CSEA GAINS VICTORY

State Police Win Grievance Machinery; Right to Join Employee Groups Assured

Harriman Seeks Bipartisan Action to Hold Specialists

Same Problem On All Levels In State, Says Association

ALBANY, Dec. 17 — In an attempt to get new specialists and hold on to present ones needed for vital State projects, Governor Harriman announced last week he was seeking bi-partisan action in the legislature for a solution to the problem.

The Civil Service Employees Association, concurred in the statement which Governor Harriman made December 14 recognizing the serious personnel problem existing in State service from the shortage of highly skilled professional personnel.

"The Civil Service Employees Association is heartily in accord with the Governor's desire to get the assistance of the bi-partisan majorities as soon as possible in an effort to arrive at an agreed solution," Mr. Powers stated.

"It is extremely important for workers of the State of New York that the Governor and the Legislature be in complete agreement in resolving any problems involving a State salary plan."

However "However," continued Mr. Powers, "it is our feeling that as important as this particular problem is, the other categories of employment in State service are in just as much need of upward adjustment and should not be overlooked."

The hiring study just released by the State Department of Civil Service shows a definite lag in the salaries of State workers, when compared with comparable jobs in the outside. Some categories studied in this survey show a substantial lag.

Don't Forget 40-Hour Week

There is also another important problem, that of the whole salary problem which under no consideration should be neglected; that is, immediate adjustment of all of our workers in institutions to a 40-hour week. While we commend the progress made so far in placing part of the institutional workers on the 40-hour week, we feel it is extremely important that the remainder of the job be done this year.

Dickenson Appoints Carlebach Top Aide

ALBANY, Dec. 17 — Commissioners Joseph T. Dickinson, appointed William D. Carlebach, 39, of Yonkers as his executive assistant, CSEA executive director, announced.

For those who signed authorizations lately, cards will be mailed next week. Mr. Loechner said.

Membership CardsonWay

Membership cards for all members of the Civil Service Employees Association, who have signed payroll deduction dues authorizations, are in the mail to chapter presidents of the state division. Joseph Loechner, CSEA executive director, announced.

MEMBER HARRIMAN'S DIRECTIVE IN THE STUDY WAS RESPONSIBLE FOR THE STAFF SUGGESTIONS OF THE REPORT TO BE ACHIEVED BY THE LEADERSHIP OF THE ASSOCIATION AS PROMISED.

U. S. Employees Protest Study Delays Raise

WASHINGTON, Dec. 11 — President James A. Campbell of the American Federation of Government Employees and workers "can't afford to wait" for the Administration to set up a program of modern specialized study salary structures. He said the study would delay raises for at least a year, calling the proposal "indefensible."

"The pattern in private industry," Campbell added, "is for wages to increase each year, both to meet higher costs and to improve the nation's standard of living."

MERRY CHRISTMAS

Let us, this season, be merry and good glad tidings to all; but let us remember, it is the Birth season of HIM who said "HAVE PEACE, ONE WITH ANOTHER."

JOHN F. POWERS
President, Civil Service Employees Association

CSEA Digest

Vol. XV.—No. 13 Tuesday, December 18, 1956 Price Ten Cents

HENRY TAPLIN
P. O. BOX 242
CAPITOL CITY STATION
ALBANY 1 N Y

Page 3

ALBANY, December 17—Troopers in the State Division of Police won a major victory last week with the establishment by Governor Harriman, through an executive order, of new grievance procedures for the division.

The new executive order was a victory for the Civil Service Employees Association, which had strongly urged the move after Governor Harriman specifically excluded the troopers from State grievance machinery several months ago.

A major point for the CSEA was a directive in the executive order which gave state police the right to join any employee association they so desired.

The Governor's action was also a victory for State Police Capt. Francis S. McCarver, who has contended his agency should handle its own problems.

The CSEA has felt for some time the need to lend the assistance of the Association to troopers to improve their working conditions. Part of the CSEA legislative program for the coming session of the State Legislature is concerned with bettering the troopers' lot.

JOHN F. POWERS
CSEA President

Harriman on the release of an executive order establishing grievance machinery for the State Police.

"We are delighted," continued Mr. Powers, "this grievance procedure adds the State trooper another opportunity to process his grievances outside of the Division of State Police. The procedure now is setting up a method of appealing outside an employer's agency closely parallels the procedure now in operation for State employees.

The Right to Join

"We are also very delighted," Mr. Powers concluded, "that Governor Harriman has publicly stated that the troopers have the right to belong to any organization of his choosing. We commend the Governor again for looking into the problem of establishing a modern personnel procedure for the troopers."

The full text of the executive order will appear in a future issue of The Leader. Essentially, here is:

Deductions Due on CSEA Insurance

Insurance deductions for members of the Civil Service Employees Association group life insurance plan will take place on the December 18 State payroll, it was announced in Albany.

The reductions are made in accordance with increased attainment ages and to cover increased amounts of insurance to which employees are eligible, based on salaries as of November 1.

CSEA Employees' Group Life Insurance Association announced that headquarters staff is working overtime arranging records to prepare for CSEA refund dividend payments. Those will amount to minimum refunds of six weeks' premiums of not less than $5.50.
An Opportunity to Shoot For Bank Examiner Career

The New York State Banking Department is in conjunction with Federal Group Backs Goals On Legislation


The district department has inaugurated a local political participation fund drive, to raise legal benefits for Federal employees, recognition of Federal fringe benefits and the non-political loyalty program.

