Harriman Urges Passage Of Social Security Bills  
To Insure Sept. 1 Coverage

ALBANY, February 18—In a message to the Legislature, Govern- or Harriman last week urged immediate passage of an Admin- istration-backed Social Security bill which he said is long overdue. Harriman's, statement read: "To my Annual Message, I recommended legislation to grant Social Security coverage on an optional basis to all employ- ees who are presently members of a public pension system. "Similar bills have been intro- duced to effectuate this purpose (Assembly Int. 13, Print 502; Senate Int. 540). This proposed legislation carries appropriations of $82,500 to the State Social Security Fund as a means of providing Federal Old Age, Survivors, and Disability Insurance benefits to public employees as a supplement to state or local em- ployee retirement benefits. "This bill was introduced to advance the benefits and seg- ralize that it could be passed promptly and that valuable new benefits extended to state em- ployees beginning September 1, 1937. "In the interest of course prepared, as it is understood by the Joint Legislative Committee, to transmit to you a Message of Necessity authorizing immediate consideration and pas- sage pursuant to the provisions of Article VII, Section 5 of the Con- stitution. "I hope that there will be no delay in the passage of this matter."

The Administration Social Se- curity Bills are permissive, County employes, through the Civil Service Employees Association, having already secured a few, any Social Security bill mandatory."

H. C. Lumis Retires, Two PSC Aides Upped

ALBANY, Feb. 19—The Public Service Commission has an- nounced the retirement of two of its seven members and the appointment of two others.

Referring as Director of the Compensation Transportation Divi- sion on April 1 is Herbert C. Lumis, who will be 85, while the other is William B. Wood.

The two will be succeeded by V. B. Marshall, also of Albany, who has been working for the agency. Named to fill the two vaca- tionists are New York A. Gold- berg, another Albany resident, and presently a hearing examiner.

CSEA Offers Opportunity  
To Join Insurance Plan Without Medical Exam

During February, 1937, no med- ical examination is necessary for applicants for CSEA Group Life Insurance if the applicants are employees who have previously been rejected for this Group Life Insurance on the basis of a medical examination.

Applications must be signed while the employee is actually at work and must be received at As- sociation Headquarters, 4 Elk St., Albany, not later than March 1, 1937. This offer is available- able to state employees and to mem- bers of the association or eligible employees who were members of the CSEA Group Life Plans for now available to employees of the State to the employees of the counties of Westchester, Chemung and Schenectady and to none of White Plains, Newburgh, Ox- ford and Passaic.

Extra Benefits Added

Many extra benefits have been added to the CSEA Group Life Plan without increase in cost to insured members. Additional in- surance amounting to 20 per cent of the face amount of coverage took effect on November 1, 1936. Double indemnity for accidental death was also added. Waiver of premium in the event of total and permanent disability commencing before age 60 is also provided for all employees whose insurance age is under 50.

Within the past two weeks each member of the CSEA Group Life Plan insured on March 1, 1936, received a premium refund of $0,000 for six weeks' premium be- cause of favorable loss experience under the Plan. Members under the Plan save on insurance cost each year well in excess of their membership dues.

Low Cost Cited

More than 29,000,000 have been paid to beneficiaries under the CSEA Group Life Plan. Claim checks are transmitted to the beneficiaries usually within 24 hours of receipt of notice of death at CSEA headquarters in Albany. Payments for CSEA Group Life Insurance are made by Payroll Deduction. The cost of CSEA Group Life Insurance is $0.13 cent- weekly—per thousand of In- surance for insured members 20 years or younger with proportion-ately low cost for older employees.

Applications for CSEA Group Life Insurance may be secured from Headquarters, 9 Elk Street, Albany, N.Y.

Social Security, Other Pension, Retirement Bills Sponsored by Republicans

ALBANY, February 18—Repul- lican leaders in both houses of Congress last week urged full Social Security coverage for state and municipal employees, as well as several other retirement benefits, has been intro- duced at the Albany session.

The bills, sponsored by the Joint Legislative Committee on the Em- ployees Retirement System, will, along with other legislation, in- cluding a claim of a public hearing to be held at 2 P.M., February 26, in the Assembly Chamber.

Details of the legislation were revealed by Assemblyman Malcolm Wilson, Yonkers Republican and committee chairman.

"These bills represent the sentiment of the committee," Wil- son said, "we are anxious to ob- jects.

Troopers From New CSEA Unit

ALBANY, February 18—Sixty State Division of Police employees in the Albany area have formed a chapter of the Civil Service Employees Association, John F. Powers, CSEA president, reported.

The new chapter is composed of troopers and civilian aides from Group O. The first chapter in the CSEA in years and it is under the chairmanship of William N. King, Whitestown, and the advisory counsel of Joseph Brady as secretary.

A constitution and by-laws were adopted by the group that will be known as Group O, New York Troopers chapter. A nomi- nation committee was appointed which will mail out ballots for election of permanent officers, to be chosen at the next meeting March 27.

Trooper units throughout the state are expected to form CSEA chapters as a result of Governor Harriman's recent executive order establishing the right for troopers to join employee organizations, Group O is the first new trooper chapter in the CSEA in years and the assurance of employee group activity without interference is expected to bring other groups in rapidly.

JUNIOR PAY RAISED FOR ARCHITECTS AND ENGINEERS

ALBANY, Feb. 18—The State Department of Conv- inuous and junior engineers have been temporarily raised to 0,004, the third-year step of Grade 15. Application may be made contemporaneously to the Depart- ment's office in Room 2301, 270 Broadway, New York T. N. Y. in the views of all interested persons. Any suggested modifica- tions advanced at the hearing will be carefully weighed before final action is taken on the measures."

Civil Service Employees Associ- ation representatives will attend the hearing. Bills introduced last week in- cluded measures which would:

1. Extend for two years temporary provisions of the retirement and Social Security law which provide for the payment of an ordinary death benefit and the return of accumulated con- tributions in cases where members who die within 30 days after re- tirement did not select a favor- able option.

2. Double, for one year, the death benefit for families of em- ployees who died while in govern- ment service. The double death benefit will be provided by in- creasing the benefit to one month's salary for the first year of service up to 12 years.

