COY. HARRIMAN SIGNS SOCIAL SECURITY BILL

HARRIMAN SIGNS BILL CLARIFYING VACATION, OVERTIME PAYMENTS

ALBANY, April 22—Governor Averell Harriman today signed the Wilson-Van Lare Social Security bill.

His signature put into effect one of the most sought-after pieces of public employee legislation in recent years. It will allow both state and political subdivision employees to be covered by Social Security.

The passage and signing of the Social Security bill represents one of the most significant achievements of the Civil Service Employees Association, which originated the fight to gain the important benefits of Social Security for state employees, of which it represents the majority, as well as for political subdivision aides.

As with his approval of the Republican-sponsored salary bill for state employees, Governor Harriman voiced some reservations about the Social Security bill.

In the main, however, he said he felt the bill went along with most of the Administration’s recommendations on similar legislation.

Harriman’s Message

With his approval of the bill, Governor Harriman issued the following memorandum.

“This bill is intended to carry out my recommendation of last year to extend Social Security benefits to public employees of the State and its political subdivisions.

“While this bill is not as desirable as the ‘Administrative Social Security’ bill which was introduced at my request, and contains features which have given rise to objections by labor organizations, I find that it in the whole carries out my recommendations. Another year’s delay in bringing these benefits to our public employees would, in all likelihood, bring us no closer to adequate measures than we are at the present time.

“Under this bill State and municipal employees will have the right to elect to be covered under the Federal Social Security program. The Social Security benefits mark an important advance in the administration of Social Security.

“The extension of these Social Security benefits makes an important advance in improving working conditions for public employees, and it is to be hoped that the Atomic Energy Commission, which we the right to choose Social Security coverage or reject it. All new employees will be included.

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Easter Message

Spring is the time when two great religions proclaim their faith in the glory of a new world. The hope once again seems troubled with conflict. Men need the warmth of the Spring to provide a base for the two religious celebrations. Each of us must pause in prayer during this period to find a way to bring the world of peace and brotherhood to men.

John F. Powers, President, Civil Service Employees Association.

New Pay Scales Start on May 9

ALBANY, April 22—Comptroller Arthur Levin has announced that the change-over to the new salary schedule for State employees will be completed by the payroll unit of the Department of Audit and Control in time for the payroll period starting on May 9.

This means that the salary increase signed by Governor Harriman on March 30 will be reflected in the checks received by State employees on May 9.

The new schedule for the period March 28 through May 8 will be made in a lump sum payment to be made soon after May 22 as possible.

PUBLIC ADMINISTRATION 

NEED NEAR FISCAL TALK

Benjamin J. Bouterware, chairman of the New York State New York City Fiscal Relations Committee, led a State City financial relations at a meeting of the American Society for Public Administration in New York City, on May 31, Manhatan.

George Halellet, Jr., executive secretary of the Citizens Union, noted as the Comptroller, was Joseph Bunting, former First Deputy City Comptroller, who is also a research director, Citizens Budget Commission.
PLANNING DIRECTOR, $471-$565 a month, Laguna Beach, Calif. Appointees will work with several interagency planning commissions. Apply to City Manager, City Hall, Laguna Beach, Calif.

CITY OF DETROIT, $504-$650 a month, Daily City, Calif. Three years college training in criminology, two years' administrative experience in a police department. Apply to City Manager, 73 Wellington Avenue, Daily City, Calif.

California Medical Center The University of California Medical Center, Los Angeles, has openings in the following jobs: ACCOUNTANT II, men, ages 25-35, $1,080 a month. ADMINISTRATIVE ASSISTANT.

State About To Open 17 More Exams The State Civil Service Department issued a tentative list of 17 open examinations. Applications will be held on July 13. The application period is expected to run from Monday, May 6 through Friday, June 14. Unless otherwise indicated, can- didates must be residents of the State for one year immediately preceding the test.

The titles, with entrance and maximum salaries, follow: salaries shown are New York pay rates. Senior welfare consultant (mental health), open to any qualified citizen, $4,450-$5,500.

Supervisor of hospital volunteer services, open to any qualified citizen, $3,750-$5,860.

Youth marine director, $7,500-$9,000.

Assistant civil engineer, $7,000-$9,000.

Senior sanitary engineer (design), open to any qualified citizen, $6,500-$7,500.

Safety service representative, $4,500-$5,310.

Junior interviewer examiner, $4,300-$5,860.

Principal tuberculosis service, no written test, $3,300-$4,300.

Senior clinical psychologist, open to any qualified citizen, $4,600-$6,720.

Clinical psychologist, open to any qualified citizen, $3,600-$5,160.

Senior police psychologist, free of charge.

Probation officer, Bronx County, four months' New York City residence required.

Probation officer, Kings County, four months' county residence required.

Probation officer, New York County, four months' New York City residence required, $4,000-$5,000.

Probation officer, Queens County, four months' county residence required, $4,500 to start.

State Jobs Open As Senior Economist There are openings for at least six senior economists in State departments.

There are four vacancies in Albany and one each in New York City and Buffalo. One of the Albany vacancies is in the business research specialty. The remaining positions pay $5,840 to start, and have five annual raises to $7,530. Examinations will be held on Saturday, June 15.

Applicants must be college graduates with at least four years' experience in economic or sociological research work. A master's degree is desirable. All qualified citizens of the United States are eligible.

