A special unit for non-teaching public employees has been created by the Nassau County chapter of the Civil Service Employees Association.

President, said the unit would be operative 7-point program had been accomplishing their goals by unified teaching personnel in the county action.

Nassau County Chapter Nassau Chapter which the Non-Teaching Section the Nassau chapter last week, at teaching employees, N.Y. Plau-school districts, a 40-hour week will be mandated. This will include mandating of the greatest employee gains in civil service history.

The tentative 7-point program 3. To set up uniform salary scales in all school districts with the assistance of the administration.

ALBANY, Nov. 23 — CSEA's Thanksgiving Hope will have the end of next month, which will cover up to eight quarters of retroactivity.

The Association bill continued to press for basic coverage, however, and politically powerful on the chances of the bill's success managed to get the State Legislature to approve such coverage.

Later, the CSEA was instrumental in getting Social Security coverage for State employees which were under age 40 actually caused by the fact that the non-teaching personnel shall Include life Insurance and Accident-Health Insurance for all public employees of New York who wish to take advantage of it.

The local unit brought a major source of pride to the Association. From the beginning, the Association sought to get coverage for public employees without any increase in premium rates, and in fact on several occasions in the past the premiums charged for both those Plans sponsored by CSEA have been reduced for members in certain age brackets without reduction in benefits.

During the year beginning November 1, 1957 the 30 percent added insurance premium will be sent to each CSEA member insured under the Group Life Insurance Plan. The plan will continue and, based on the CSEA Group Life Insurance Plan goes into effect Oct. 1.

CSEA's Thanksgiving Hope

The Civil Service Employees Association hopes that each and every one will take occasion on Thanksgiving Day not only to thank God for the blessings which have been bestowed, but also to solemnly to ask in giving Day not only to thank his God for the blessings.

John F. Powers, President
Civil Service Employees Association

ALBANY, Nov. 23 — Social Security coverage for State employees will total between $8 and $9 million, it was asserted by Messrs. John F. Powers, President, and Morris Cohen, President.

The statewide Association is instrumental in getting Social Security coverage for State employees will total nearly as much. The State and Federal Retirement Fund's is expected to pay $11.1 million to cover the cost of the program through Mar. 31, end of the current fiscal year.

Pre-Retirement Counseling Program To Be Expanded

ALBANY, Nov. 23 — A long-range plan to provide pre-retirement counseling for state employees in the State Civil Service Department drafting board. Under the plan, the department proposes: Appointment of two additional pre-retirement counselors in Civil Service during the coming year.

The department hopes to provide pre-retirement counseling agencies in starting pre-retirement counseling services of their own.

Serviced Planned

Among the services planned are individual counseling; seminars on retirement and group workshops. Within the coming year, it is planned to complete the setting up a program, which employs more than 5,000 employees through the seminar program.

Other major agencies included in plans are: Correction, with 8,126 employees; Education, 6,971; Mental Hygiene, 20,531; Public Works, 6,444; and Tax, 4,003. The above plan, which goes into effect Oct. 1, will be ready for distribution when state employees have been re-ceived by U.S. Social Security of-ficers so far under the new state-federal agreement, which went in effect Oct. 1.

Mr. Haskell will be the first checks to be drawn under the program will be ready for distribution within the next four weeks. State employee payroll deduction programs now being made for Social Security, although the base of the annual payroll deduction program was made by some have postponed actual deductions until the end of the year.

The State is expected to pay $11.1 million to cover the cost of the program through Mar. 31, end of the current fiscal year.

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**EXAMINING CANDIDATES FAST STEPS UP RECRUITMENT**

New York City is setting much better results in hiring stenographers and junior civil engineers by speeding up the examinations. The engineers are examined within 24 hours after they apply. Those who make the grade are given job offers without delay.

Applications for the NYC stenographer position are to be made not to the City's Personnel Department but to the State Employment Office at 9 East 19th Street, 9 A.M. to 3 P.M., Monday through Friday. Those who pass the test there, given without delay, are referred to the City's Personnel Department where application blanks are given them, which they fill out and turn in, with the application fee.

Five Out of Six Accept

Stenographers are required to type 40 words a minute and take dictation at 30 words.

Stenographer pay starts at $3,600 and rises, through annual increments and a longevity increment, to $3,300. Higher pay is obtained through promotion from a competitive eligible list.