3. Permit members of the State Employees' Retirement System to get credit for military service follow- ing World War I, in cases where credit is not allowed, in the same manner in which credit is permitted for Federal Civil Service.

The Social Security bill fur- ther provides that special refer- endums be held among eligible mem- bers of public pension or retire- ment systems in the state on the question of whether their posi- tions are to be covered by old-age and survivors insurance.

Six Quarters Provided

If the referendum among state employees results in a favorable vote, the state is required to pro- vide six quarters of retroactive coverage, or one year of service or less than those quarters, however, only one payroll date is to be in- cluded so that only 18 months of cost would be required on the part of the state and the employ- ees to provide the 18 months of retroactive coverage.

A provision is also made that in the event the Federal Social Security Act is amended to au- (Continued on Page 16)

McHugh Raps Al Wurt  
For 'Irresponsible, False,  
Prison Guard Data

ALBANY, February 18—Only 20 out of 233 men permanently ap- proved during the past 4 months as prison guards (correc- tion officers) in the institutions of the State Department of Correc- tion have resigned after appoint- ment, Commissioner Thomas J. McHugh stated today.

This sharply contradicts, he pointed out, a statement made re- cently by Mr. Wurt, a Democratic representative of the State Em- ployees Council, AFL-CIO, to the effect that a survey of appoint- ments made from a recent Civil Service examination showed over 64 per cent of employees re- signed after a few weeks of duty. Mr. Wurt went on to say that this survey could lead to "circumstances which could mar the long- standing riot-free record of state prisons."

 Figures Called Untrue

Commissioner McHugh labeled Mr. Wurt's figures and absolutely correct, and de- clared that the inference Mr. Wurt drew from the false figures was equally unfounded and irre- sponsible. Commissioner McHugh deplored the impact of such untrue and misleading statements on the im- ages of correctional institutions and their employees, and on the more than 5,000 loyal institutional employees and their families. He pointed out that such wild and untruthful statements as Mr. Wurt's create a real danger in the institutions, for they imper- sonally provide a tailor-made ex- citation, and thus are the means of any disgruntled group of inmates seeking to cause a dis- turbance.

CSEA Digest

1. Republicans offer retire- ment bills and Governor Harrim- an urges quick passage of Civil Service Employees Security Bill. (See Page 1).

2. President Powers answers Appleby's defense of 1935 State Budget. (See Page 11).

3. Assn. urges its pay and hours case during budget hear- ing. (See Page 5).

4. Trooper grievance ma- terial on file. (See Page 16)
Written Tests Listed
By Months in Which State Will Hold Them

The State Civil Service Depart-
ment has set up the Schedule of
Month and Written Tests to be held this year.

**CODE**

- Dept. of Auditors and Markets
- AC—Audit and Markets
- CG—Civil Service
- CS—Civil Service
- CD—Conservation
- CIV—Correction
- Ex—Correction
- Exec.—Executive, Office of the Governor
- ABC—Executive, Division of Alcohol and Commerce
- CAD—Executive, State Commission Against Discrimination
- PAR—Executive, Division of Parole
- SP—Executive, Division of Standards and Purchases
- VA—Executive, Division of Veterans Affairs
- INS—Insurance
- DE—Labor, Division of Employment
- SIP—Labor, State Insurance Fund
- WCB—Labor, Workers’ Compensation Board
- MHI—Mental Hygiene
- CAD—Executive, State Commission Against Discrimination
- PSC—Penal Services Commission
- TSHRC—Temporary State Housing and Rent Commission
- NYSTA—State Thruway Authority
- NYFISB—State Teachers Retirement Board
- EMRA—State Departments and Agencies

**Promotion Exams are listed as follows:**

- NCP—non-competitive
- CP—competitive, PAR, SD
- ITP—interdepartmental

**The List:**

<table>
<thead>
<tr>
<th>Written Tests Listed By Month</th>
<th>Written Tests Held By Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Tests Listed By Month</td>
<td>Written Tests Held By Month</td>
</tr>
<tr>
<td>Written Tests Listed By Month</td>
<td>Written Tests Held By Month</td>
</tr>
<tr>
<td>Written Tests Listed By Month</td>
<td>Written Tests Held By Month</td>
</tr>
</tbody>
</table>

**List of Promotions:**

<table>
<thead>
<tr>
<th>Written Tests Listed By Month</th>
<th>Written Tests Held By Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Tests Listed By Month</td>
<td>Written Tests Held By Month</td>
</tr>
<tr>
<td>Written Tests Listed By Month</td>
<td>Written Tests Held By Month</td>
</tr>
<tr>
<td>Written Tests Listed By Month</td>
<td>Written Tests Held By Month</td>
</tr>
</tbody>
</table>

**For Your Banking Convenience...**

**EVERY WEDNESDAY from 4 P.M. - 7 P.M.**

**At our Washington Avenue Branch every WEDNESDAY evening from 4 P.M. to 7 P.M.**

**FREES PARKING**

**ST**

**FIRST TRUST COMPANY OF ALBANY**

Member Federal Reserve System A. Federal Deposit Insurance Corp.

Main Office, Broadway and State St.

South End Branch, 135 So. Pearl St.


Colonie Branch, 1160 Central Ave.

West End Branch, 581 Central Ave.

**HONORED AT RETIREMENT DINNER**

At a retirement dinner in his honor is Business Officer Robert E. Jones, of Binghamton State Hospital (for right). From left, Dr. Claude R. Young, assistant director; Mrs. Young, Ralph C. Arnold, food service manager, and Mrs. Jones.
Last week The Leader printed the text of Dean Appleby's statement in defense of the Administration's 1957 budget which is silent on one question: whether the Administration's 1957 budget has overstated its claims of employee benefits, and in some instances, understated the claims on Social Security, Health Insurance, and the upgrading of some of the points in Mr. Appleby's message.

My comments will deal in particular with the Budget Director's claims on Social Security, Health Insurance, and the upgrading of these benefits. We can only assume that no account was taken of the savings that result from turnover. We can only assume that no account was taken of the savings that result from turnover.

The Budget Director of the CSEA sought and will continue to seek improvements in the Retirement system by keeping in modern personnel practices.