The New York-New Jersey district department will ask Mayor Koch to set up an emergency canteen.

For Full Details, Contact Local AFGE

The district department has in conjunction with the State Employment Service.

Department released the following changes in key answers for the examination for promotion to higher grades. The announcement is being trained in the practical operation received in college. Two Changes Made in Stockman Key

Two Changes Made in Stockman Key

The New York City Personnel Department released the following changes in key answers for the examination for promotion to railroad stockman. Transact.

Where to Apply

Applied to the placement office of your school or at the State Department of Civil Service, State Office Building, Albany, Room 212, State Office Building, Buffalo, or at any local office of the State Employment Service.

The last day to apply is Friday, February 16.

Investigator Jobs

Young men of good character, with analytical and public relations abilities, may apply for Federal jobs as general, criminal and personnel investigators. The new investigator will be required to have 3 years of service in the Armed Forces.

INDUSTRIAL HYGIENIST JOBS

Industrial hygienists (health physicists), at $4,925 to $7,570 a year, are being sought for positions with the Naval Radiological Defense Laboratory in San Francisco, Calif., although vacancies in other Federal agencies may also be filled. Apply to the Board of U.S. Civil Service Examiners for Scientists and Engineers, Navy Department, 100 East Green St., Pandemonia, Calif.

This Christmas... give the finest

Outstanding gifts! Each one a constant reminder of its generous giver. Scheffer'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!
Shrinking Dollar, Shrinking Pocketbook

Recently there have been a number of articles in newspapers and magazines indicating that the dollar is shrinking in value. The 1956 dollar when compared to the purchasing power of 1939 is now only 40 cents of its original value. The present employee will have greater trouble than the man who retired ten years ago to live in 1956 than in 1955, and it is expected to cost more in 1957 than in 1956. All categories of expenditure are reflecting this—food, clothing, rent, health, and transportation.

The continuing inflationary trends are having serious effects on those who are now working and those who have worked for the government industry. The present employees will have greater trouble with his day to day expenses. The retired employee will succumb to the economic pinch as his restricted income rapidly loses purchasing power. In fact, it is the retired employee who suffers the most—as he finds it more difficult to supplement his depreciated income from outside sources.

A Governmental Obligation

We feel that the governments of New York—the state, county, cities, etc. have a definite human obligation to relieve the economic strains and stresses of their employees and former employees as much as possible. There is no reason why the public servants should be continuously victimized by inflationary forces without their control. Their right to the good life and share in American prosperity is as great as that of the employed employee. However, due to the legal stringencies of the fiscal system under which they operate, the public employees too often are definitely lagging in having either pay or pensions adjusted to these upward rises.

Long Time Inflation

The inflationary period has lasted such a long time that its continuance can be seriously considered as part of our new economy. The things which American industry can produce now are not in demand, and the dangers of the upward spiral are continuously presented. Inflationary forces are continuously victimizing our people.

Housing Shortage Drives Away Prison Employees; Some Even Live in Cells

ALBANY, Dec. 17 — A scarcity of suitable housing at or near Green Haven Prison has been cited by the State Commission of Corrections as one reason behind the unusually high turnover rate among employees of the prison.

A report of inspections made by the Correction Commission said that the situation was without parallel in the October 17 report. The report estimating that appointments and transfers since the institution was placed in operation in 1949 will soon reach 1,000.

The report also noted that no charges had been filed against any of its inspectors.

Housed in Cell Block

The Commission, said that it had resigned to the previous reports and was again recommending the construction of additional staff houses.

A Bumper Crop of Toys for Orphan Children, and Gifts for Patients, Both Adult and Juvenile, at the Hospital. Suffering from serious diseases, was received as a result of the Dongan Guild’s appeal.

ALBANY, Dec. 17—Governor Harriman presented a $2,000 State Merit Award to Frank W. Sprinogen, of Troy, an employee of the Department of Public Works, Mr. Sprinogen for a method of obtaining copies of construction plans and proposals which it is estimated will save the state department about $100,000.

The Governor remarked that Mr. Sprinogen “demonstrates the active role State employees are taking in cooperation with department officials to save costs, ease manpower, and to increase the efficiency of State functions.”

HARRIMAN PRESENTS STATE’S $2,000 TO EMPLOYEE FOR AN IDEA

More than 300 State employees attended a holiday party held at the New York Foundling Hospital in New York City. The Guild is composed of Catholic State Employees.

Catherine Hasel, president, reported that “Operation Santa Claus” drew more than 2,000 packages for orphans and cancer patients, and cash contributions from State workers of all faiths. Among the guests were Father James Murphy, assistant chaplain of the Guild, Monsignor Daniel A. McCabe, chaplain, the Guild; Thomas J. Maloney, Department of Agriculture & Markets, Guild vice president; Edith May, Division of Employment, secretary; Herbert Galbraith, State Insurance Fund, treasurer; and Chairman Edward D. Lane, James D. Sullivan, and Robert A. Quinn, president of the State Merit Award Board.

DONGAN GUILD’S MOUNTAIN OF TOYS DRAWS 2,000 TOYS

MOUNTAIN OF TOYS FOR ORPHANS

A bumper crop of toys for orphan children, and gifts for patients, both adult and juvenile, at the hospital suffering from serious diseases, was received as a result of the Dongan Guild’s appeal.