**DECISIONS**

Appellate Division

Stout v. Kennedy; Special Term had directed a trial of the issue as to whether the petitioner had been arbitrarily dismissed from the police department at the end of his probationary period. On appeal the court decided that the action of the police commissioner was the permissible exercise of his judgment and discretion and found no basis for interfering with his determination.

Special Term

Hager v. Kelly; A trial was ordered to determine whether the transfer of petitioner from the New York Office to the Buffalo Office of the Bureau of Motor Vehicles was accomplished in the interests of efficiency and economy or as a gauge for punitive action.

Lehvy v. Kennedy; The court transferred this proceeding to the Appellate Division for determination as to whether refusal of the police commissioner to reinstate petitioner after his resignation and consent of the adversary.

**WANTED TO PASS A CIVIL SERVICE TEST?**

During the next 12 months there will be many appointments to U.S. Government jobs in the greater New York area and throughout the country. They are available to men and women between 18 and 35.

These will be jobs paying as high as $377.00 a month to start. They are well paid in comparison with the same kinds of jobs in the private industry. They offer far more security than private employment. Many of these jobs require little or no experience or specialized education.

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

Franklin Institute is a privately owned firm which helps many pass these tests each year. They are well paid in competition with the same kinds of jobs in the private industry. They offer far more security than private employment.

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Washington is earmarking one billion dollars for use as "extra wages and salaries for government employees in the next fiscal year." The move to this important employee problem. In one community, the police share of the raise is going to the police and to the firemen. Another first cut down from 48 to 44 and the next year from 44 to 42 hours gain the one thing which is vitally Important to them in our high old problems was the same financial problem of financing the increased costs of ample justification for an increase. Thinking in terms of upward adjustment. The figures show there is cash benefit is paid whether or receiving sick leave with pay. The State employee insured under the State Health Insurance Plan is paid reimbursement of his actual expenses to the extent prescribed by the insurance channels. The CSEA chief saluted Mayor Mead on behalf of the Association and asked the guests to Immerse me in the Wall of the Syracuse mayor are limited to a single term of office and those people who have done much to promote the cause of civil service and the civil servants are honored by the people in the last 4-year period, the group at the event drew personalities of statewide and national importance.

The Syracuse Hotel to pay homage to Mayor Mead who called first on Mr. Powers. The CSEA chief saluted Mayor Mead on behalf of the Association and asked the guests to Immerse me in the Wall of the Syracuse mayor are limited to a single term of office and those people who have done much to promote the cause of civil service and the civil servants are honored by the people in the last 4-year period, the group at the event drew personalities of statewide and national importance.

"Almost all the great gains we have made in local government in the last quarter century have been brought about by the people themselves pooling their experience; judgment and vigors efforts through these splendid organizations.

"We meet here tonight to honor one who is a representative of all these — not only in character and integrity and devotion to the best interests of the public service but in his accomplishments for his home city and community.

The State Department of Health Insurance Plan has been in effect since January and offers medical-surgical coverage whereby the State employee insured under the State Health Insurance Plan is paid reimbursement of his actual expenses to the extent prescribed by the insurance channels. The CSEA Accident-Health Insurance Plan has been in effect since January and offers medical-surgical coverage whereby the State employee insured under the State Health Insurance Plan is paid reimbursement of his actual expenses to the extent prescribed by the insurance channels. The CSEA Accident-Health Insurance Plan has been in effect since January and offers medical-surgical coverage whereby the State employee insured under the State Health Insurance Plan is paid reimbursement of his actual expenses to the extent prescribed by the insurance channels. The CSEA Accident-Health Insurance Plan has been in effect since January and offers medical-surgical coverage whereby the State employee insured under the State Health Insurance Plan is paid reimbursement of his actual expenses to the extent prescribed by the insurance channels. The CSEA Accident-Health Insurance Plan has been in effect since January and offers medical-surgical coverage whereby the State employee insured under the State Health Insurance Plan is paid reimbursement of his actual expenses to the extent prescribed by the insurance channels. The CSEA Accident-Health Insurance Plan has been in effect since January and offers medic
During a tour of the State Agricultural and Industry School at Industry last month, Gov. Averill Harriman stopped off to visit the family of school Superintendent John B. Costello, left. Seen here are Mrs. Costello and John, left. The governor visited one of the cottages, met the housekeeper, Mrs. Clayton Ormes, and view typical living quarters for about 25 boys.