Cost Estimate Is For Future
The Director of the Budget has claimed a cost of $3.5 million. $1.75 million is appropriated in his budget. His estimate is for future years, not this year.

The Director of the Budget points to the $2.73 million appropriation for the health insurance plan. This was an improvement passed last year and one that long should have been in effect had it not been unnecessary delay in implementation. This delay has proved especially annoying to the state employees in view of the fact that last year's appropriation of $1.5 million clearly pointed toward a target date of January 1, now long past.

Assn. Supports Pay Raise For All
The reallocation of certain special positions at a cost of $2.8 million is pointed out. The CSEA has already pointed out that it is in accord with the need of adjusting the salaries of the higher paid employees. We consider the reallocation of the lower graded employees, what is clearly needed in a general social adjustment. This is subsumed in the State's own studies, by the Administration's obvious concern over the critical recruitment problem, by the state of morale of the State's employees. This appropriation will do little toward meeting the problem which must be faced sooner or later. We have no definition as to which employees are included in this group, but it is completely clear that this borders on makeshift and smacks of tinkering with a rather delicate mechanism.

Increments Called Static Item
Further credit is claimed by reason of the cost of increments at $1.75 million. Nothing was said or confirmed to this estimate. On the contrary several years ago the CSEA was in agreement that except for expansion of the service, that the increments remained static by reason of turnover. We can only assume that no account was taken of the savings that result from turnover.

The New York State employees are not unmindful that substantial improvements have been made in the State's personnel program, and also they are fully aware of the fact that these cost substantial sums. At the same time it must be recognized that these improvements are greatly desired but more slowly gaining the State as employer on an equal footing with private industry.

200 Assn. Members Meet With Solons
Two hundred members of the Civil Service Employees Association, representing chapters in Schenectady, Chenango, Lewis and other counties, met at the Mark Twain Hotel, Elmira, on February 8 to discuss methods of attracting support for pending Social Security legislation. President Albert J. DeVecchio, Meriden chapter chairman, chaired.

The principal speakers were State Senator Harry K. Marion and Assemblyman Charles D. Henderson of Hornell, Harry J. Tift, Ithaca, Edward G. Schoeneman, Social Security administrator, Donald G. Wilber, assistant and office manager of the Elmira Social Security Office, and Charles Kefauver, president of the Senate Civil Service Committee chapter. Speakers were introduced by John F. Maud, Chenango chapter chairman.

A question and answer period and social hour, featuring a buffet lunch, followed.

Albany Renamed
Albany, Feb. 18—The State Police Commission has revoked Charles D. Osborne, Albany, New York, as Director of the Forensic Science Laboratory. The December 1955 decision of the Board of Trustees, which created the laboratory, was reversed. Mr. Osborne was made a member of the Board of Trustees, following his resignation from the police force.

The Board of Trustees, acting on the recommendation of the State Police Commission, approved the appointment of Donald G. Wilber, assistant and office manager of the Elmira Social Security Office, as counsel for the Association.

The Association has been represented at the recent budget hearings by Mr. Kelly, a member of the State House of Representatives, who has served as counsel for the Association in previous years.

Ten Returned To State Agency Jobs
ALBANY, Feb. 18—Ten returned to their previous positions after having been rehired in their positions prior to the first two years of the Employment Service's operation. The ten returned reemployed in their positions after having been rehired in their positions prior to the first two years of the Employment Service's operation.

Kelly's Arguments
The test of Mr. Kelly's statement during the budget hearing is as follows:

"The Association supports the state's employees in the Social Security program. Inclusion of the employees in the Social Security program is a necessary first step towards the development of a comprehensive, uniform, and equitable system of social security in the United States. Further credit is claimed by reason of the cost of increments at $1.75 million. Nothing was said or confirmed to this estimate. On the contrary several years ago the CSEA was in agreement that except for expansion of the service, that the increments remained static by reason of turnover. We can only assume that no account was taken of the savings that result from turnover. The New York State employees are not unmindful that substantial improvements have been made in the State's personnel program, and also they are fully aware of the fact that these cost substantial sums. At the same time it must be recognized that these improvements are greatly desired but more slowly gaining the State as employer on an equal footing with private industry.

200 Assn. Members Meet With Solons
Two hundred members of the Civil Service Employees Association, representing chapters in Schenectady, Chenango, Lewis and other counties, met at the Mark Twain Hotel, Elmira, on February 8 to discuss methods of attracting support for pending Social Security legislation. President Albert J. DeVecchio, Meriden chapter chairman, chaired.

The principal speakers were State Senator Harry K. Marion and Assemblyman Charles D. Henderson of Hornell, Harry J. Tift, Ithaca, Edward G. Schoeneman, Social Security administrator, Donald G. Wilber, ad-

---

Impresa To Tell MHEA Delegates Of Appleby Talk
At the February 20 meeting of the Mental Hygiene Employees Association in the Hotel Wellington, Albany, N. Y., Association President Emil Impresa will report on the results of his conference with State Director Paul Appleby on the subject of pay raises and the 44-hour week for mental hygiene employees. Other speakers at the meeting, set for 7:30 P.M., will be Gragg Hills, personal director for the State Mental Hygiene Department Whose topic will be the new 44-hour week plan, and Norwood Walker, executive director of the Civil Service Employees Association. W. M. Van Deusen has been invited to attend the meeting.

Cullen Gets Clerk Post
Mr. Cullen has been named county clerk of Columbia County to succeed Grant Milliken, who was appointed by Governor Harriman. Mr. Cullen will serve until Dec. 31, 1957.
Why Retroactive Clause
Is Needed in Bill For Social Security Tie-In

BY MORTON HAHN

Reference is made to the recent letters of Stewart J. Wright of Rochester and Robert R. Hopkins of Buffalo on the subject of the retirement aspect. The Leader age. Both writers referred only to stated that retirement benefits are

REMEMBER: GRINDER IS A VERY REASONABLE MAN!!

The NEW G-E

WASHER

now with...

2 WASH SPEEDS! 2 SPIN SPEEDS!

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

NO UNIT WOZ ON CLOTHES! List is trimmed in fiber. Soil and soap errors are automatically removed. Wash unit is cleaned and re-cleaned to give you cleaner clothes!