That day to apply is Friday, May 17, at the State Department of Civil Service in Albany, New York City, Buffalo or Rochester, and at all local offices of the Employment Service.

HUMAN RELATIONS COURSE FOR POSTAL EMPLOYEES New York Postmaster General H. L. Schaffer inaugurated an unusual program for human relations, believed to be the first in the nation. The course will be given to 300 postal employees. It's a workshop on interdepartmental problems. A group of two-hour sessions will be attended by 30 postal employees. The group will meet in a special Apple gate, curriculum supervisor for Mahanoy City public schools.

The aim is better community relations through economic growth and races. It arranged a New York Area of the National Conference of Christians and Jews and the Postmaster General in conferences organized by the Conference's government and business associations.

"Looking inside," LEADER's weekly column of analysis and opinion, by H. J. Bernard, Head of page 2.
Elmira Aides Drop 40-Hour Week Request

ELMIRA, April 22—Two members of the Civil Service Employee Association, representing the public works employees, withdrew a 40-hour week request but gained temporary approval of two other requests for working benefits as a conference with the City Council after a recent meeting.

The request regarding working week was withdrawn by Albert F. Maguire, president of the Chemung County chapter, CSEA, and John F. Maddox, a member of the association, because it "could cause serious financial problems to the men and the association," said Mr. Maddox.

Mr. Maguire said that the council had been "unfair" in handling the requests and that he had decided to withdraw them from the agenda.

The council tentatively approved two other requests.

Low Police Pay Cutting Down Forces

KINGSTON, April 22—The entrance or starting pay of police officers in the city is less than $4,000 a year, a Police Conference member is quoted as saying.

In seventeen departments the base pay is less than $3,500. An executive secretary Peter Kerzeeman reported. Forty other departments paid from $3,500 to $4,000 and ten have a starting salary around $4,500.

Included in the 109 depart- ments reporting to date, Keese man said, were three at $2,800 and seven at $3,000.

"The salaries by municipal of ficials to secure police officers at these rates is not only unrealistic but ridiculous," Mr. Keese man de clared, and he added, "It de creases the force in uniform form and makes law enforcement a matter of little importance."

The conference has continued the high number of resigna tions from police ranks at a time when the city is facing some of the highest industrial wages in the history of the nation, was due to "the competition of the police," Mr. Keese man said.

The council has approved the conference's request to raise the wages of the officers and to give them a "fair" day's pay.

No General Pay Revision Set for University Aides

Because of some confusion arising over new pay schedules for State University Aides, the President is printing the following explanation of how new pay schedules will be figured for those aides.

The information is from a legis lative source.

I. On professional employees (clerks, librarians, maintenance per sonnel, etc.) in the State Univers ity, salaries are paid according to a "KP" schedule which matches the first 25 grades of the basic state and civil service schedules. The new salary legislation therefore makes the same revisions in the KP schedule that are made in the civil service schedule and the amounts and per centages shown in previous issues.

Scientific Thinking Is Worth $160

ALBANY, April 22—A unique medical exhibit of research techniques developed by three em ployees of the State Department of Health was given $160, $35, and $20, Edward E. Eaton, Chairman of the New York State Merit Award Board announced.

The $100 award was granted to Donald W. Krast, a bacteri ologist at the Deputy's Bay Tuberculosis Hospital, for a new and improved method of culturing tissue from material he collected during the second quarter of 1950. His "detective work" has led to the discovery of a new form of mycobacterium and fungus infection of the lung which is probably not duplicated anywhere. The display is available for inspection at the State Hospital for Tuberculosis, which is also available at the State Hospital for Tuberculosis and Tuberculosis Research, New Castle, for inspection at the State Hospital for Tuberculosis and Tuberculosis Research, New Castle.

Each of the winners received certificates signed by Governor Harriman.

MORTON BEINECKER JOINS COUNTY CORoner

The Orange County Civil Ser vice Commission announced an appointment for Morton Beinecker, currently coroner of the county, as deputy coroner.

The appointment is expected to take effect on June 1, 1951. The new coroner will be responsible for the investigation of deaths in the county, as well as assisting the county coroner in the performance of his duties.

The appointment is effective immediately and will continue for a period of two years, renewable at the discretion of the Civil Service Commission. The new coroner will receive an annual salary of $4,000, plus a monthly allowance of $25.

The appointment is subject to the approval of the Civil Service Commission and will become effective on July 1, 1951.

The position of deputy coroner is an elected position and is subject to the approval of the county board of supervisors. The current deputy coroner is appointed by the county executive and serves at his pleasure.

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Harriman Kills Parole Dept. Bill

ALBANY, April 22—A bill sought by the State Parole Division to place two of its staff positions on the merit system has been vetoed by Governor Harriman.

The bill, which passed the Legis lature, would have amended the executive law which now provides for the merit system to apply to parole officers.

The two jobs mentioned were: a parole officer, trained and executive assistant to the Board of Parole.

In a letter to the Governor, the State Civil Service Commission in 1954 placed the administrative director in that job on the merit system.

Harriman, he said, has "reclassified" the position and reassigned it to the civil service.