From left, Father James Murray, assistant chaplain, New York Foundling Hospital; Don Healy, master of ceremonies at the Guild party; Marie Jackson, general chairman; Monsignor Daniel A. McCabe, general chairman of the Dongan Guild; Catherine Hasel, president; Thomas J. Maloney, vice president; Gertrude Murphy, treasurer; Edith May, secretary, and Lieutenant Edmund G. McCann, president, Anchor Club, New York City Fire Department.

TUESDAY, DECEMBER 13, 1955

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association

ALBANY, Dec. 17—Top Republican leaders met in this city early this week to advance their civil service legislative program for 1956.

Under consideration were proposals to liberalize provisions of the state's merit law. Also discussed were plans, announced earlier, to add Social Security coverage to benefits new received under the state pension plan, and the establishment of hospital and medical benefits for state workers on a voluntary basis.

Vested Rights Studied

GOP leaders are also studying the possibilities of adding vesting provisions to retirement benefits. The vesting benefits would give participating employees a share of the state's contributions if they are elected to leave service before the retirement age.

At present, employees who leave before the retirement ages receive only their own contributory plus accrued interest.

Death P. division

The GOP is also studying the state's 30-day death provision, which requires a waiting period of 30 days after an employee has filed for retirement before his pension is secure.

The present law makes it difficult to safeguard pension benefits for survivors. If an employee dies before the 30-day period is up, most retirement benefits are lost.

It is expected that full details of the Republican legislative program will be announced before Jan. 1.

Holidays Changes Office Operating

ALBANY, Dec. 17—The granting of extra holiday time off to state employees has changed the operations of the State Department of Civil Service, a Department official said.

The office will be open Thursdays, Dec. 27. It is usually open on Wednesdays only, but will be closed December 24 and 31. The office is at 155 West Main Street.

East Aurora Man On Courts Commission

ALBANY, Dec. 17—Kevin O. Frazer, a 42-year-old attorney and former member of the State Board of Social Welfare, has been appointed to the commission of the Temporary State Commissioner of the Courts.

He succeeds Louis M. Loeb, of New York City, who resigned recently.

EMPLOYEE FOR AN IDEA

Healy, master of ceremonies at the Guild party; Marie Jackson, general chairman; Monsignor Daniel A. McCabe, chaplain, the Guild; Thomas J. Maloney, Department of Agriculture & Markets, Guild vice president; Edith May, Division of Employment, secretary; Herbert Galbraith, State Insurance Fund, treasurer; and Chairman Edward D. Lane, James D. Sullivan, and Robert A. Quinn, president of the State Merit Award Board.

EMPLOYEE MEET AGAIN ON CIVIL SERVICE PROGRAM

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Court Officer Exam to Open December 26

Residents of New York City and six neighboring counties may begin applying on Wednesday, December 26 for the State court officer exam, the first since 1951. Salaries range from $4,000 in the Queens Supreme Court to $5,853 and six neighboring counties may be earned in both cases. Minimum age, five feet seven inches, and no worse than 20/40 vision in the weaker eye, classes permitted in both cases.

**New York Jobs**

The last requirement: age between 18 and 55, no criminal record, and a minimum of three years' experience as a law clerk or public law clerk. The examination, which Long Island State Park Service will administer, will consist of 100 questions, spaced evenly in the first year of a four-year college course leading to a bachelor's degree in forestry. Applicants must pass a written test and must have completed or be enrolled in the first year of a course. The test period in the Record Room of this Commission provided they meet the minimum requirements. A representative of the Department of personnel shall be continuously present at and shall observe said review.

**No Key Answers But At Least You Get a Look**

The New York City Civil Service Commission amended its general examination regulations to permit inspection of papers by candidates, when key answers are not published in short-answer tests. The new wording:

"In a short-answer type examination, for which tentative key answers are not published, candidates may see their examination papers and the key answers during the appeals period in the Record Room of this Commission provided they meet the minimum requirements. A representative of the Department of personnel shall be continuously present at and shall observe said review."

**Warden Test Result Stand**

The New York City Civil Service Commission denied the appeal of candidates for promoted wardens, Correction Department, who petitioned for leave to have the question of the appeal reconsidered. The examination was opened up to 100 new candidates. Candidates 1 through 5 comprised Part I of the test, the last five, Part II Candidates said it was impossible to distinguish between the two parts because the questions were consecutively numbered and were not specific.

**Testify on behalf of the candidates were two counseling experts who agreed that the format of the test was contrary to good exam practice.**

**Correction Promotions**

The New York City Budget Department will recommend 40 Correction Department promotions. Of them to men captains, 2 to women captains and 23 to assistant deputy wardens.

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**Superb Gifts for Camera Fans**

**Golden Rule**

430 SEVENTH AVENUE
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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. Those will be paying as high as $40.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer many more opportunities for promotion and advancement, and in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55. But in order to get one of these jobs, you must pass a Civil Service Test. You must be informed as to how far in advance you should study! The Franklin Institute is a privately owned school which helps many pass these tests. 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 postal card, and mail, TODAY. or call at 12 E. 42nd St. 1-9474. This will show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

Franklin Institute, Dept. D-69
120 W. 42nd St., N.Y. 19, N.Y.