MODEL WA-832P

$00

WEEKLY

ALL THESE WONDERFUL FEATURES

• Over 50% more clothes capacity than many other automatics!
• G-E Activator® Washing Action
• Water Saver for small loads
• Warm or Cold Rinses
• Full-width fluorescent lamp
• Extra-large opening for easier loading and unloading
• One-Year Warranty on sealed-in transmission
• Your choice of lovely G-E Mix-or-Match colors

AVAILABLE WITH NEW AUTOMATIC SUDS RETURN SYSTEM!

SEE US TODAY!

TELEVISION — HOME APPLIANCES

29 FIRST AVENUE, Between 1st and 2nd Street New York — G-Amercyn 5-0600

OPEN 8:30 TO 7. THURSDAY TO 9. CLOSED SUNDAY

$102 a month stating at that age. Without retroactivity it also would be $168.50 a month. It can readily be seen that those who should benefit the most will suffer the largest reductions in retirement benefits. In addition their survivor benefits the listed benefits would be reduced. Retroactive coverage to January 1, 1956 will:

1) Start everyone insured for most benefits.
2) Others can follow suit as they reach retirement age.
3) Widows, dependent widows, dependent children, etc., will be immediately protected in case of death of employees, and will receive full benefits — not reduced benefits caused by the two unproductive years.

The bill sponsored by the State Administration does not provide for retroactive coverage. Cost is being offered as the reason for its omission. Undoubtedly this is an important factor. However, it should not be an insurmountable problem. The employers’ share can be obtained from future salary deductions or in reduced annuity.

The employers’ full share including two years’ retroactivity would cost much less than a general wage increase. In all fairness to the employees and in view of the delay Social Security has thus far encountered, the cost question should not be raised now to block retroactivity when retroactivity is so important.

It is worth while to note that Social Security retroactive coverage will be of advantage even to those employees who have previous or outside coverage, if their government positions were the main source of income during the years 1956 and 1957.

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.

There will be jobs paying as high as $340.00 a month. They are well paid in comparison with the same kind of jobs in the private industry. They offer far more security than usual to private employment. Many of these opportunities require little or no experience or specialized education. They are available to men and women between 18 and 35 years of age.

BUT 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! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is privately owned which helps many pass these tests each year. 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 and mail it today or call at office—open 8:00 to 5:00 daily. The Institute will also show you how you can qualify yourself to pass those tests. Don’t delay—act NOW!

Franklin Institute, Dept. F-46
130 W. 42nd St., N. Y. 3, N. Y.

Rush me entirely free of charge (1) a 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   Zone   State

Coupon is valuable. Use it before you mislay it.
Bargaining Advances

The day will come when all public employees will have the same opportunities for collective bargaining, and all their organizations with numerical superiority the same rights to exclusive bargaining, as obtains in private industry. Meanwhile progress in that direction is slow, but not disheartening. Now that Philadelphia has signed a year's contract, on an exclusive bargaining basis with the Association has been engaging in it successfully for years; the movement has been given a strong stimulus.

The Federal Scene

In some Federal departments, exclusive bargaining contracts exist, too, affecting blue collar workers. Now an effort is being made by employees to have Congress pass a bill guaranteeing union recognition. That would be the first step toward general collective bargaining. The notion that there are unions, especially superior organization, determined either through dues deduction from payroll, or an actual election. In the New York government two such elections have been held.

The argument in favor of clear lines of authority is that organization structure at the Federal level is by far the most complex. But even this complexity, through union representation at the Federal level, can be used to bring labor peace, hence it is not worth the price to government. It is not worth the price to the employee, either, for unless they are strongly represented they are little better off than if they are unrepresented.

Employees Should Wake Up

Another factor is that a well-conducted, aggressive organization attracts members. The chief difficulty, after all, is the complacency of public employees to recognize the need for union representation, just as recognition of the need to bring labor peace, hence it is not worth the price to government. It is not worth the price to the employee, either, for unless they are strongly represented they are little better off than if they are unrepresented.

Derivative Benefits

Some persons are agreed to make potential martyrs of themselves "on behalf of all those similarly situated" or "in the public interest" or for knowing or disloyalty to public, etc. In any case, civic-mindedness is ultimately self-destructive. No other reason, this factor runs an answer to the soundness of allowing any payments, depending on the amount of your earnings. If you cannot count on these payments for your expenses, or to qualify disaster payments, this would be entirely in the nature of those who did not expose them- selves, one way or another, exhibit dishonesty in the further- more of sound public service personnel and so stand mute.

Community Enterprise

Should the petitioners prevail, the question arises whether or not those who did not expose themselves to the rigors of justice and the uncertainties of the court should be entitled to such payments, and if this is to be the rule, the employees should stand mute. Many other authority that the benefits of a suit belong peculiarly to those who, if not by their acts, give names to what is properly a community enterprise.

Social Security

How much will my benefit be?

Derivative Benefits

People are agreed to make potential martyrs of themselves "on behalf of all those similarly situated" or "in the public interest" or for knowing or disloyalty to public, etc. In any case, civic-mindedness is ultimately self-destructive. No other reason, this factor runs an answer to the soundness of allowing any payments, depending on the amount of your earnings. If you cannot count on these payments for your expenses, or to qualify disaster payments, this would be entirely in the nature of those who did not expose themselves, one way or another, exhibit dishonesty in the further-more of sound public service personnel and so stand mute.

Community Enterprise

Should the petitioners prevail, the question arises whether or not those who did not expose themselves to the rigors of justice and the uncertainties of the court should be entitled to such payments, and if this is to be the rule, the employees should stand mute. Many other authority that the benefits of a suit belong peculiarly to those who, if not by their acts, give names to what is properly a community enterprise.

Social Security

How much will my benefit be?

Some persons are agreed to make potential martyrs of themselves "on behalf of all those similarly situated" or "in the public interest" or for knowing or disloyalty to public, etc. In any case, civic-mindedness is ultimately self-destructive. No other reason, this factor runs an answer to the soundness of allowing any payments, depending on the amount of your earnings. If you cannot count on these payments for your expenses, or to qualify disaster payments, this would be entirely in the nature of those who did not expose themselves, one way or another, exhibit dishonesty in the further-more of sound public service personnel and so stand mute.