The state parole system has been "strictly civil service."
Uniformed Groups Want $300 Raise Effective July 1

Terence P. Dolan, vice president of the Uniformed Firemen's Association, asked on behalf of his union that the $300 split raise be made a single raise, and that the $200 union that the $300 split raise be

"Your consideration of us has a marked effect upon the morale of the Department," he said at the public hearing on the 1957-58 New York City budget.

"The Fire-Fighters are heartened when their efforts and consultations with us, aimed at improving their standards of living, receive in fruitful gain toward some of their goals."

"Your proposed increase is a step in the right direction, but our members urge that the full amount become effective on July 1, 1957. Our ultimate objective is a $7,000 salary, which we consider a skilled wage for our skilled.

"Union officials in the building trades have recognized the knowledge and the skills necessary to be a fire-fighter, and know that the skills of the Fire-Fighters are performed under the most hazardous and strenuous conditions.

"Praise On Labor Relations"

"Mr. Mayor, we would also like to specifically commend you on your labor relations program. We are looking towards the strengthening of this program in behalf of civil service employees.

"These hearings vividly portray the results of good labor-management relations.

"We ask that you approve full implementation of the leave program on July 1.

"We also request payment for the 11 paid holidays granted to other City employees."
STATE Job Opportunities

STATE OPEN-COMPETITIVE
5624. ASSOCIATE BUILDING ENGINEER. State hospitals and institutions. Fee $4,800-$6,150. One vacancy, Albany. Open to anyone qualified in the field.

5625. CONSTRUCTION MANAGER. State hospitals and institutions. Fee $4,800-$6,150. Ten vacancies, Albany. Open to any qualified field.

5626. PLUMBING SUPERVISOR. Hospital. One vacancy, Albany. Permanent employment as senior supervisor for one year preceding the test date, June 15.

5627. SERGEANT POLICE. Department. Fee $3,500-$4,450. Three vacancies, Albany. Permanent employment as senior police officer for one year preceding the test date, June 15.

5628. POLICE SUPERINTENDENT. Police Department. Fee $4,900-$5,890. One vacancy, Albany. Permanent employment as senior police superintendent for one year preceding the test date, June 15.

5629. SENIOR OCCUPATIONAL THERAPIST (PSYCHIATRIC). Slate hospitals and institutions. Fee $5,000-$6,000. One vacancy, Albany. Open to any qualified field. (Friday, May 17).

5630. POLICE SUPERINTENDENT. Police Department. Fee $4,900-$5,890. Two vacancies, Albany. Permanent employment as police superintendent for one year preceding the test date, June 15.

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5632. FIELD REPRESENTATION OFFICER. State hospitals and institutions. Fee $5,000-$6,000. Two vacancies, Albany. Permanent employment as senior field representation officer for one year preceding the test date, June 15.

5633. LIBRARY DIRECTOR. State hospitals and institutions. Fee $5,000-$6,000. One vacancy, Albany. Permanent employment as senior director for one year preceding the test date, June 15.

5634. DISABILITY SUPERVISOR. School for the Blind. Fee $5,000-$6,000. One vacancy, Albany. Permanent employment as senior supervisor for one year preceding the test date, June 15.

5635. LIBRARY DIRECTOR. State hospitals and institutions. Fee $5,000-$6,000. Two vacancies, Albany. Permanent employment as senior director for one year preceding the test date, June 15.

5636. SOCIAL WORKER. Department of Social Services. Fee $5,000-$6,000. One vacancy, Albany. Permanent employment as senior social worker for one year preceding the test date, June 15.

5637. SEASONAL OCCUPATIONAL THERAPIST (PSYCHIATRIC). State hospitals and institutions. Fee $5,000-$6,000. One vacancy, Albany. Permanent employment as senior occupational therapist for one year preceding the test date, June 15.

5638. PERSONNEL OFFICER. State hospitals and institutions. Fee $5,000-$6,000. One vacancy, Albany. Permanent employment as senior personnel officer for one year preceding the test date, June 15.

5639. LIBRARY DIRECTOR. State hospitals and institutions. Fee $5,000-$6,000. One vacancy, Albany. Permanent employment as senior director for one year preceding the test date, June 15.

5640. POLICE SUPERINTENDENT. Police Department. Fee $4,900-$5,890. Three vacancies, Albany. Permanent employment as police superintendent for one year preceding the test date, June 15.

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Better Deal Imperative

NEW YORK City employees hoping for opportunity for promotion to supervising clerk or supervising stenographer rightly protested to the City Civil Service Commission against failure to follow the same broad policy as will apply to the senior clerk and senior stenographer promotion tests.

The tentative listing of departments for the higher promotion includes only those in which provisionals are serving in the title. Such restriction does not spell promotion opportunity but mere compliance with the law, which requires that provisionals be replaced. A career service list will be created. Thus if in some department or agency there is no eligible list, or one is exhausted, the citywide list would be used, cross-promotions being made in the order of relative standing on the general list. No such advantage are accorded the present senior clerks and senior stenographers who seek promotion to the supervising grade.

There is no justification for the discrimination, which seems to derive more from considerations of budget than from the principles of administration. Yet the financial savings which seems to derive more from considerations of budget than of personnel administration. Yet the financial savings, if one may call it that, could scarcely exceed the cost of examining some more candidates, a comparatively trifling thing, and amount, and non-recurring.

