housing assistant, housing manager, senior housing manager, assistant assistant, building superintendent, pharmacist, senior pharmacist, psychiatrist, and custodian engineer; Board of Higher Education and Department of Parks; and as

Next Meeting December 5
The executive session was adjourned to Wednesday, December 5, when the Board will consider sites in the custodial supervisor, education, health care facility, construction and maintenance supervising, and scientific occupational groups.

A decision to recommend no ite at 48 per cent of the titles under consideration were upgraded, rising having been recommended for 19 and denied to 20 titles. The Salary Board’s recommend-

Do You Need a High School Diploma? (Equivalencies)

Would you like a High School Diploma? A prior determination of the equiva-

The Salary Board’s recommendation became effective after approval by the Board of Esti-

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27 Flushing Ave., Bklyn.
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1956 MERCURY
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312 Flushing Ave., Bklyn.
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57 MERCURY GLENDALE

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department's grade 3, at $2,750 to $3,050.
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Only other candidates are expected.
CANDIDATES need a high school education.
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The New York City Depart
Gains won by New York City sanitation workers, including an across-the-board salary increase, higher increments, and advancement of the effective date of benefits to the anniversary date of entrance into City service, were the results of 19 weeks of negotiations.

Beginning July 8 last, negotiations took place every two weeks until what turned out to be the final two weeks, when sessions were held with City officials several times a week.

The end result was far more favorable to the employees than the early attitude of City officials indicated was possible. The Uniformed Sanitationmen's Local 831, Teamsters, is convinced that having good guns, and sticking to them, is fundamental. There was give and take in other directions.

City Cities Some Private Rates

The City's position on pay, maintained stubbornly until nearly the very end, was that private wages should be the pattern for public sanitation men. The union insisted that the standard must be comparable pay for comparable work. There was a whiff of a difference between the seemingly similar ideas.

According to the employees, the negotiators were John DeLury, president, Uniformed Sanitationmen's Local 831, and Walter Eisenberg, economist of Teamster Joint Council 16. To these were added, at the top of their list of salary rates under the existing contract of Local 831, Teamsters, and with a membership of sanitationmen in private employ, that more was intended to confront Teamsters with Teamster rates. "Teamster Pay for Teamster Work" is a union shibboleth—but it's not true that, since the City rates already were higher than those paid to Local 811 members, the City sanitationmen were not entitled to a rate.

DeLury Retaliates

The 811 contract, signed a year ago, and expiring November 28, 1957, provides a rate of $2.19 an hour for drivers and

$2.075 for loaders. The City's common rate was $2.23. These base rates, Mr. DeLury countered with a comparison of the type of work performed by City sanitationmen and the capacity and variety of vehicles and equipment, with what is paid in private industry, and with what equipment. Mr. Eisenberg pointed to the 1956 citywide survey in which the median salary of a union member in the sanitation service was $2,367. The prevailing wage for a trained worker was $2,390, with the median for skilled men $2,489. The City's comparable survey was conducted in January 1956, and it indicated that City sanitationmen were paid on the average $2,380, and the best-paid were $2,600.

The union commented that the only kind of work to which the rates cited by the City was comparable was that of housemen.

The City's salary was $2,900 a year, retroactive to July 1, 1956. Qualified employees will receive the increased rate effective the anniversary of the increase.

Mr. DeLury warned that the increase would not be effective for all employees, but that the number of employees in the affected rate would be at least half the number covered by the old contract. The new contract will expire on July 1, 1958.

The City's rates for loaders $2,075 a year will be increased to $2,175 and for drivers $2,190 to $2,250.

Advantages gained by the union were:

1. The negotiations were concluded in two days.
2. The union won an across-the-board increase of $200 for sanitation men, the second raise in five years.
3. All benefits are retroactive to January 1, 1956. That means lump-sum payments of $9,600 for 1956 and $1,200 for 1957. The union is to be paid an advance of $2,000 for each of the two years.
4. Besides the $200 for loaders, the union was able to negotiate an increase in the increments for all employees. The average increment of 18 per cent, or $66, will be increased to 20 per cent, or $72, effective Sunday, June 30.
5. The City's pension plan will be made comparable to that provided by the United States for federal employees, and to half the Social Security Retirement Plan.
6. There will be a retirement plan for Teamsters, who are under that plan.
7. The union won a 1½ per cent raise on every raise above $50, starting at the level of $50 and $300.
8. The union was able to bargain for the whole year's vacation to be paid at the end of the year.
9. The City took the position that the union was not entitled to the City's Memorial Day and veterans day, but the City will pay in the future.
10. Qualified employees will receive a special increase of $100, in addition to the across-the-board raise.

The union was able to get a 2½ per cent raise for all employees, starting at the level of $300 and $600.

The City崖 having won by Uniformed Sanitationmen's Local 831, Teamsters, is the advancement of the increment date to the anniversary of the employee's entrance into City service.