Community Enterprise

Should the petitioners prevail, the question arises whether or not those who did not expose themselves to the rigors of justice and the uncertainties of the court should be entitled to such payments, and if this is to be the rule, the employees should stand mute. Many other authority that the benefits of a suit belong peculiarly to those who, if not by their acts, give names to what is properly a community enterprise.

Social Security

How much will my benefit be?

Some persons are agreed to make potential martyrs of themselves "on behalf of all those similarly situated" or "in the public interest" or for knowing or disloyalty to public, etc. In any case, civic-mindedness is ultimately self-destructive. No other reason, this factor runs an answer to the soundness of allowing any payments, depending on the amount of your earnings. If you cannot count on these payments for your expenses, or to qualify disaster payments, this would be entirely in the nature of those who did not expose themselves, one way or another, exhibit dishonesty in the further-more of sound public service personnel and so stand mute.

Community Enterprise

Should the petitioners prevail, the question arises whether or not those who did not expose themselves to the rigors of justice and the uncertainties of the court should be entitled to such payments, and if this is to be the rule, the employees should stand mute. Many other authority that the benefits of a suit belong peculiarly to those who, if not by their acts, give names to what is properly a community enterprise.

Social Security

How much will my benefit be?

Some persons are agreed to make potential martyrs of themselves "on behalf of all those similarly situated" or "in the public interest" or for knowing or disloyalty to public, etc. In any case, civic-mindedness is ultimately self-destructive. No other reason, this factor runs an answer to the soundness of allowing any payments, depending on the amount of your earnings. If you cannot count on these payments for your expenses, or to qualify disaster payments, this would be entirely in the nature of those who did not expose themselves, one way or another, exhibit dishonesty in the further-more of sound public service personnel and so stand mute.

Community Enterprise

Should the petitioners prevail, the question arises whether or not those who did not expose themselves to the rigors of justice and the uncertainties of the court should be entitled to such payments, and if this is to be the rule, the employees should stand mute. Many other authority that the benefits of a suit belong peculiarly to those who, if not by their acts, give names to what is properly a community enterprise.

Social Security

How much will my benefit be?
State Jobs

The State is now accepting applications for the following examinations. 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 2301, at 270 Broadway, New York City, corner of Chambers Street;
- Examinations Division, Columbia Street,
- lobby of State Office Building, Albany;
- State Department of Civil Service, Room 212, State Office Building, Buffalo, or at local offices of the New York State Employment Service.

OPEN-COMPETITIVE

6008. PUBLICATIONS PRODUCTION ASSISTANT. $4,430-$5,500. One vacancy, Albany. Fee $4. High school or equivalency diploma, one year's experience preparing material for printing or production of printing layouts, and either four more years' such experience or college graduation plus two years' experience. (Friday, March 15).

6012. SENIOR ACCOUNT CLERK. $3,320-$4,180. About 25 vacancies. Fee $3. No experience required, but accounting experience and/or training will be helpful. (Friday, March 15).

6015. SENIOR ACCOUNT CLERK. $3,320-$4,180. About 25 vacancies. Fee $3. No experience required, but accounting experience and/or training will be helpful. (Friday, March 15).

(Continued on Page 10)
NYC Jobs

The following New York City jobs opened for application February 10th are determined at the end of each notice.

Apply for any of these jobs in person, by representative or by mail to the Department: Applications may be obtained at New York 7, N. Y. No mail application will be honored unless accompanied by a self-addressed, six-cent stamped envelope at least nine inches wide.

OPEN-COMPETITIVE

722. STATIONARY ENGINEER, $28.64 a day. Department of Education and Public Works. The current vacancies, others to be filled in case of death or retirement of one of those departments as clerk for six months preceding the test date, May 11, to the two years for appointment. (Thursday, February 21).

781. SENIOR SHORTHAND REPORTER, $30.25 to $38.25 a day, Department of Investigation and Police. The current vacancies, others to be filled in case of death or retirement of one of those departments as stenographer (reporting) grade for six months preceding May 15 for filing, two years for appointment. (Thursday, February 21).

779. FOREMAN OF BRIDGE PAINTERS, $67.00 for 350 days. Public Works Department. One current vacancy, others to be filled in case of death or retirement of one of those departments as painter for six months preceding May 15 for filing, two years for appointment. (Thursday, February 21).

778. FOREMAN OF CARPETING, $66.25 a day. Department of Education and Public Works. One current vacancy, others to be filled in case of death or retirement of one of those departments as carpenter for six months preceding the test date, May 11, to the two years for appointment. (Thursday, February 21).

ASSISTANT COURT CLERK, 14.300.00 a year, Domestic Relations Court, Examination: Thursday, February 21. Municipal Court, No. 2799, Special Sessions Court, No. 2732, and City Magistrates' Courts, No. 298. Vacancies from time to time. Fee $4. Permanent employment in one of the above courts as stenographer for six months preceding the test date (April 12) to apply, for two years for appointment. (Thursday, February 21).

S M A R T  A R M Y  T E S T  E N G I N E E R  S

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.

In Time of Need, Call
H. W. Tobbitt's Sons
116-18, 34th Street
Albany, N. Y.
ALL NEW 1957 PORTABLE TV

The Perfect EXTRA Set for Him, for Her, for Them!

NOW priced as low as

$99.95*

The perfect EXTRA set! Truly portable TV with console quality viewing, yet so light in weight! Compact, low-in-cost, full performance models. No quality has been sacrificed to "travel-ize" these 1957 G-E models. They belong anywhere, will go anywhere—indoors, outdoors, all around the house.

Compare!

- For its screen size, "lightest weight TV...check and see!"
- ALUMINIZED TUBE & DARK SAFETY WINDOW assure brighter and sharper pictures
- DYNAPOWER SPEAKER for clear, lasting tone quality

NEW G-E FAMILY PORTABLE TV

17102B (Newport Beige)

$149.95*

NEW G-E COMPANION TV

Model 1001 (Newport Beige & Ivory)

$129.95*

NEW G-E PERSONAL PORTABLE TV

"lightest weight TV...check and see!"
- BLOWN GLASS TUBE & DARK SAFETY WINDOW assure brighter, sharper pictures
- DYNAPOWER SPEAKER for clear, lasting tone quality

G-E Aluminum Cabinets make "LIGHTEST WEIGHT TV...just check and you'll see!"