Double Restriction

The restriction must be based on the idea that more promotion lists encourage more promotions. What's so bad about that? Yet under the present tight policy of limiting promotions to the actual number of promotion vacancies, the number of vacancies and not the number of eligibles is the determining factor.

Before the Career and Salary Plan policy restricted promotions to existing vacancies, promotions often provided a deserved salary increase to employees who had no hope of promotion, although no real vacancy existed. Their situation improved only after they passed a promotion test.

The requirement of a vacancy is vigorous, yet there was no serious objection to it from personnel administration personnel sources, however the employees may have felt. But this new blow is something else. Even experts on personnel administration would find it difficult to say a kind word in favor of promotion examinations confined to such a small fraction of the possible applicants.

The City Civil Service Commission must make the opportunities as broad and as wide for attaining the supervising level as it is doing for the senior grade, otherwise the excluded employees are on notice that their promotion opportunities are practically nil.

Vote Yes on Social Security

S INCE the part of the Social Security debate dealing with statute has passed the controversial stage, all that remains is for employees of the State or its communities to decide whether or not they want Social Security, since governor Averill Harriman has signed the bill.

The terms are not debatable, either, since one would have to pay tax in any case. The only choice that one has is the amount of payment. It may be either by deduction from the continuation made to one's annuity account in the public employee retirement system, or by having it deducted out of the base amount of the Social Security tax, now 2 1/2 percent.

There is every reason why the employees should vote in favor of Social Security coverage, since it would come to a substantial degree for the smallness of the insurance benefit under the retirement system provisions, by providing survivorship and possibly insurance benefits, and of course operate to increase the pension.

‘Oldsters’ Do Get a Break

Everybody knows that the retirement allowance in the large majority of cases is insufficient to maintain a pensioner in his usual way of living, and is often more near the subsistence than the comfort level.

The day will come, I believe, when our national economy will permit a subsistence or near near the basic level of social services, or present minimum retirement ages. Either full supplementation, or part supplementation, the choice the new State law allows, in that digress in that true economic cost of full-pay retirement will be large, and the employee will have to bear his fall should there be no need for it. The only choice on that score is the manner of payment. It may be either by deduction from the contribution against it, he would find himself without what he expects.

A word of caution: employees should weigh the subject, and come to a firm decision, before casting his vote. lest he be induced to change his mind between the time of voting and the date of Social Security supplementation, which may be January 1, 1959.

There is not much elasticity in the State law to protect misunderstandings.

The main topic of discussion these days is not whether to vote Yes or No, for evidently the employees are keen for Social Security coverage, but whether they will get their full dollar's worth if they are in the 'youngster' group now.

Everybody knows by this time that Social Security would be a windfall to the 'oldsters.' As a moral concept, the Old Age and Survivors Insurance Plan, the more accurate term for the coverage normally called Social Security, has to provide for these near, or even past the minimum retirement age of 65 for men, 62 for women.

Windfalls Possible

Naturally, the "oldsters," who enter the Social Security system so late in life, ready the fact that there is no appreciable income because of the greater number of years during which the periodic premium on life insurance policies is less, for the younger policy-holders because of the greater number of years during which they would probably be paying premiums. The insured who die before they have obtained the required number of credits, and on the insurance benefit reaped by their beneficiaries "stitch" the insurance company. So it is a question who gets "stuck." The problem is the same as that of the "oldsters.""}

Said the "oldsters," "we appreciated..." W. J. BERNARD

Looking inside

By W. J. BERNARD

Contracting Editor

Vote ‘Yes’ on Social Security
MANAGEMENT ANALYST AND BUDGET EXAMINER JOBS

The U. S. Civil Service Commission announced an examination for Management Analyst and Budget Examiner, grades GS-9 through 12, at $5,440 to $7,570 starting salary, depending on training and experience. Departmental and field positions will be filled in the Washington area and some in foreign countries.

Applicants need five to six years' experience, according to trade, including two or three years in budget preparation and presentation, or development, evaluation or revision of programs, methods or procedures; related specialty systems or budgetary control systems.

Candidates must also be citizens in good physical condition; no maximum age. Mail card Form 5000-AB to the U. S. Civil Service Commission, Washington, D. C. Application may be obtained from the U. S. Civil Service Commission, 441 Washington Street, New York 14, N. Y., or from any post office except Massabesic and the Bronx. The announcement is No. 103-57. There is no closing date.

Cost Delays Action On U. S. Health Bill

WASHINGTON, April 23—An estimated $100,000,000 annual cost is slowing the passage of health-insurance legislation for Federal employees. Employees would pay one-third of the cost. Several other measures calling for combined insurance have been brought to the House of Representatives.

The U. S. Civil Service Commission approved the combined insurance, but the Budget Bureau and Eisenhower's cabinet have failed to do so. Several other measures calling for combined insurance have been brought to the House of Representatives.

HONORED FOR LONG SERVICE

Howard Peacock, Civilian Personnel Division, Brooklyn Army Terminal, was presented an achievement certificate for 20 years' service.

LETTERER TEST APRIL 29

Performance-oral tests in the open-competitive examination for Letterer have been scheduled for 30 New York City candidates, beginning on Monday, April 29.

15 TYPEST JOBS

TO BE FILLED MAY 8

New York City will fill about 15 typest jobs at $3,750 from the next job pool, scheduled for Wednesday, May 8.