The cornerstone was blessed by the Most Rev. Joseph M. Pertinore, auxiliary bishop of New York, and Mrs. Pertinore, wife of the bishop. The following officers were elected at the ceremonies: Rev. Edward Raso of Nyack, auxiliary bishop of New York; to the Rev. Edward Netter of St. Dominic's Church, Our Saviour Parish, New York, for many years, to be the chairman of the board of visitors; and the Rev. James M. Meade of Letchworth Village, and the Rev. John B. Costello, assistant superintendent at the hospital's board of visitors; and H. Underwood, chief of the hopsital's board of visitors; and H. Underwood, at the hospital.

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Ends Floor Washing! Floors and Waxes in One Easy Operation! Protect the beauty of your wood and linoleum floors with Bruce Floor Cleaner, the "wax-as-you-clean" product that really removes stubborn dirt and then deposits a heavy wax film, preserves finish, makes floor care easy. Ideal for furniture, vanity basins, porcelain surfaces, yes.

Cut your floor care time in half. Low Price. Damageless on all types of floors. Hours and hours saved. No lay-offs — 40 hour week — liberal vacation — sick leave.
Sanitationmen Misled On Social Security

T is a tribute to the intelligence and sense of responsibility of the employees of the State and its communities that they have declared themselves so wholeheartedly in favor of Social Security. The advantages are so outstanding in nearly all instances, and even in the borderline cases are inviting because of the uncertainty of what one's future holds, that it is difficult to understand how or why the older and wiser ones have not voted for protection for themselves and their loved ones.

Able Leadership’s Advice

As John E. Carton, president of the New York City Patrolmen’s Benevolent Association, told his group: “Any man on the job with a wife, and children under age 18, who fails to accept Social Security coverage, should see a psychiatrist.”

This is a significant way of putting it, especially as policemen and firemen for so long opposed Social Security for themselves, though this year they manfully reversed their position.

Mr. Carton’s advice produced electrifying results. In precinct after precinct half the men who had declared themselves as not desiring Social Security coverage changed their minds. Though they will not be able to vote in next month’s referendum, they will get Social Security coverage for themselves and survivors.

Members of the New York City Patrolmen’s Benevolent Association, told his group: “Any man on the job with a wife, and children under age 18, who fails to accept Social Security coverage, should see a psychiatrist.”

An Enlightening Contrast

The policemen and firemen have a 75-25 pension plan, with a retirement provision after 20 years’ service. The sanitationmen seek a 75-25 scheme. The policemen and firemen will get Social Security coverage and a pension in next month’s referendum. They will retain their 75-25 plan, and on January 1, 1958, have Social Security coverage besides, retroactive to January 1, 1956. The sanitationmen who were voted down in the referendum will have Social Security coverage by January 1, 1958 through the 40 percent will, and at that time no sanitationman will have the 75-25 plan.

Under the law, though no present employees will have Social Security coverage forced upon them, all employees hired after January 1, 1956 must accept such protection. Fortunately, the leadership of Local 831 can’t stop that. Eventually all sanitationmen will have Social Security coverage.

Sanitationmen are striving to get a 75-25 pension system, the City paying the higher percentage. Undoubtedly fear that this objective might be jeopardized by acceptance of Social Security prompted Local 831’s leadership to encourage reservation on Social Security.

What “One of the 90,000” Means

A reader who signs himself “One of the 90,000,” referring to Mr. Maiden’s estimate that 90,000 New York City workers are not members of any employees organizations, requests first for proof from the unions that membership in them is valuable. The way to prove such membership is to present to the employer gains all these 30 years or more, and are responsible for sustained longevity in any given line of work.

The commentator says that each employee asks himself, “I am getting what I want out of it, for me?” A better way of depicting the situation is to ask What is my membership worth to me, or his own? Why is the union needed at all? Is it just a one-sided attempt at special pleading, or is it an actual organization, and working organization, that is in addition to membership, and payment of dues.