Rush to me entirely free of charge (1) a full description of U.S. Civil Service jobs, (2) a free copy of illustrated guide to pass these tests, (3) list of U.S. Civil Service jobs; (4) tell me how to prepare for these tests.

Name
Age
Street
City
Zone
State

Coupon valid only if used before you mail it.
CHRISTMAS AT PILGRIM STATE

Employees of Pilgrim State Hospital, L. I. amassed toys for Wednesday's function, which will be held on Saturday, December 22 in St. Matthew's Hall, 214 West 68th Street, New York City.

2,500 Enjoy Pilgrim State Holiday Party

On December 12, 1956, Dr. Harry J. Worthing, Director of the Pilgrim State Hospital, welcomed over 2,500 employees, actively employed and retired, and their families to the annual Christmas Party held in the hospital's Recreation Hall.

Entertainment consisted of dancing, music provided by the employees, and patients' orchestras; entertainment by the employees' children; and a visit from Santa Claus and refreshments.

Dr. Worthing also presented twenty-five year service pins to fifteen employees, two of whom had served twenty-five years at the Pilgrim State Hospital.

The festivities were preceded by the twenty-fifth anniversary of Pilgrim State Hospital. A special four hour cake was prepared and appropriately designed to commemorate this occasion.

The religious offering was made by Father Puzar who offered the opening prayer and Chaplain Anderson who offered a silent prayer in memory of those who died during the year.

The Christmas trees, wreaths, specially prepared baskets gaily decorated, coupled with good will prevalent throughout the afternoon, left everyone impressed with the true Christmas spirit.

NON-TEACHING SCHOLL JOBS OPEN

The National Association of Retired Civil Employees held an open meeting for Federal retirees to prepare for the written examination. In which to prepare for the written examination. Classes day and evening. Manhattan and Jamaica.

STATE COURT ATTENDANT

Salary $5,712 a year. Apply to the State Civil Service Commission through Thursday, January 4. The written examination will be held Tuesday, January 15. The position is in the Division of Welfare Department.

PENSIONS MEET

The National Association of Retired Civil Employees held an open meeting for Federal retirees to prepare for the written examination. In which to prepare for the written examination. Classes day and evening. Manhattan and Jamaica.

THE DELEHANTY INSTITUTE

MANHATTAN: 1110 EAST 12 STREET, near 4 40.

CARRIED OUT IN

• HIGH SCHOOL EQUIVALENCY DIPLOMA
• Master Plumber's License
• Master Electrician's License
• Refrigeration Operator's License

PROFESSIONAL COURSES

The demand for skilled AUTO MECHANICS, DRAFTSMEN AND TELEVISION TECHNICIANS is greater than the supply. Young men who desire to increase their earning capacities are invited to visit the classroom and observe the instruction imparted, and read some of the complimentary letters to Editor, The LEADER.

RAILROAD CLERK

Examination Jan. 19—Classes evening in Manhattan and Jamaica.

CLERK

Starting salary $375—automatically increases until $3,500 is reached. Further advancement through promotional examinations. Classes meeting in Manhattan and Jamaica.

SANITATION MAN

Salary $5,500 after 2 yrs. service. Starting salary $3,950—exceptional promotional opportunities up to District Superintendent of salary of $7,450. Classes meeting in Manhattan and Jamaica.

TRANSIT PATROLMAN

Salary $5,500 a year after 2 yrs. service. Non-residents of the City of New York eligible. Classes day and evening. Manhattan and Jamaica.

VOCAATIONAL COURSES

The demand for skilled AUTO MECHANICS, DRAFTSMEN AND TELEVISION TECHNICIANS is greater than the supply. Young men who desire to increase their earning capacities are invited to visit the classroom and observe the instruction imparted, and read some of the complimentary letters to Editor, The LEADER.

LICENSES

Master Plumber's License
Master Electrician's License
Refrigeration Operator's License

FOR THE EYESIGHT TESTS OF

M. OCTAVIO BOSI

PHOTOGRAPHIC

DR. JOHN T. FLYNN

VISUAL TRAINING OF CANDIDATES FOR

PATROLMAN TRAINING

TRIPLEX

FOR THE EYESIGHT TESTS OF

CIVIL SERVICE REQUIREMENTS

DR. JOHN T. FLYNN

BRIXTON, Orthoptist

300 West 23rd St., N. Y. C.

Visual Training of Candidates for Patrolman Training

by highly qualified instructors in a school established over 40 years with a background of over 400,000 graduates, thousands of whom attained high office in the public service or well-paying positions in the business world.

INVITATION

We invite anyone interested in our courses to call at any of our schools, either day or evening, and consult with one of our registrars. You may visit a classroom and observe the instruction which employs the Vu-Graph, a visual aid which leaves an indelible impression of the subject matter.

STATE CIVIL SERVICE LEADER

Thursday, December 18, 1956
LETTERS TO THE EDITOR

STATE RETIREMENT SYSTEM
Editor, The Leader:
In your issue of November 8 you published a letter to the editor written by Mark Kormes that compared Social Security coverage under an Integrated Retirement System with present Social Security coverage. We have reviewed these figures and find that they are incorrect. We have examined the accuracy of the conclusions drawn by Mr. Kormes from those figures. We are sure of the accuracy of the numbers.

Using the same hypothetical examples as Mr. Kormes, we have prepared a table which will give a comparison of supplementation and integration in each of the 12 examples used by Mr. Kormes.