Was ever a cart so handy ...or a party so easy!

If your tea kettles never seem large enough, you need one of these new Revere Wares Made of quick-heating solid copper and chrome plated for gleaming, easily-cleaning beauty. Wide cover opening makes inside cleaning a cinch. "swing-lock" handle and no-drip spout mean added convenience. Another member of the Revere Ware family—"Revere Ware"—the World's best Utensils.

ILLUSTRATED—
Revere Ware 5 qt. Tea Kettle. Available in 5 and 6 qt. sizes.

WE CARRY A COMPLETE STOCK OF REVERE WARE

J. Eis & Sons

105-07 FIRST AVENUE, N. Y. C.

(Ref. E. 6th and 7th Streets)

GR. 5-2325-6-7-8
WASHINGTON, April 22—The U. S. Navy has avoided the necessity of sending thousands of civilian employees of its hospitals on payless furloughs during May and June. Sufficient funds have been made available to the Bureau of Medicine, which had run short of appropriations.

MRS. A. M. RYAN GETS $15 FOR ECONOMY IDEA

Mrs. Anna M. Ryan of the New York City office of the State Conservation Department, received $15 and a merit award certificate signed by Governor Harriman, for a time-saving suggestion. Her idea concerned the filing system covering domestic game breeder and shooting preserve licenses.

HE MIGHT ENJOY YOUR HOME

Infants and other Negro children from the same family desperately need foster homes.

Monthly board ranges from $58 to $70 per child. Also clothing and medical expenses.

CAN YOU HELP?

FOR INFORMATION CALL

SPRING 7-8800

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207 Fourth Avenue

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MONEY SHOWS UP; NO PAYLESS FURLough

WASHINGTON, April 22—The U. S. Navy has avoided the necessity of sending thousands of civilian employees of its hospitals on payless furloughs during May and June. Sufficient funds have been made available to the Bureau of Medicine, which had run short of appropriations.

MRS. A. M. RYAN GETS $15 FOR ECONOMY IDEA

Mrs. Anna M. Ryan of the New York City office of the State Conservation Department, received $15 and a merit award certificate signed by Governor Harriman, for a time-saving suggestion. Her idea concerned the filing system covering domestic game breeder and shooting preserve licenses.

HE MIGHT ENJOY YOUR HOME

Infants and other Negro children from the same family desperately need foster homes.

Monthly board ranges from $58 to $70 per child. Also clothing and medical expenses.

CAN YOU HELP?

FOR INFORMATION CALL

SPRING 7-8800

Federation of Protestant Welfare Agencies, Inc.

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NYC Rules for Vacation, Sick Leave and Holidays

Under the leave regulations for New York City employees, those on staff prior to July 1, 1955 get annual leave at the rate of 2-4 days for each calendar month of service, 27 days a year. Employees appointed after that date get 1-2/3 days for each month of service, an annual allowance of 20 days (four weeks). After eight years, it's two days a month, total for the year (five weeks), and after 10 years, the full quota. These figures apply to five-day-week employees; those who work more or less than five days a week get proportioned totals.

Sick leave is one day for each month of service.

There are 11 paid holidays—New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veterans' Day, Thanksgiving Day and Christmas. How or whether these will be applied to the Police, Fire and Correction departments has not been declared yet, but if applied, it would likely be on the basis of proportionate time off if one has to work on a holiday, or if one's day off and a holiday coincide.

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NEW YORK CITY Rules for Vacation, Sick Leave and Holidays

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---

NEGO GROUP RE-ELECTS MARY AND SAUNDERS

William J. Hart and Norman E. Saunders were reelected chairman and vice-chairman of the Federation of Negro Civil Service Organizations. Mr. Hart is president of the Negro Benevolent Society, New York City Sanitation Department, and Mr. Saunders, president of the Sentinel Society, Treasury Department.

The Sentinel Negro Society will honor Robert Bolbo and Charles Pinckney, sanitation foremen, and sanitationmen James Cherry, Percy Jones and Henry Lewis at a testimonial dinner on Saturday evening, April 17 in his Columbia Association club room, Brooklyn, N. Y. Deputy Commissioner of Sanitation James Jackson Motley will be principal speaker. Mr. Hart will serve as master of ceremonies.

THREE TESTS FOR APRIL 27

New York City scheduled three written tests for Saturday, April 27, in the license examinations for installing oil burning equipment, for 49 candidates; portable table engine (any motive power except steam), for 109 candidates; and asphalt pavements at a meeting of the Municipal Engineers of New York City on Wednesday, April 26, at 8 P.M. at 29 West 49th Street, Manhattan.

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WOMEN, here part-time work at home, address employers saving of Manhattan, for advertisements. Seal $1 for instructions. Edit & Register Book Center, 2172 Third Avenue, N. Y. C.

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SPECIAL PURCHASE SPRING COATS

- Tweeds Hip-Neckings
- Gray Flannels
- Novellos

Kovacs
Albany-Troy Rd., Menands
Open Daily 1-5, Sat. 11-1, Sun. 1-5

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HALL ON THE PAPER SHAVE

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ASSOCIATION OF THE PORT OF NEW YORK MEET ON FRIDAY, APRIL 26 AT 6:30 P.M. IN THE HOTEL ST. LATER, NEW YORK CITY.