Forget Everything Isn’t Free

It is all too true, as another of your letter-writers commented, that too many employees feel that when they join an organization and pay dues, they should get all that can be expected, and that some are of the opinion that the way will be marked by discontent and unrest arising from a reluctant contribution.

What “One of the 90,000” Means (Continued on Page 7)
Letters to the Editor

(Continued from Page 6)

not to realize that running an employee organization costs money, plenty of money. If he thinks that such groups just function automatically, don’t have to maintain efficient offices, hire organizers, and researchers, and have learned at their elbow, he is as much mistaken as in other aspects.

“One of the 90,000” also complains that the employee groups have wasted time and effort wagging futile appeals, meaning, I suppose, for upward reallocation of existing titles, both avenues to increased pay.

Salary Appeals Results Cited

It is too soon to attempt to appraise the reclassification results, so far as the Reclassification Appeals Board’s work goes, since no actual announcements have been made, though decisions for some higher classifications have been reached, and will be announced after the beneficiaries have been notified. But the results employees obtain through the Salary Appeals Board, far from being negligible, have been stimulating and even astonishing. Never before in the City’s history have so many have been made, though decisions have been notified. But the results

employees had such an opportunity to get injustices corrected or met with greater success. The fact that not all salary appeals have been successful, and even that some worthy ones have been lost so far, though not irrevocably, is not to deny the gains.

What “One of the 90,000” calls objectionable union strictures should achieve the 75-25 plan, and with the polarity of 20 years’ service included, though “One of the 90,-

000” probably does not mean to include this group, since Local 811, Transmitters, has all but a very small number of all the sanitation men as members, and the “outside” is reported to be members of no other union, either.

Better promotion opportunities are sought by all employee groups.

Actually, because of count, and other impediments to successful conduct of a union, the most pressing concerns of the members of the City are to get what is due in the right consideration. Citywide gains in general have to be secondary, otherwise unions would be principally benefiting free riders.

But assume that the unions should plump endlessly for the citywide gains “One of the 90-000” considers permissible, why doesn’t he join one of the groups, pay dues, and pitch in with volunteer services besides? Instead, he sits back, indulging his thinking, if he call it that, which is inexcusably selfish, and sees that day down when unions, having achieved what he considers most important, for him, will find City employees flocking to join. But history shows that they do not flock. Getting members is an arduous task. Holding them in an additional task. Meanwhile all the pioneering and campaigning for gains must go on, and the cost of expert assistance has to be met.

“One of the 90,000” knows it must be met but his idea is that it shall be met by some one other than himself. I do not contend that all unions are run perfectly. In New York City sometimes the leader of one union may feel more compelled to try to knock a rival union out than to service the members of his own union.

MANUEL ANDIAMO

SLOANE BACK FROM VIET NAM

ALBANY, Nov. 23 — Charles Sloane, former senior police examiner for the State Civil Service Department, is returning to the United States after a two-year visit to Viet Nam, where he helped establish a modern police force.

BLUDESTONE GETS POST

ALBANY, Nov. 23 — Dr. Seymour 8. Bluclstone, former medical coordinator at the Rehabilitation Center at Bellevue Medical Center, has been named director of the State Rehabilitation Hospital at West Haven. He succeeds Dr. Arthur A. Guttman, who has retired.

100 a month helps keep him out of the red

$100 a month may not sound like a lot of money, but it means a lot to a State Hospital employee who is recovering from a hip injury. This is the amount of the disability check this man has received every month for the past 23 months. He uses it to help pay some important bills . . . to help keep him out of the red financially.

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UNCLE WETHBEE'S COLUMN

What's the Delay?

Why is it? Whenever the plot of an opera thickens and the hero can't finish off the villain, the sheriff stands there explaining to the audience why he can't do it. He may just rush out and do the deed himself, but the villain is often so thick-skinned that the hero can't finish him. Or take TV dramas. The outlaws have the hero cornered against a wall. But does he pull the trigger? No, he stands there explaining how he tricked the hero. By the time the villain is ready to finish off the hero, the sheriff has finished off the villain.

Any action may be delayed for an opera thickness and the hero must rescue the heroine - he doesn't even sing a long aria. He may even save a second one, with the chorus.

Or take TV dramas. The outlaws have the hero cornered against a wall. But does he pull the trigger? No, he stands there explaining how he tricked the hero. By the time the villain is ready to finish off the hero, the sheriff has finished off the villain.