You will note that the reduction is greater in every instance in each case.

Since the reduction under supplementation would occur before any competition under Integration and the I.R.S. plan, you are 65 in the case of those members who would retire before 65, you computed the present value, (P.V.), at age 65, of all payments that you will receive. The following table shows the results.

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You will note that the present value of the reduction under Integration is greater in each case, than the present value of the reduction under Supplementation.

These figures indicate that in the examples chosen by Mr. Kormes, supplementation would be better than Integration. If any further questions are asked, we might mention that supplementation would cost the State more than integration.

WILLIAM M. FIDDEN
Deputy Comptroller

NEW YORK SENIOR CLERKS loose PATIENCE OVER DELAY
Editor, The Leader:
We senior clerical employees of the New York City welfare department held a meeting on December 13. We are also putting our case before the Board members individually. We have gone through the appeal process. We have appeared at every public meeting of the Board of Estimate for the past three months.

BART LAIHER, STAFF

STATE EMPLOYEES RETIREMENT SYSTEM
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Deputy Comptroller

PERSONAL CASES

AFTEH HAVING worked from 1951 to 1955, I was stricken with muscular dystrophy. Am I eligible for disability payments now that I am 55 years old?

In addition to meeting the medical requirements, you must have a certain amount of Social Security credits available. You were covered for 29 out of 40 calendar quarters before the eligibility determination date of your disability, and six out of the 13 quarters before that, so that you would have enough to qualify.

MY HUSBAND worked under Social Security from 1938 until his death in 1958. What can I do to collect his Social Security?

You may be eligible to receive benefits under his work history. In addition to meeting the medical requirements, you must have earned a certain number of Social Security credits. Your husband’s Social Security record is available from the Social Security Administration. If you wish to get an estimate of the amount you might receive, you may contact the nearest Social Security office.

HOW CAN I OBTAIN a refund of the extra tax on Social Security tax by 1945? J. E.

If you have more than one employer, each employer must compute the tax on the total wages paid to you. You may consult the tax tables on your Social Security tax record. You may also file a claim for a refund after the tax has been paid. If you have paid the tax in more than one year, you may file a joint claim for refund. You must file a claim within 3 years after the year in which you paid the tax.
The State is now accepting applications for the following examinations. Tests are scheduled for February 14. The last day to apply appears at the end of each notice.

Unless otherwise indicated, candidates must be U.S. citizens and must have been State residents for one year immediately preceding the examination date.

Apply at one of the following:
State Department of Civil Service, Room 2081, at 270 Broadway, New York City, corner of Chambers Street; Examinations Division, 99 Columbus Street, or lobby of State Office Building, Albany; State Department of Civil Service, Room 212 State Office Building, Buffalo; State Office Building, Buffalo or at local offices of the New York State Employment Service.

OPEN-COMPETITIVE

4209. SENIOR GERMAN (geography), $4,800-$5,900. One opening. Albany. Open to any qualified U.S. citizen. Fee $5. Bachelor's degree in geography and a bachelor's degree in economics or one of the following; graduate study in rural or regional geography, history, or social science; two years' graduate study in any of the above subjects.

4611. SENIOR SANITARY ENGINEER, $5,000-$6,400. Several vacancies. Westchester County. Open to any qualified U.S. citizen. Fee $4. Certification by State Public Health Council as assistant public health engineer, bachelor's degree in sanitary engineering, master's degree in sanitary engineering or sanitary and civil engineering; plus one of the following: one year's experience in sanitary engineering; one year's experience in any other area of sanitary engineering; or a combination of training and experience.

4616. SANITARY ENGINEER, $5,000-$6,400. Several vacancies. Westchester County. Open to any qualified U.S. citizen. Fee $4. Certification by State Public Health Council as assistant public health engineer, bachelor's degree in engineering, graduate study in sanitary engineering, public health engineering, or public health administration; plus one of the following: one year's experience in sanitary engineering; one year's experience in any other area of sanitary engineering; or a combination of training and experience.

4311. PARK PATROLMAN, $730 weekly, plus benefits. Eighteen or over. Fee $4. Qualifications: five years' experience in law enforcement or any combination of training and experience; physically fit; good moral character and appearance; and a valid license to carry firearms.

4312. TRAFFIC AND PARK OFFICER, $770 weekly. Eighteen or over. Fee $4. Qualifications: five years' experience in law enforcement or any combination of training and experience; physically fit; good moral character and appearance; and a valid license to carry firearms.

4613. ASSISTANT SUPERINTENDENT OF CASE WORK (P.A.), $5,000-$6,400. One opening, Wyoming County. Fee $4. State professional nurse's license, and either completion of a specialized nursing course or one year's general nursing experience, or an equivalent combination of training and experience. Open to any qualified U.S. citizen. (Friday, January 18).

4614. ASSISTANT SUPERINTENDENT, $5,200. Richmond County Supreme Court Library. Fee $5. One opening. Fee $5. Minimum requirements: State M.D.'s license, graduation from medical school and completion of internship, plus two years' general practice, preferably with experience in surgery, or an equivalent combination of experience and training. (Friday, January 18).