PIECE CAKERS NEW YORK CITY will hold a medical test on Thursday, May 2, for 56 open-competitive piecaker candidates, 45 during normal hours and 21 night shift candidates. Failure notices will go to 33 piecaker competitors, 24 for the chemist and 22 for the dietitian.

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DECISION RESERVED ON PATROLMAN'S OUTS

Justice Thomas A. Aurelio, in New York County Supreme Court, reserved decision in the case of former Patrolman George V. Ferguson, who is seeking reinstatement.

Mr. Ferguson contends that his dismissal was void because based upon an unwarranted testimony. He was dismissed on a charge that he threatened to beat his superior, Samuel Romanoff, by Mr. Ferguson's attorney.

---

APRIL SNOW THAT white stuff that piled up on the ground on April 4th wasn't good for my uncle, who found that snow is not unusual in April. Back in 1918 they had nine inches in one day. It just seems unusual to those who think of April as the month for showers.

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CALL THESE VALUES FIRST!

CORONA

7 family brick... NEW $14,500
20 large rooms, 50x125, landscaped plot, detached, three car garage, attached garage, all heat, hardwood floors, TV, $14,500

HOLLIS

One family five room brick, 20x140 pliot, all heat, garage, all heat, hardwood floors, TV, $14,500

HERMAN CAMPBELL

REAL ESTATE

32-21 JUNIORAGE AVE. Jackson Heights, N. Y.

LOAN NOTICE

SUBSCRIPTION OFFICE

When you subscribe to the Leader you are an essential part of the wholesome picture of ST. ALBANS. THE LEADER is the only source to give you the complete story of ST. ALBANS. It's household name and the first thing you think of when you are discussing ST. ALBANS.

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$500 DOWN G. L.

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DIRECT FROM OWNERS

ALL VACANT

WITH A Little Cash—You can own a nice Home with Stearns Furnishings and modern improvements. 7 to 14 rooms. In better sections.\

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$10,900

INTER-RACIAL

$490 CASH TAKING GROWTH WITH LOW CASH

GORGEOUS COLONIAL HOME - 8 ROOMS

• Beautiful Landscaped

500x100 Plot

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• Modern Kitchen

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• Luxurious Living Room

• 1 1/2 Baths - plus lavatory in basement

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Good Selection of 1 & 2 family homes in all sections of Queens

FOR THE BEST DEAL

Call JA 6-6269

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The best in new homes at low rent, with all modern improvements. For permanent homes, winter and summer homes, call 24 hours daily.

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No Commission

"LOOKING INSIDE," a column of comment and analysis, by B. L. Bernard, appears often in The Leader.

Tuesday, April 23, 1957

CIVIL SERVICE LEADER

Page Eleven

REAL ESTATE

HOMES — PROPERTIES

THE BEST GIFT OF ALL — YOUR OWN HOME

LONG ISLAND

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Detached Colonial 17/2 Rooms

4 BEDROOMS

60 x 100 Plot — Full Basement

OVERSIZED GARAGE

IMMEDIATE OCCUPANCY CONDITION. LOCATED ON FREE-TREE STREET. 2 BLOCKS AND SHOPPING.

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ST. ALBANS:

2 family detached 2 old 4, 1. 12 family brick detached. 5 & 4 40x100 lot, modern kitchen & bath, oil heat, 3 car garage, screened, storms, blinds. 2 rooms, 2 rooms, 1 room, heat in wall-walled, sale, other extras. PRICE $18,900

South Ozone Park: Springfjeild Gardens: Ranch Brick 3 1/2 rooms, 3 bedrooms, 2 baths, oil, heat in wall-walled, sale, other extras, $16,900

Other 1 & 2 family homes. Priced from $10,000 up.

Also business properties.

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All Types of Mortgage Financing Arranged

ST. ALBANS: Local 2 family, new modern home, 1 down and 3 up with finished basement, separate entrance. Master bedroom, air-conditioned, wall-to-wall carpeting. 3 baths, 16x145, with carport. Price $4,274.59

ST. ALBANS: Bungalow, detached brick and asbestos shingle, 6 years old, oil steam heat, many extras. PRICE $13,650

ST. ALBANS: Local 2 family brick, fully detached and located in a lovely residential neighborhood. PRICE $13,500

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Promot Personal Service — Open Sundays and Mondays 8:30-9:30. W. A. McCallin, 13-52 175th Place, ST. ALBANS J. Bernard, appears often in The Leader.
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Special Deal for Civil Service Employees!

If you need a new car, or wish to trade in your old one, this is your opportunity to buy at a substantial savings. This is a service especially for the benefit of our readers and advertisers.

1751 Broadway at 56th Street

Studebaker-Packard

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Open Daily Till 9
No Parking Problem

Square Deals?
The Boils of our business for 40 Years

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him. The court dismissed the petition asserting that the Police Commissioner acted within his authority.

**Cases**

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**Special Term**

New York County Supreme Court

Civilians vs. Schechter. Petitioner filed for and obtained an order discharging him from the position of correction officer. He seeks reimbursement by the court after his own doctors examined him.

**Trial Term**

New York County Supreme Court

B'nai B'rith Lodge

State Attorney General Louis J. Lefkowitz will address B'nai B'rith Lodge at Temple Israel, 210 West 57th Street, New York, on April 29, at 7:30 P.M. on Monday. April 29. The address will be on the subject of investigating the securities business, and the petitioners executed a contract with the court in the case.