Dramatic action may be delayed for all right in drama, but not in the functioning of electric appliances. If your toaster heats slowly, or your electric broiler takes an hour to broil, it's a sign of inadequate wiring. Remember: four out of five electric fires are caused by bad wiring. It's the job of your electrician or landlord. Meanwhile, send for your free copy of Con Edison's adequate wiring booklet and Magne-Link pencil. Write Con Edison, 4 Irving Place, Room 632A, New York 3, N. Y.

Uncle Wethbee

Seth or Modernize or Call Action TV

Steuern County

The Steuben County Chapter of CSEA held a dinner meeting at the American Legion Home in Hornell, Nov. 14, with 43 members attending. Mrs. Mildred Board, president of the chapter, presided. Special guests were Thomas Cate, Batavia representative of Ter Bush & Powell, who spoke on health insurance, and Ira E. Miller, field representative of CSEA; Mrs. C. P. Hartog of Hornell, president of the chapter; Walter Baldwin, president of the Hornell chapter; and Norman City Judge Mary Kerr Jackson.

At the meeting the group heard a report by George Crippen of Ter Bush & Powell, who spoke of a new home to be constructed in North Creek Road. Alexander McIhe, of the social service department, has been seriously incapacitated by a severe back injury.

Welcome to Paul Murray of William, who joins social service staff as a provisional social worker, and to Mrs. Sarah Johnson of Rochester, and Mrs. Betty Miller of Neway, as new members of the social staff. Mr. and Mrs. Raymond Mank of Palmyra, visited their son and family at their new home in Newton, Conn. Mary A. Hothkins inspected the East Aurora Colony and conferred with the Buffalo Council of Social Agencies at the University of Buffalo School of Social Work. Last week, James F. Carville, chief safety supervisor and Robert Dean, safety officer, attended a safety work shop of the Department of Mental Hygiene, held at Middlesex State Hospital, Middlesex, New York. Sorry to lose Mrs. Elsie Vener of Palmyra, of the Social Service Department, who was forced to return, because of illness in the family.

The personnel of the Safety Department with their wives, enjoyed a steak dinner at the Old World Inn on November 11th. John Bodecker has returned from a conference of maintenance supervisors held at Harlem Valley. Mr. and Mrs. Barney McCullum have transferred back to Rochester State Hospital. Our best wishes go with them.

I love to change in charge of the chapter's Sunshine Committee and will appreciate being informed of any illnesses. It is a big undertaking and she can't do it alone, so please help her and let's not be critical if she misses some ones. Mr. and Mrs. Charles Hardin were guests of the O. T. Department at a turkey dinner held at the home of Mrs. Betty Evans. On Monday evening Nov. 4th, Mr. Hardin has been appointed senior occupational therapist at Willard State Hospital and Mrs. Harding will do O.T. work there. Best wishes from all of your friends.

Mrs. Ors Cutting, chief supervising pharmacist, and Mrs. Frances Green, Instructor of nursing recently attended a joint meeting of the chief supervisors of nurses, and principals of schools of nursing, Department of Mental Health, and a Mental Health forum, held in Syracuse. The December 16th chapter meeting will be followed by a Christmas party and dance at the VFW rooms.

On Thursday evening, November 14, Newark State School honored the employees who have completed twenty-five years of State service, with a dinner and reception attended by 43 persons. Among the invited guests were all employees who have had over twenty-five years of State service, which included those who are still employed and those who have retired. The dinner was attended by the members of the Board of Visitors, whose interest in the school activities was well demonstrated by some of them coming a distance of 50 or 40 miles. Dr. Frank R. Herrick, Director, made a few introductory comments, introduced the several guests, and thanked those employees who (Continued on Page 11)
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OPPORTUNITY knocks for a "must-see" 2 family brick and shingle, 3 and 4 room Apt., near citrus groves, $11,000.00. For further information contact, R. WHITMAN STANLEY, 1107 Highland Ave., Westbury, Long Island, N.Y.

EATON’S

INTER RACIAL FORECLOSURE SALE

FULL PRICE THIS WEEK'S SPECIALS

FOR SALE — FLORIDA

$700 CASH

STANLEY’S

INTER RACIAL

ERIE PARK AND ESTATE APARTMENT in W. Florida, 3 rooms, $700 CASH. Make your Florida Dreams come true now.