FULL YEAR SERVICE CONTRACT (optional)

12 month written warranty on all parts, picture tube and shop repair at G-E Service Depots located in the metropolitan area. This optional Portable Television Contract only

$14.95

Distributor's Suggested Retail Prices Include Federal Excise Tax

Carry One Home Tomorrow! Buy the New G-E TV Portables at Any of These Authorized G-E TV Dealers...Be Sure to Get the Factory Service Contract!

G-E FAMILY TV

17102B

17102A

NEW G-E PERSONAL PORTABLE TV

$99.95*

6 SQUARE INCHES OF VIEWABLE AREA

G-E COMPANION TV

6 SQUARE INCHES OF VIEWABLE AREA

G-E FAMILY TV

144 SQUARE INCHES OF VIEWABLE AREA

Full Page Advertisement

GR 5-6100
State Jobs

(Continued from Page 7) 

degree in mechanical or electrical engineering, an equivalent.

(Continued on Page 13)

Get Your-

ARCO STUDY BOOK

at the—

Civil Service Bookstore

Help Wanted—Male

TOLL COLLECTOR (Thruway) $3.00

State Parks Authority in grade 27 or higher position.

PROMOTION

5001. SUPERINTENDENT OF

LONG ISLAND PARKS. Long Is-

land State Park Commission, $8,700-$11,000. One vacancy, Babies.

Babylon. Permanent employment in

the Commission, Bethpage

Park Authority or Jones Beach

Payroll Supervisor.

$3,400-$4,370. Three vacan-

cies.

Pension Fund: $9,750-$11,650. One vacancy, Babylone.

Permanent employment in

the Commission, Bethpage

Park Authority or Jones Beach

Payroll Supervisor.

$3,400-$4,370. Three vacan-

cies.

Pension Fund: $9,750-$11,650. One vacancy, Babylone.

Permanent employment in

the Commission, Bethpage

Park Authority or Jones Beach

Payroll Supervisor.

$3,400-$4,370. Three vacan-

cies.

Pension Fund: $9,750-$11,650. One vacancy, Babylone.

Permanent employment in

the Commission, Bethpage

Park Authority or Jones Beach

Payroll Supervisor.

$3,400-$4,370. Three vacan-

cies.

Pension Fund: $9,750-$11,650. One vacancy, Babylone.

Permanent employment in

the Commission, Bethpage

Park Authority or Jones Beach

Payroll Supervisor.
REAL ESTATE

Houses — Homes — Properties

The Best Gift of All — Your Own Home

LONG ISLAND

UNIONDALE

4 family brick, attached, 1 1/2 baths, oil heat, $17,500. Call AR 7-6588.

ST. ALBANS

3 family house, 3 1/2 baths, $20,000. Call LA 5-0233.

CAMBRIA HEIGHTS

2 family, 1 bath, $19,500. Call 2-3750.

UNIONDALE

4 family brick, attached, 1 1/2 baths, oil heat, $17,500. Call AR 7-6588.

ST. ALBANS

3 family house, 3 1/2 baths, $20,000. Call LA 5-0233.

CAMBRIA HEIGHTS

2 family, 1 bath, $19,500. Call 2-3750.

For Sale - For Lease

For Sale - For Lease

BROOKLYN’S BEST BUYS

DIRECT FROM OWNERS ALL VACANT

With a Little Cash — You can purchase a Home with Steam and all modern improvements. In Brooklyn, 1 to 4 rooms. In better sections of Brooklyn.

For Specials write to the best agent.

CUMMINGS REALTY

Ask For Leonard Cummings
19 Macdonald St., Brooklyn
PR 4-6411

For Sale — For Lease

State Jobs

(Coordinated from Page 10)

CLERK. Division of Standards of Purchase. $4,000-$9,000. One vacancy.

5006. SENIOR OCCUPATION. AGENCIES (EMPLOYS.), West Haven. Rehabilitation

Two vacancies. Permanent employment in the State Rehabilitation Service for one year preceding the test date, April 13, 1955.

5007. PRINCIPAL CLERK (MEDICAL RECORDS), Mental Hygiene Department, $4,000-$6,000. One vacancy, Newark. Permanent employment in a grade 7 or higher job for one year preceding the test date, April 13, 1955.

5008. SENIOR MEDICAL TECH- NICAL. Mental Hygiene Institutions, $4,000-$5,700. One opening, New York State Hospital, Elmira. For appointment; permanent employment in medical technology for three months preceding April 12; for appointment; one year preceding the test date, April 13, 1955.

5009. DISTRICT ENGINEER. Public Works Department, 1:55-158. Two vacancies, District 4 and 9, State employment license, and permanent employment in the Department in a grade 31 or higher engineering job for two years preceding April 1, the test date. April 12, 1955.

PREPARE FOR PATROLMAN PHYSICAL EXAMS and other Civil Service Exams

Professional instruction: Complete, Instructional, Obstacle Course & High-Wall Evening Classes—Start any time.

Low Rates Include Membership Privileges.

Brooklyn
Central YMCA
55 Hanson Pl., 2-0703

FOR @ HOME!

Endorsed by testing authorities. Thousands of our graduates have gone on to better jobs.

$4,000-$5,000. One year preceding the test date, April 13, 1955.

Phone BAY 9-2504 Day or Night or Write American Testing Co., published 1957. (Not for Profit)

Dept. CS 130 A W 42 St., New York 36

<...>

Delehanty Opens Drafting School in Jamaica Building

In further recognition of the continuing growth of Long Island, M. J. Delehanty, director at the Delehanty Institute, announced another enlargement of the Institute's teaching facilities in Queens. On February 18 Delehanty Drafting School was opened in its own building at 89-25 Merrick Boulevard. The school is a short distance from the new home of the Delehanty High School at 89-01 Merrick Boulevard, opened in observance of the school's 25th anniversary last September.

In addition, the building boom continues to result in demand for all kinds of skilled craftsmen. Consequently, the Delehanty Drafting School in Manhattan has established another 25 years ago an enrolls a splendid new class of drafting school. As an employer of draftsmen, Mr. Delehanty has trained over 200,000 in these locations. Its 25th anniversary was celebrated by the establishment of the Long Island industrial community.