**PREPARE FOR PATROLMAN PHYSICAL EXAMS**

Professional Instruction Complete, Regulation-Sized Obstacle Course & High-Wall Evening Classes — Start any time! Low Rates include Membership Privileges.

Brooklyn True

55 Hanson Pl., ST 7-3000

Where L.I.R & All Subways Meet

**Newspapers**

**FOR ADDITIONAL EDUCATION**

For the school children in New York State the American School (Established 1897) offers a course in English, French, German, Italian, Spanish, and Medical Signography. A complete Business course is also available. The American School is approved by the State Department of Education and approved by the Federal Government.

**ENGINEERING EXAMS**

For Civil Service Engineering Aptitude and Architectural, Mechanical, Electrical, and Civil Exams.

**INSTRUCTIONS**

Remember, only one application may be submitted for any one position. State clearly what position is desired and work necessary for. Be sure the application is complete.

**FREE Placement**

In addition to participating in all union training courses, we will place you in all union training courses.

**COACHING ASSOCIATES**

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**COLLEGIATE BUSINESS INSTITUTE**

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Believe that there are certain style judgements, has less whimsey and War II was well under way union wage adjustment provisions coupled to changes in the cost of living were more common. These, in brief, produced a halt in wage increases at specified intervals with cost changes in living costs, but on the agreement that productivity would increase as an automatic consequence, which it did.

Federal workers it was based on the theory that the worker should share in increased labor output even though this increase in productivity resulted in increased cost. The inclusion of living cost escalators in this formula was a mistake. The General Motors contracts in 1941 of these wage escalators were made while the Steel contracts were of a different nature. This contract with the Steel contracts was in the nature of a year-to-year contract with the adjustments won at the bargaining table.

**Millions New Covered**

Millions are now covered by each cost of living escalator, defined as 3% per year. In 1935 about 1.7 million workers were covered by cost of living escalators. This was a provision for the reasonable increase in costs. The new escalator clauses were discontinued 33 years ago on July 1, 1935. It is estimated that about 3 million workers negotiated the contract with the Steel contracts. By the end of November 1955, according to the report of the New York State Bureau of Labor Statistics, wage increases due to escalator clauses are about $8.9 million per month. It is estimated that about 5 million workers. This kind of contract is an example of the upward movement of the minimum wage, a part in this style change.

**Activities of Employers in State**

**New York City**

The nominating committee of New York City chapter, CSEA, presented its slate of officers at the annual dinner meeting held on April 11 in Ginrson's Restaurant, Manhattan.

The nominating committee consisted of Louis Morganstern, chairman, Minga Wein, secretary, and Almira It.

The committee: president, Sol Henry Galpin; first vice president, Al Corum; treasurer, Joseph Bendet; first vice president, Maxalt; secretary, Margaret Shields, and curator, James J. Murray. Voting is the Nominating Committee.

New Hampton chapter, CSEA, in Ithaca, Dr. William Grant, Superintendent of Schools, held its annual dinner meeting held at the Ithaca YWCA on April 23.

Personal congratulations to Mrs. George Wendover, senior boys' supervisor, head children's supervisor, and a war nurse, the 25-year service award certificates will be awarded to all who have served in the federal administration for 25 years.

Rehabilitation Hospital

Merrion O'Halloran, a registered nurse, was awarded a certificate of Hospitalization Hospital chapter, CSEA, at the group's annual dinner meeting held on April 15.

Personal congratulations to Mrs. George Wendover, senior boys' supervisor, head children's supervisor, and a war nurse, the 25-year service award certificates will be awarded to all who have served in the federal administration for 25 years.

Erie County

The nominating committee of Erie chapter, CSEA, presented the following slate of chapter officers: president, Robert T. Miller; vice president, Allen A. Turner; secretary, Allen L. Zuckerman; treasurer, Allen L. Zuckerman; and officers at the annual convention held on Thursday, April 5, in the auditorium of the Erie County Courthouse, Buffalo.

Special guests for the annual dinner and meeting will be held on Friday, April 10, at the Hotel Statler, Buffalo, N.Y., with Mr. and Mrs. W. H. S. Davis, secretary, and Irving Weiner.

State Offering Jobs Suitable for 'Oldsters'

Mature persons who would rather do manual work than sit behind a desk are sought by the State Civil Service Commission for the June 30th worker examination. Application for the examination must be filled out before noon on the 15th of June.

Pension Act

For 'Oldsters'

Four types of positions will be filled: clothing clerk, stores clerk, mail and supply clerk, and even office boys. The examination will be held in Albany and New York City.

**Jefferson County**

The nominating committee of Jefferson county chapter, CSEA, presented the following slate of officers at the annual dinner meeting held on Thursday, April 5, at the Hotel Statler, Buffalo.

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**Valerie County**

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**Law Department**

Alfonso Rivera, Jr., Allston, president, announced the election of the Law Department chapter officers at the annual meeting held on Thursday, April 5, at the Hotel Statler, Buffalo.

The starting salary is $52 or $54 or $56, depending on the specific position.

**Nurses**

Nurses will be offered a starting salary of $52 or $54 or $56, depending on the specific position.