ALLEN & EDWARDS

FOR REAL ESTATE

SMITH & SCISCO

Real Estate

191-21 LINDEN BOULEVARD, ST. ALBANS
LA 5-0033

FALL SPECIAL

HOLLIS: Mother & Daughter; Arrangement:


ST. ALBANS

2 family Brick Bungalow, 3 rooms, oil heat, full basement. In excellent condition. Price: $16,300

Other 1 and 2 family homes. Priced from $9,000 up. Also Business Properties.

GET A FREE BOOKLET by V. S. Gov.

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BO-AC OMAHA

BO-AC. FARM, B. G. HOUSE

NOW OPEN

103-16 Northern Blvd.

Mr. Walter E. Reifer

CIVIL SERVICE LEADER

Page Eleven

Tuesday, November 26, 1957

EMPLOYEES

ACTIVITIES

(Co-continued from Page 10)

Papers in any way responsible for the presentation of the evening and made complimentary remarks on the devotion of the duty of the older employees.

Members of the Board of Visitors present were: Mr. and Mrs. Albert D. Beslow, Pen Yon; Mr. and Mrs. Kenneth Engle, East Williamson; Mr. and Mrs. Clark E. Payne, Wolcott, and Mrs. Harold Norton, Newark.

The ten employees who received their twenty-five year service pins from Dr. Murray Bergman, associate director, were: Mrs. Burns, Raymond Curtis, Albert Cowen, Floyd W. Fischbortick, Audrey Hayden, Vivian Martin, Harold Coh, Lillian Pelton, Raymond Strange and William Harrell.

The Newark State School choral group presented their annual program, which was given by the Rev. John C. Connolly and the Benediction by Rev. Arthur H. Beihlind.

THE LADIES

REIFFER’S

CUSTOM HOMES

$29,990

$46,000

Exclusive With

Mr. Walter E. Reifer

HERALD ST.

EARLY AMERICAN

FREEDOM

NOW OPEN FOR INSPECTION

Beautiful East Elmhurst

INTER RACIAL

• 3 Family - detached - brick
• 40’x100’ lot
• 4 rooms, 2 banquet
• 3 bedrooms
• Modern electric kitchen
• 2-car garage

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EVELYN HURLSTON

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Mr. Walter E. Reifer
SURFACE LINE OPERATOR JOBS

(Continued from Page 3)
The examination for which vacancies are in all boroughs except for the Piling Section.

Salary and Vocations: $1.86 to $2.29. All applicants must present to the Department of Personnel their I.D. and Chauffeur's License to be considered for the examination.

License Requirements: Candidates must be at least 5 feet 4 inches in height and 16 years old at the time of appointment. Candidates must also have a valid New York State License (Subway, $2.11; Street Car, $2.29) and the right to drive a motor vehicle. A driver's license cannot be revoked until the revocation of a civil service appointment.

The written examination will be held on the first Monday in May, 1957. It is important that candidates study the rules governing motor vehicles before signing up for the examination.

Applications: Applications are required to be submitted in person. Applications may be obtained from the New York City Transit Authority, 1229 2nd Avenue, N.Y. 21, Thursday, Friday, and Saturday, 10:30 a.m. to 4:00 p.m., or on Sunday, 1:00 p.m. to 4:00 p.m.

Applications must be filed at the rate of 3 cents an ounce. Applications must be submitted at the Department of Personnel, 1229 2nd Avenue, N.Y. 21, not later than 12 midnight on the Friday preceding the examination date.

Candidates who fail to present the written examination and pass a qualifying medical examination will not be considered for appointment. Candidates who fail to present the written examination and pass a qualifying medical examination will be rated and may be removed from the list of eligibles.

Promotion Opportunities: Upon completion of the examination and no further test, candidates who are at least 21 years of age at the time of appointment, candidates who are at least 3 years of age at the time of appointment, and candidates who are at least 3 years of age at the time of appointment, shall be rated.

The physical test will be de-

scribed in the schedule of the examination and no further test, candidates who are at least 21 years of age at the time of appointment, candidates who are at least 3 years of age at the time of appointment, and candidates who are at least 3 years of age at the time of appointment, shall be rated.