4618. ASSISTANT SUPERVISOR OF CASE WORK (P.A.), $4,800. One opening, Wyoming County. Fee $4. State professional nurse's license, and either completion of a specialized nursing course or one year's general nursing experience, or an equivalent combination of training and experience. Open to any qualified U.S. citizen. (Friday, January 18).

4619. VISUAL TRAINING SPECIALISTS, $5,000-$6,400. Several vacancies. Westchester County. Open to any qualified U.S. citizen. Fee $4. Bachelor's degree in industrial relations, or an equivalent combination of training and experience. (Friday, January 18).

4204. SENIOR PHYSICIAN, $7,105. One opening. Kings County Supreme Court Library. Fee $5. Kings County residence for four months preceding test date, admission to state bar, five years' law practice, and one of the following: at least one year's experience in law library of 10,000 or more volumes, or one year's experience in a recognized teaching experience at law school or college, or equivalent combination of teaching experience; or a bachelor's degree plus at least three years' experience in a law library with 10,000 or more volumes, or an equivalent combination. Candidates must have been legal residents of the county for four months preceding the test date. (Friday, January 18).

4205. ASSISTANT LIBRARIAN, $5,200. Richmond County Supreme Court Library. Fee $5. Five years' law practice or one of the following: a bachelor's degree plus three years' experience in a law library with 10,000 or more volumes, or an equivalent combination. Candidates must have been legal residents of the county for four months preceding the test date. (Friday, January 18).

20/20 EYESIGHT CAN BE YOURS WITHOUT GLASSES!

VISUAL TRAINING of candidates for PATROLMAN, FIREMAN, ETC., to achieve all civil service eyesight requirements, 9-11 Daily, Tues. & Thurs. to 8 P.M., 630 West 47 St. NEW YORK CITY.

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Get off at City Hall on all Subways.

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2 WASH SPEEDS!

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YOUR CHOICE of Normal or Slow wash speeds. Normal or Slow spin speeds — or any combination to suit any washable fabric!

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• Over 50% more clothes capacity than many other automatics
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• Your choice of lovely G-E Mix-or-Match colors

AVAILABLE WITH NEW AUTOMATIC SUDS RETURN SYSTEM!

SEE US TODAY!
CIVIL SERVICE LEADER

NYC Jobs

(Continued from Page 8)

7811. ASSISTANT MEDICAL EXAMINER, $3,200 to $3,300. Three years’ training or experience in laboratory, or equivalent, plus a half year’s training to equal five years’ training in laboratory. Fee $1. (Tuesday, January 23.)

7813. SUPERVISOR OF ELEVATOR MECHANICS, $3,800 to $4,000. One vacancy in the New York City Department of Parks, for two years’ training or experience as lift supervisor, plus a half year’s training to equal five years’ training as lift supervisor. Fee $1. (Tuesday, January 23.)

7815. CIVILIANS GET MORE...

7817. HOUSEKEEPER, $3,500 to $3,750. For operation of the main unit of Hospitals. Fee $1. High school or equivalent diploma. (Thursday, December 27.)

7819. SUPERVISORY CHILDCARE OFFICER, $4,175 to $4,400. Four vacancies. Department of Children and Family Services. Fee $1. Bachelor’s degree or equivalent training. (Thursday, December 27.)

7821. SUPERVISOR OF CORRECTIONAL FACILITIES, $4,875 to $5,150. One vacancy in the New York City Department of Correction. Fee $1. Bachelor’s degree and two years’ experience supervising a correctional facility. (Thursday, December 27.)

7823. TITULAR EXAMINER, $3,700 to $4,000. About 12 vacancies, various City departments. Fee $1. Bachelor’s degree or equivalent training. (Thursday, December 27.)

7825. ELEVATOR MECHANIC, $3,400 to $3,500. A day for 24 hours working days, 18 openings, various City departments. Fee $1. Good physical condition. (Thursday, December 27.)

7827. CARPENTER, $2,850 to $3,000. A day for 24 hours working days, 19 vacancies, various City departments. Fee $1. Good physical condition. (Thursday, December 27.)

7829. SOCIAL INVESTIGATOR, $4,000 to $5,000. About 700 vacancies, various City departments. Fee $1. Bachelor’s degree and five years’ experience in social investigation. (Thursday, December 27.)

7831. PROBATION OFFICER, $4,000 to $5,000. 127 vacancies, City of New York. Fee $1. Bachelor’s degree and two years’ experience supervising a probation department. (Thursday, January 15.)

Municipal Employees Service

CIVILIAN AGENTS

18 Park Row, New York 6, N. Y.

Salary: $3,500-$4,000. Morgan P. F. Smith, Manager.

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6-4, Side Stool; 24" high, Rubbery, 6 years’ use.
6-4, Drop Side Footstool; 24" high. Chrome base.
5-8, Drop Leaf Utility Cart; 31" high. Top covers up, 24" x 17". Chrome, with 2 wheels, good finish in wood grain pattern. These three, $20.95.
8-8, Scoops and Spoons, new, fine.

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- OR A PARTY SO EASY...

- EASE

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BROOKLYN, N. Y.

TR 5-2497
State Clerk Test Opens On Jan. 7

Applications will open January 7 for State clerk jobs in four offices—general and file, at $2,620 for State clerk. Jobs in four offices, 97 Duane Street, two blocks north of Chambers, just west of Broadway.

The list may be inspected through Friday at The Leader offices, 97 Duane Street, two blocks north of Chambers, just west of Broadway.