Courses will be offered in architectural, structural, and mechanical drafting. In addition, a fine art course will be offered for anyone interested in pursuing drafting as a profession.

A MENTOR Product

SARATOGA SCHOOL OF BUSINESS, 2201 Broadway (82nd St.); Secretarial in English, Spanish, French; Typing, Bookkeeping, Cott.

SEND IN YOUR QUESTIONS TO EDITOR

State Jobs

(Coordinated from Page 10)

CLERK. Division of Standards of Purchase. $4,000-$9,000. One vacancy.

5006. SENIOR OCCUPATION. AGENCIES (EMPLOYS.), West Haven. Rehabilitation

Two vacancies. Permanent employment in the State Rehabilitation Service for one year preceding the test date, April 13, 1955.

5007. PRINCIPAL CLERK (MEDICAL RECORDS), Mental Hygiene Department, $4,000-$6,000. One vacancy, Newark. Permanent employment in a grade 7 or higher job for one year preceding the test date, April 13, 1955.

5008. SENIOR MEDICAL TECH- NICAL. Mental Hygiene Institutions, $4,000-$5,700. One opening, New York State Hospital, Elmira. For appointment; permanent employment in medical technology for three months preceding April 12; for appointment; one year preceding the test date, April 13, 1955.

5009. DISTRICT ENGINEER. Public Works Department, 1:55-158. Two vacancies, District 4 and 9, State employment license, and permanent employment in the Department in a grade 31 or higher engineering job for two years preceding April 1, the test date. April 12, 1955.

PREPARE FOR PATROLMAN PHYSICAL EXAMS and other Civil Service Exams

Professional instruction: Complete, Instructional, Obstacle Course & High-Wall Evening Classes—Start any time.

Low Rates Include Membership Privileges.

Brooklyn
Central YMCA
55 Hanson Pl., 2-0703

FOR @ HOME!

Endorsed by testing authorities. Thousands of our graduates have gone on to better jobs.

$4,000-$5,000. One year preceding the test date, April 13, 1955.

Phone BAY 9-2504 Day or Night or Write American Testing Co., published 1957. (Not for Profit)

Dept. CS 130 A W 42 St., New York 36

<...>
Text of Grievance Rules Issued for State Police

Following is the text of the executive order issued by Governor Robert H. Flower on October 10, 1951 establishing a grievance procedure for the State Police.

1. PREMISE

To establish a more harmonious and cooperative relationship between the members of the Division of State Police and the State Police, it is hereby declared to be the policy of this administration and designation of representation of differences through the accomplishment of this purpose.

2. PROCEDURAL REQUIREMENTS

1. To carry out the provisions of this order, the procedures established hereunder shall be applied to all grievances relating to the operation of the Division of State Police and to promulgate such regulations as are necessary to carry out the purpose of this order.

2. The division head, or through empowered persons, shall have the power to hear and make determinations of grievances within his division.

3. To distribute to each member of the Division a copy of this order and to render advice and assistance to members of the Division in the quiet resolution of grievances under the procedures provided in this order.

4. To submit to my office on the first day of each month a summary of the manner in which this order and any regulations herein have been administered.

IV. GRIEVANCES:

1. Two procedural stages are provided.

2. The first stage shall consist of the member’s presentation of a written statement of the grievance. The statement shall be in writing and failure to do so will be considered a waiver of the member’s right to proceed to the second stage. The statement shall be presented in the first instance to the lowest ranking officer whose authority has been delegated to him by the Superintendent.

3. A final divisional stage shall be the determination by the Superintendent or his duly designated representative with full responsibility for the determination of grievances in the final divisional stage.

4. A grievance shall be settled at a lower stage, the decision of which is final, by the determination of the Superintendent or his duly designated representative. In such case, the first stage shall not be reduced to writing and the facts relating thereto shall be reduced to writing jointly and in writing by the member and the Superintendent or his duly designated representative.

5. The determination of grievances shall be made by the Superintendent or his duly designated representative and shall be final.

6. The informal resolution of differences prior to initiation of action under the Grievance procedure is encouraged.

III. SUPERINTENDENT’S AUTHORITY

The Superintendent of the Division of State Police is hereby charged with the responsibility and empowered to carry out the provisions of this order and the procedures herein set forth:

1. To carry out the provisions of this order, the procedures established hereunder shall be applied to all grievances relating to the operation of the Division of State Police and to promulgate such regulations as are necessary to carry out the purpose of this order.

2. To keep the written and oral records, to conduct investigations, to appoint fact-finding panels, and to require the attendance of members of the Superintendent’s staff in the examination of records, books, and other written materials.

3. To distribute to each member of the Division a copy of this order and to render advice and assistance to members of the Division in the quiet resolution of grievances under the procedures provided in this order.

4. To submit to my office on the first day of each month a summary of the manner in which this order and any regulations herein have been administered.

V. APPEALS

Determinations resulting from the procedures established hereunder shall be reviewed on written request of the member concerned.

VI. APPLICATION

(a) The provisions of this order and the procedures established hereunder shall be generally applicable to conditions which are in use or in place subsequent to the control of the Superintendent and to all matters which affect the health, safety, physical comfort, efficiency and work of employees or unfair or discriminatory practices which interfere with the employment of employees. The procedures may be used in matters which involve the performance of the duties of all members of the Division.

(b) The procedures established hereunder shall be applied to all members of the Division.

(c) The procedures established hereunder shall be applied to all members of the Division.

(d) The procedures established hereunder shall be applied to all members of the Division.

(e) The procedures established hereunder shall be applied to all members of the Division.

(f) The procedures established hereunder shall be applied to all members of the Division.

(g) The procedures established hereunder shall be applied to all members of the Division.

(h) The procedures established hereunder shall be applied to all members of the Division.

(i) The procedures established hereunder shall be applied to all members of the Division.

(j) The procedures established hereunder shall be applied to all members of the Division.

(k) The procedures established hereunder shall be applied to all members of the Division.

(l) The procedures established hereunder shall be applied to all members of the Division.

(m) The procedures established hereunder shall be applied to all members of the Division.