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Suspension of Compulsory Association Fee Gets Association Approval

The Civil Service Employees Association expressed satisfaction over the decision of the State Budget Director, which relieves kitchen and dining room employees in state institutions from the compulsion to eat one meal a day at the institution and to pay for a meal through a payroll deduction. The Department of Mental Hygiene ordered lifting of the compulsory meal requirement after the Board of Department decision.

The CSEA repeatedly had requested state authorities to remove the compulsion, which does not exist in the medical field. The act was not taken and to remove compulsion of any employee in the Medical Department, the Association proposed the establishment of a meals ticket arrangement as a solution that would result in employees paying only for meals actually taken.

In many aspects, the CSEA gained numerous improvements over the years relative to this society. Its success is a result of sustained efforts for great improvement in the quality of meals served at state institutions. In 1950 the Federal Internal Revenue Bureau changed its rules to exempt personal meals taken by employees while on duty. This ruling set standards for meals furnished for the convenience of the employer and the Association succeeded in changing the regulations. The Department of Mental Hygiene achieved a change in the Federal Laws whereby, effective for the years 1954, 1955, and 1956, including meals and lodging furnished by the employer for his convenience became exempt from income for federal tax purposes. The Association was successful in its Federal Court action and as a result thousands of state institutional employees claimed and received tax refunds for the years 1952 and 1953 for maintenance furnished for the convenience of the employer.

Some Differences The ruling enables kitchen and dining room employees in state institutions to furnish their own meals rather than eating at the institution, as was required herebefore, at the state. Some unions have stated that this ruling results in a savings of the complete paid amount by the employees affected for the meals taken while on duty. This could only be true if the employees affected continued to eat in the institution during the meal a day. If any meals are affected to continue to eat in the institution he will continue to pay for them. It means that the employer and the Association instituted action in the Federal Courts to correct this situation for state institutional and other employees affected. The Association achieved a change in the Federal Law whereby, effective for the year 1954, meals— including meals and lodging—furnished by the employer for his convenience became exempt from income for federal tax purposes. The Association was successful in its Federal Court action and as a result thousands of state institutional employees claimed and received tax refunds for the years 1952 and 1953 for maintenance furnished for the convenience of the employer.

Questions and Answers On Health Insurance

This week The Leader continues a column of questions and answers to aid State employees in understanding the new State health insurance plan and its options. Questions of general interest will be answered in the columns of this newspaper. Persons wishing answers must enclose a self-addressed, stamped envelope. Mail your questions to the Health Insurance Editor, Civil Service Leader, 60 White St., New York 7, N. Y.

Questions and Answers I didn’t get around to turning in my enrollment form when it was due. It just plain slipped my mind. Am I definitely interested in having this coverage?

No, but don’t worry. Your selection of the new plan of health insurance for State employees is still available for 30 days from your date of eligibility in which to enroll. For all persons who are employed before December 5, that means 30 days from December 5 if you apply within seven days of your date of eligibility (by December 5, your coverage will be effective as of your date of eligibility, (by December 5). If you are interested in obtaining this insurance, contact your personnel officer for forms and further information. For anyone who is actively employed on or before December 5, the deadline for enrollment is June 20, 1957, or thirty days from that date. If you are employed from December 6 to December 5, you must enroll within 30 days from your date of eligibility.

What steps do you mean by employer-sponsored plan?

An employer-sponsored plan is one by which you have through your place of employment, and for your employer pays a part of the premium. This new plan of health insurance for State employees is an employer-sponsored plan, and will not pay any benefits that some other employer-sponsored plan pays.

My brother has a health insurance policy and pays the whole premium ourselves. Do we all have different health insurance policies or are we all in the same policy?

This is an employer-sponsored plan. If your employer pays a part of the premium, it will not pay any benefits that some other employer-sponsored plan pays.

It is expected that the identification cards will be distributed shortly after December 1. In any case, your identification number under this new plan will be your Social Security number.

Is there any age limit to this insurance? Some policies refuse to carry you after you reach a certain age.

There is no age limit for employees under any one of the three options of this plan. This statement applies while you’re an active employee, and also when you retire.

What happens if I am in the hospital on December 5? I signed up for the insurance and I have already had one deduction.

All three of the options cover hospitalization for 1952 and 1953 for maintenance furnished for the convenience of the employer.