184 Eligibles On Oiler List

The New York City Personnel Department issued a 184-name eligible list for clerks on Wednesday, December 12. Cornelius McLean, a non-veteran, topped the list with an earned score of 97. The next highest scores were those of veteran Vincent Lotz, whose earned score was 95, and disabled veteran Peter T. Parcell, with 92.

The test was set for Saturday, January 7, at the State Department of Civil Service, Room 2001, 270 Broadway, New York 7, N. Y. Applications may be made in person, by representative, or by mail. The closing date is February 25.

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ARELE'S NEW BOUMANIAN
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CHRISTMAS GIFTS

BOAT BEEF KING — ALL-AMERICAN BEEF
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All Languages

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Male & Female

Do you need money? You can add, subtract, multiply, divide, spell, type, and write. Civil Service study books for advertised positions. Writings Rawleths Box 1349, Albany, N. Y. for advertizers. Mail $1 for instruction manual telling how (money-back guarantee.) Books from Municipal Employment Recruiter, 900 Second Avenue, New York, N. Y. Phone 8 8552 "Register." Other bookstores. Phone 8 8552 "Register." Other bookstores.

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In a Hurry

The U. S. Department of Agriculture seeks clerk-stenographers
in a hurry. Vacancies are in New York City.

Sought by 11. S.

lulture seeks clerk-stenographer

In a Hurry

GS-3 and GS-4 are $3,175 and $3,600 a year.

City. Starting salaries in Grades 1, 2, and 3 are $3,175, $3,600, and $4,025.

applications in a hurry.

appointments looking toward permanency, and will be eligible for Federal employee benefits.

Applicants should fill out Federal Form 177 and send it to Philip B. Hearns, Food Distribution Division, Agricultural Marketing Service, U. S. Department of Agriculture, 110 Centre Street, New York 13, N. Y. Mr. Hearns' phone number is Re ctor 2-3100. Extension 291. A personal interview will be arranged.

Preferably, information desired at local post offices or from U. S. Civil Service Commission, 641 Federal Building, New York 14, N. Y. on statement of purpose.

More Liberal Plan Of Life Insurance Asked

WASHINGTON, Dec. 17.—A pro-

posal that the Senate study the Fed-

eral employee life insurance program

with an eye toward liberalizing

benefits was made by Senator Frank

Curits (D., Iowa).

The Senator said that the fund's reserve, now $75 million, will increase to $160 million by 1956, and $250 million by 1960. 250,000 Federal workers with more than $10 billion in insurance, was initiated by President Eisenhower in 1954. The employee pays only 25 cents for each $1,000 of coverage on each pay period.

POLICE COURSES TO START

Police Commissioner Stephen F. Kennedy announced that an

in-service training course for all 387

acting lieutenants and captains, was

announced by President Kennedy. Monday, January 7.

Therefore, you and each of you are cited

under oath.

S. OZONE PARK: 1 family, 5 room house, stucco and frame, bathroom, modern kitchen with counter top range, finished basement, with bar, detached 1 car garage, 10 X 100. V

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ST. ALBANS — 1 family detached, 1 bedroom, detached garage, $3,600 down.

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State Jobs

(Continued from Page 7)

Fee $4. Oppn to any qualified U. S. citizen. Bachelor's degree with courses in sociology, psychology, and allied social sciences and one of the following, four years' so-
courses in sociology, psychology, citizen. Bachelor's degree with

Fee $4. High school or equiva-
lency diploma, and one of the fol-
lowing: bachelor's degree plus

Grade B, (P. A.). $4,700-$5,100.

In social case work or supervised
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Dr. John J. Theobold, Deputy
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The New York City Personnel
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name eligible list for trackmen.


PUBLIC WORKS, $3,840-$4,790. One

Senior Mechanical Estimator, Department of
Public Works, $6,890-$8,370. One
vacancy anticipated in Albany.
Permanent employment as assist-

Senior Rent Inspector, Temporary State Housing
Commission, $4,220-$5,220. One
vacancy anticipated in New York Metropolitan Area Office. Permanent
employment in the office as rent
inspector for one year preceding the test date (January 26). (Friday, December 28).

To apply, for one year to be ap-
pointed. (Friday, December 28).

Senior Assistant Librarian, Technical Processes, State Library, Education Depart-

$4,430-$5,500. One vacancy, Albany. Per-
manent employment as Junior Li-
brarian in the department, tem-

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Some promotions will also be
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About 1,000 names and the career
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Shaffer.

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Trainee Jobs will be offered to collegians next month.

Applicants will be invited to work for the Federal government during the summer and on graduation to be raised to full-time GS-5 jobs, the junior professional entrance level, $3,670 a year. The top of the grade, attained through annual increments of $135 each, is $4,690.

Sophomores who pass will be given career type jobs, though working only during summer vacation, at the $3,175 rate; Juniors at the end of the their junior year, after such a start, or beginning after, set the $3,615 rate, and at the end of the senior year, pay becomes $3,670 for an annual job.

The examination seeks students of engineering, chemistry, physics, electronic technology, economics, statistics and other professional subjects.

Where colleges have a cooperative work-study course, usually consisting of alternation of three months' work with three months' study, the U. S. Civil Service Commission will offer an additional schedule to conform.