(n) The procedures established hereunder shall be applied to all members of the Division.

(o) The procedures established hereunder shall be applied to all members of the Division.

(p) The procedures established hereunder shall be applied to all members of the Division.

(q) The procedures established hereunder shall be applied to all members of the Division.

(r) The procedures established hereunder shall be applied to all members of the Division.

(s) The procedures established hereunder shall be applied to all members of the Division.

(t) The procedures established hereunder shall be applied to all members of the Division.

(u) The procedures established hereunder shall be applied to all members of the Division.

(v) The procedures established hereunder shall be applied to all members of the Division.

(w) The procedures established hereunder shall be applied to all members of the Division.

(x) The procedures established her...
LETTERS TO THE EDITOR

(Continued from Page 8) quite a number of us, and a great deal of the property was by the time that the Gersos-Hall were tenants and not a cent of the rent was ever paid by industry for related work. We want a 40-hour week (giv-
GOES ON SOCIAL SECURITY BILL

By A. J. COCCARO

Tolls, Taxes and Progress

Fifty years ago the State of New York, drafting the necessity of getting employees to Manhattan State Hospital, provided free ferry service from Manhattan to Wards Island.

In 1921 the Bridge was built, the free ferry service was discontinued, and the purchase value of the dollar continued to shrink.

The State and State income taxes rise to new levels. Salaries of the State employees continue to lag behind private industry and cost of living indices. Recruitment of adequate personnel in the mental hospital service is becoming more difficult.

We are now paying lower salaries than private industry.

Part of this low salary is taken by State income taxes levied against the full amount. Most of the employees working in this service are members of the Manhattan district. Each employee at曼哈顿State Hospital should write to the Mayor and the majority and minority leaders of the State Senate, the Assembly, calling for their support to see that this bill passes both houses.

Kelly Gives SES Salary Case at Budget Hearing

"Even more important, however, to the great bulk of the State's employees is the provision in the budget to recommend any general salary adjustment. The Association's program is for a 15% general increase salary legislation. To effectuate this program has already been introduced in the Senate by Senator T. Heflin and Assemblyman Orin B. Wilson. We urge our colleagues to pass this bill, 15%, as a matter of class and not subject to the whims of changing politics. It is our earnest belief that two bills be amended to prevent against the administrative unreasonable classification responsibility.

"Even more important, however, to the great bulk of the State’s employees is the provision in the budget to recommend any general salary adjustment. The Association’s program is for a 15% general increase salary legislation. To effectuate this program has already been introduced in both Houses by the Senate and Assemblyman Orin B. Wilson. We urge our colleagues to pass this bill, 15%, as a matter of class and not subject to the whims of changing politics. It is our earnest belief that two bills be amended to prevent against the administrative unreasonable classification responsibility.

Below Factory Workers

In the Fall of 1955, the Civic Service Department studied the fact that the entrance level positions in state hospitals have been frozen for a period of 13 years, which compares fairly with private industry, after the Civic Service Department became aware.

The Civic Service Department, after a detailed study of the matter, concluded that the state salaries from the very bottom to the very top require a substantial increase in order to compete in any respect comparable to private industry or to other leading public jurisdictions. Our own findings substantiate the support of the State agency. In the overall, we present that over $1,000 or nearly 63% earning less than $4000—less than the average wage compiled on a yearly basis, paid to the factory employees in New York State, Some 15,000 of the $1,000 receive less than $3000 per year, which, by modern values, being far below the good average standards for decent living.

The Civic Service Employees associations have repeatedly stated that state employees have no wish to be cut in the inflationary spiral which their fellow citizens are being forced into. They insist on too well the dangers of inflation.

They have many times suffered due the demands which runaway inflation has placed on the purchasing power, which salary adjustments have caused in their lives. The workers in industry and commerce are not tied to the rigidities of the state fiscal scheme. Their salaries can be adjusted almost at any time. There is no standard for the result of their performance. However, the State's personnel receive a percentage of the salary paid to their fellow, members working in the same occupation. The threat of injury or ill health must be considered a hazard of health.

The Civic Service Employees receive a percentage of the salaried, and it is necessary for them to carry on the long and hard hours, the care of the day and night. The long and broken work schedule affects the normal home, social and recreational life of the employees involved.

It is our earnest belief that two bills be amended to prevent against the administrative unreasonable classification responsibility.

Unequality With Industry

"We are not unanimous of those bills which do contain employee provisions. Many of these bills will contain a more than a percentage increase in salary, which will further increase their purchasing power. The State, in effect, is imposing a toll tax upon the employees who are forced to use the bridge facilities to get to their place of employment.

"Inequality is a terrible thing, and when it affects the employees under State government, it is unjustifiable. It is a situation that the State has to do something about, and it is something that the State has to do, and it is a problem that the State has to solve.

"The State, in effect, is imposing a toll tax upon the employees who are forced to use the bridge facilities to get to their place of employment. It is a situation that the State has to do something about, and it is something that the State has to do, and it is a problem that the State has to solve.

"Free Tolls for Other Aides

We want you to be a part of the movement to get the free toll privileges to and from your job.

"The free toll privilege is a necessity in order to carry on the long and hard hours, the care of the day and night. The long and broken work schedule affects the normal home, social and recreational life of the employees involved.

Wage of $1.00 a week for Mental Hygiene Hospital employees, a State as great as ours, how slow the movement has proceeded in their lives.

They must be on duty at all hours of the day and night. They cannot find a position in a machine shop, home, social and recreational life of the employees involved.

"Inequality is a terrible thing, and when it affects the employees under State government, it is unjustifiable. It is a situation that the State has to do something about, and it is something that the State has to do, and it is a problem that the State has to solve.

Variable Minimum

At the present time, in order to facilitate the budget, it is necessary to reduce the State budget to $5000 for the fiscal year. This is not by establishing a minimum for Mental Hygiene, but by reducing the State budget to $5000 for the fiscal year. This is a quotation from State Senator Thomas J. Kennedy, Director of the Senate Committee on Social Security, and the statement made by the Budget Director has resulted in the State having a $5000 minimum. As you already know it is by establishing a Minimum Salary which is the minimum that a person who is employed in one of the State hospitals shall receive.