**Women's Rights**

Women's rights advocates are seeking to advance the interest of the State Civil Service Commission by extending the opportunities for women in the public service. They are seeking to eliminate discrimination in employment, to raise salaries, and to bring about more equitable working conditions.

**ACTIVITIES OF EMPLOYERS IN STATE**

**New Hampshire**

New Hampshire chapter, CSEA, will hold its election meeting on April 20 at the State Capital, Concord.

Personal congratulations to Mrs. George Wendover, senior boys' supervisor, head children's supervisor, and a war nurse, the 25-year service award certificates will be awarded to all who have served in the federal administration for 25 years.

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Social Security Questions Answered

MY DISABILITY has been established and I have been informed by the New York State Public Authority that I will receive disability insurance benefits effective August 1, 1955, following my confinement to bed on account of illness. I will receive 90 percent of the salary I was earning when I became disabled. Will my disability benefits be cut off because of this work?—C.C.E.

You will continue to receive your disability payments for at least six months after you start work under vocational rehabilitation. Your disability will then be re-evaluated. If your disability has ended, your benefits will stop. If not, they will be continued.

I AM 65 and have been collecting old-age benefits for three years. About nine months ago I had an accident and have been confined to bed ever since. My doctor says I will never be able to work again. May my old-age benefits be increased because of my disability?—P.E.O.B.

No. A worker's disability must begin at least six months before retirement and must enable him to benefit from the disability provisions of the Social Security Act.

I WILL reach retirement age in March, 1958, and understand that I will need seven and a half years to present the sume, with interest, to establish my retirement claim. I will be very low. Will my disability payments be cut off because of this work?—E. B.

Your disability will then be re-evaluated. If your disability has ended, your benefits will stop. If not, they will be continued.

LAW UNDERLYING THE SOCIAL SECURITY LAW

THE personal benefit to employees under Social Security is designed to meet each individual's need. In doing so, the Social Security Act seeks to achieve a balance between the personal benefit, or the benefit to one in terms of life expectancy, and the personal benefit to the group, the ones who do not have an opportunity to quarrel with the Social Security Act.

The personal benefit is determined on the basis of the employee's earnings record. The group benefit is determined on the basis of the earnings records of all employees. But Social Security affords no choice in this area. Contribution amounts are determined by age and salary and nothing else.

All Should Vote Yes

Everybody should cast a vote in favor of Social Security coverage, even a public employee now in his "teens. It is unfair to try to compute the personal benefit, or the benefit to one in terms of life expectancy, on a set basis. Social Security was adopted for the benefit of all, an unusual benefit, to be sure, but with inequality based on justice. Our laws are full of such benevolent inequalities. We double the exemptions under our income tax laws, with Federal and State, for those age 65 or over. Social Security removes the restrictions against income from gainful employment for those above 72, a head of a household pays a lower tax rate, may get a larger exemption, and can claim some dependent besides; and many religious ease up on "oldsters" regarding observance required under our religions.
Why Public Relations?

We in civil service must be constantly aware of the need for a proper public image. This program should be broad and very intensive to be effective. It must reach all groups and must be extended to include all employees. This is not an easy task but it is feasible if we are determined to make it work.

Almost daily we are reminded that the salaries in public employment are not as high as those in private industry. In Vance Packard's article "How Does Your Income Compare with Others" he wrote, "In the new scheme of earnings, you won't do as well in Hotel. The program on legislation, Social Security, Health Insurance, will help you, but you won't do as well in private industry."

An employee in private industry must sell himself to his employer before he can get a raise or a promotion. We in civil service must sell ourselves to the public and our legislators.

A Job at All Levels

Our employee organization, very cognizant of these facts, employs Philip Kerker as full time director of our public relations program and John J. Kelly, Jr., Assistant Counsel, as CSEA lobbyist during the legislative sessions.

Our conferences have also been active in encouraging and stimulating improved public relations programs. A current example is the theme of the Saratoga meeting held April 28 and 29 at the City Hotel. The program on legislation, Social Security, Health Insurance, and N.Y.S. Pensions is very educational indeed. The great value it plays "second fiddle" only to the value it has in the area of public relations. For that reason the Workshop is open to the public. Interested citizens, institutional administrators, business officers and both Republicans and Democrats welcome.

The local chapter, the "rodeo" groups, can work miracles sometimes. Their direct contact with legislators is most influential. And both Republican and Democratic leaders.

SARATOGA SPA AIDS HEAR LEGISLATIVE REPORT

It is hoped that this will produce a higher morale among the Non-Teaching School employees.

The effect that the cut in salary will have on the employees of the Saratoga Spa will be shown on a film May 8 at 3:30 P.M. in the Assembly Hall.

Saratoga Spa aids hear legislative report.

John F. Powers, seated left, president of the Civil Service Employees Association, gave a report on CSEA progress in the 1957 session of the Legislature at a meeting of Saratoga Spa chapter in the Hotel. Seated in pictures are Mrs. Mary Mess, chairman; Georgina Burleigh, with cake, participant in the Annual Saratoga Spa chapter, CSEA, and Ambrose J. Donnelly, CSEA field representative. Standing are Joseph A. Fults, left, past chapter president and now chapter representative, and Walter R. Mora, Jr., assistant director of the Spa.