**STAFF NURSES NEEDED**

Apply until further notice for Federal jobs as staff nurses, at $3,670 to start, or head nurses, $4,525, at the U. S. Civil Service Commission, 44 Washington Street, New York 14, N. Y.

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Auth. Lincoln-Mercury Dealer

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Fishing can be boring. When you’re bored, you’re half dead. That’s why Dauphine's new 1645 dollars is the ideal car for you. It’s an ideal size and shape, it’s an ideal price, it’s an ideal condition. It’s an ideal driving experience. It’s ideal for you to use and abuse, and it’s ideal for your money. It’s ideal for you to get a bargain. It’s ideal for you to save money. Stras Auto Sales Corp.

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**STAFF NURSES NEEDED**

Apply until further notice for Federal jobs as staff nurses, at $3,670 to start, or head nurses, $4,525, at the U. S. Civil Service Commission, 44 Washington Street, New York 14, N. Y.

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U.S. Studies Pay As Raise Is Asked

WASHINGTON, Dec. 17—The U.S. Civil Service Commission revealed tentative plans for the creation of a senior civil service, liberalization of travel costs, and changes in the employee appeals procedures and the job rating system.

Spokesmen for the Commission, reported that studies of pay rates revealed tentative plans for the system.

The various salary systems are pressing for a raise.

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Union Asks Vote On Teachers' Bargaining Agent

The Teachers Guild, Local 2, American Federation of Teachers (AFL-CIO), wants a bargaining agent election held in the New York City school system.

The Guild asked the Board of Education to back proposed legislation granting teachers collective bargaining rights.

"Organization rivalries," said Charles Cogen, president of the Guild, "have been one of the chief causes of disruption in the school system. Neither the Board nor the City knows who represents the 35,000 pedagogical employees. A vote will give them the answer."

Backrest moves up and down. . .in and out...lifts automatically!

COSCO Super Deluxe Posture Step Stool

Model 40-A

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• Enjoy greater-than-ever comfort...and save up to 25% of your energy by working sitting down on this sensational new COSCO Step Stool! Extra-large, sloping seat. Roomy, rubber-treaded "swinging-away" steps. Sparkling chromium or smart black enamel finish; washable Duran upholstery in choice of colors. Comfort adjustments are made easily without tools. Come in and see it.

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COURT CUT RATE

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Brooklyn, N. Y.
SING SING PRISON CHAPTER held its regular monthly meeting December 17 at the Sing Sing Prison Officers Club. President Fred Loura presided.

At the executive session preceding the meeting, President Loura approved a recommendation to purchase Formica-top tables for the officers mess. At the regular meeting, members approved:

1. A resolution was requested for the east side of the hospital to enable employees living in the New Avenue area.

2. A resolution was agreed to.

3. A request was made for a special meeting of the board on the floor to ascertain that all employees are in accordance with the rules by which state troopers can be employed.

Onondaga

The executive committee of the Onondaga chapter held its regular meeting December 15 at Governor Harriman's residence.

Several members present, Mr. Harriman specifically exempted State Police officers from the jurisdiction of the State Grievance Board. Mr. Harriman stated that he hears employee complaints for the other state agencies and departments, but that he will not hear complaints about State Police. Mr. Harriman said that the State Police should have separate grievance machinery.

State Insurance Fund

At Greenbush, president of State Insurance Fund chapter, and chairman of the State Insurers Committee, CSEA, attended a series of meetings November 30 and 31 at the headquarters of the State Insurance Fund. Several members present, a special meeting was held to ascertain the number of employees who were entitled to receive a $1000 salary increase now working a 31-hour, five-day week.

A standing vote of thanks was given Mr. Lamb for requesting that the State Insurance Fund chapter employees attend the State Grievance Board meeting in Albany on November 30 and that he request the Governor to grant a day off for the employees. A discussion was held on the subject of the chapter's present plans and by-laws.

State Police

The chapter is planning a special event to be held in conjunction with the 100th anniversary of the State Police. The event will take place on November 29 and 30. The members are planning a special dinner and a reception to honor their own officers and employees who have served over 25 years.

Dennemore

Dennemore State Hospital has been named one of the top 10 hospitals in the state by the National Committee for Quality Assurance. The hospital has been ranked in the top 10 for the past five years, and it is the only hospital in the state to have received this recognition.

Albany Public Service

All the employees of the Albany Public Service Office chapter are participating in the United Way campaign. The campaign is set for December 18 and 19, and employees are being asked to donate money to support the United Way. The campaign is being coordinated by the chapter's Secretary-Treasurer and the Office of Public Service.

Green Haven

(Continued from Page 1)

Two steps are involved in the process of granting of grievances under the new law. If a settlement made under these provisions is not satisfactory to the member of the division involved, an appeal may be made to the Board of Appeals.

A grievance may be first be reported orally to an immediate superior, who will report it to the lowest ranking superior common to all members involved.

Superior personnel will, if necessary, allow the individual to make his complaint to the member or members superior to troop commander.

If the complaint is not resolved, it may be written down and then be submitted, in written form, to the superintendent.

If the member is not satisfied with the final decision, he can then appeal to the Board of Appeals.

Other provisions of the new grievance law provide that employees must give 30 days' notice from regular duties if the procedure is not followed.

Following dismissal, the employee may appeal, and the employee's representative may continue to represent the employee in the grievance proceedings.

Division employees are entitled to appeal the decision on their own choosing during all stages under the order.