The negotiations were concluded on January 1 or July 1, following the completion of a year of satisfactory service. However, up to five months could elapse before the date is effectuated, so that 1956's increments to employees have been a 2½-month waits.

The City is not bound to pay a raise to anyone who has no wait at all for the effective date, only per hour for days worked, as the case may be. That's one more instance of the seemingly similar ideas.

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Irvina Flauenbaum

The thought is now being expressed that the records in low government spending in Nassau have been accomplished by denying the workers adequate salary in face of rising cost of living. A striking example is the comparison of wages paid to those in the Civil Service Department. Nassau County employees are now going out on strike demanding an increase in their overall wages.

Nassau County employees are not quite other farmers and workers and as it would be to make these comparisons to personal wages at Nassau level. It can be said that, however, other municipal operations in Nassau and those of many other areas have come to the same thought and policy toward their employees, as the duty press has been doing for the last 10 years, for the Boards of the Towns of Oyster Bay and North Hempstead, and the County of Nassau.

Can't Live on Statistics

"As many of your employees are homemakers, they do share in the knowledge that down throughout the country, the numbers have been kept at a low level compared to population gains. But, Nassau County employees, a body on which the statistical tables matter no more than they are. The employee pay checks have amounted to over 75% of the total county expenditures budgeted in the last 10 years and every employee not under the Nassau County government has been pointed as numbering in the neighborhood of 3,000 will receive no increase in the coming year, a class worker. To this group should also be added those competitive employers at the top of their grade. They number in the hundreds.

It is that this is the fourth year your employees have protested the absence of the normal percentage increase for Nassau employees in the budget," said Mr. Flauenbaum.

"Each year we have patiently assembled information from records and for more than 20 years, the necessity for salary increases and detailing Nassau employees' ability to pay increased, was our material and application to the budget have never been turned down by the County or your honorable board or by the County Executive's office. We have been asked to make changes in the continuing years to prove out our case. In fact, the 1957 increase, by 1.5% for all positions in all scales which since that has been the living measured by the United States Department of Labor, Nassau County employees are now going out on strike demanding an increase in their overall wages.

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Dr. Harry Bray, Ray Brook Director 30 Years, Dies

BY MARION EGAN

Dr. Harry Bray, the medical director at Ray Brook State TB Hospital, died last week. He was 64. A native of Brooklyn, he was a resident of the hospital for a half a year.

Dr. Bray was largely responsible for the early development of the Ray Brook TB Hospital, one of the finest tuberculosis facilities in the world. Under his direction, the TB hospital facilities were greatly expanded. He initiated occupational therapy, and the work of the occupational therapy clinic by the hospital staff. He was especially interested in training and research.

While he was director of the hospital, he was associated with the Cornell Medical School as a lecturer on TB; was an associate professor of medicine at the Albert Medical College; associate visiting physician at Bellevue Hospital in New York City, and consulting physician at Otisville State Hospital and at the Champlain Valley Hospital and the Presbyterian Hospital, both at Plattsburgh.

He was a Fellow in the American College of Physicians; Fellow of the American Medical Association; Fellow of the American Clinical and Climatological Association; member of the American Thoracic Society; and in 1900 in Edinburgh was declared Fellow of the Royal College of Physicians.

Dr. Bray was born at Bellevue, Ontario, September 10, 1880. He received his doctorate degree from the University of Toronto in 1904 and was graduated from the University of Edinburgh in Scotland.

After his internship at a Cleveland, Ohio, hospital, Dr. Bray came to Ray Brook Hospital in 1906. In 1917, he was made assistant medical director and in 1919, became medical director, a position which he held until his retirement September 10, 1959.

Edwin C. "Eddie" Hart Dies After Longlessness; Popular Employee of A&M Dept.

By FOSTER POTTER

Eddie Hart—Few of the many thousands of people throughout the state when it was learned that Dr. B. C. Averell Harriman said that one of the most important subjects in The LEADERSHIP.

Edwin C. "Eddie" Hart was there and the job was done.

When he joined the staff of Agriculture and Markets back in 1932, very few knew of his existence. Eddie was an "Investigator." Three years later he was moved to the "Farmer's Field" and he operated under that designation until 1953 when he moved back to become an "Inspector." His duties always were about as varied as anyone could imagine.

To filled back to the same line when he was there, the State Fair in Syracuse, Eddie was there and the job was done.

The full text of the appeal, as presented by Chapter President Franklin B. Palma, was described here with the suggestion that its well-defined points can be used in chapter meetings and in public budget hearings before the Nassau County Board of Supervisors.

Nassau Presents Pay Case

For Nassau employees in the 1958-59 budget, the County Executive's office. We have supplied this and other salary increases as a result of a job and good business practice, but even. The 1957 budget, under code "Fund" for possible salary adjustments in the 1958-59 budget.

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