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I have a dependent? Am I eligible for coverage under an individual plan?

This plan provides comprehensive hospitalization and medical insurance for the employee and his family, including his spouse and dependent children. Your spouse is eligible for coverage under this plan.

Is there any deductible payment allowed? How long does it take to become effective?

The deductible for hospitalization is $200. At a later date you will be billed by the Department of Civil Service for the deductions that you may have paid. The amount of your premium to be paid will be calculated and you will be billed accordingly.

Does the term "annual physical examination" mean that only one examination a year is covered per person?

Yes. This means one general examination by your doctor at the date of your state of health at that time. An annual physical examination has been included in the contract for the examination which your doctor gives you in order to determine the state of your health in order to prescribe medicine or treatment for you.

I didn’t have a deduction taken out of my paycheck for November 5. Won’t be covered on December 1.

The enrollment period is from December 1 to December 5. If your employment period is December 5, you will be covered for the year 1952 and 1953 for maintenance furnished for the convenience of the employer.

Your coverage will be effective on December 1 if your enrollments are handled by your personnel officer. Make certain that your employer has your enrollment form at hand. At a later date you will be billed by the Department of Civil Service for the deductions that you may have paid. Your employer will be more for your premium payment to you until you are billed.

TRUSTEE APPOINTED

ALBANY, Nov. 25 — Emil J. Johnson of Poughkeepsie has been reappointed to the board of trustees of Hudson River State Hospital in New York. How can I get this plan of health insurance now that will cover you through December 4, that insurance will probably cover you for the maximum coverage per illness paid December 5 if you are totally disabled and in the hospital. You should check your copy of that contract.

If, for instance, your old contract provided 70 days hospitalization per illness, and you are in the hospital on December 5, but used up 20 days, your old contract will probably cover you for 90 more days past December 5 to a total of 70 days. In that case the hospitalization coverage in the New plan of health insurance for State employees would provide any benefits that some other employer-sponsored plan pays.

What do you mean by employer-sponsored plan?

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I have been treated at a hospital for an illness, how can I get the maximum coverage per illness paid December 5 if you are totally disabled and in the hospital. You should check your copy of that contract.

When you have been disabled and in the hospital. You should check your copy of that contract.

In that case the hospitalization coverage in the new plan of health insurance for State employees would provide any benefits that some other employer-sponsored plan pays.

I have been treated at a hospital for an illness, but you are covered for 90 more days past December 5 to a total of 70 days. In that case the hospitalization coverage in the new plan of health insurance for State employees would provide any benefits that some other employer-sponsored plan pays.
Advantage of Coverage Now. Even for the Fully Insured

SOME EMPLOYEES of the State and its communities, previously covered under Social Security, may now be eligible for retroactive Social Security coverage.

In the last five years, the Social Security Administration has increased eligibility to cover more persons and situations. The 1951-55 years are the ones disregarded for New York City employees, and for New York State employees, too. Also, if you are over 65, a dropout becomes necessary, to keep the pension or survivorship benefits you may have.

By taking the Social Security Exam, you may be able to find out about your eligibility to receive Social Security and to discuss it with a Social Security representative.

Social Security pension benefits may vary from state to state. The maximum benefit, however, is the same as that of a state employee, and so the pension is paid to the highest-earning individual.

WHY have some employees of state and local government been covered by Social Security, while many federal employees are not? The Social Security coverage is based on the earnings of the employee and the amount of tax paid in the previous 10 years. The tax for the Social Security period is of up to $2,000 per year.

Questions Answered

SHOULD I report to a Social Security representative when I reach 65 years of age, even though I'm still working? C. E. B. Script. It is not compulsory, but it is recommended that you do so.

Under the Social Security law, when a person attains 65 years of age, the Social Security benefits may be claimed.

Questions Answered

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As a public employee, I learned early that individual workers can do little by themselves to improve working conditions, get salary increases and secure decent retirement benefits.

As a member of the Civil Service Employees Association, I learned early that when public employees band together in a single unit they can invest in the future through a unified program designed to increase their pay checks not only during their working life but during the years of retirement.

Like all of you, I need a salary increase this year to keep up with the ever rising costs of living. Like all of you I will need a decent income to retire on.

And like workers everywhere, I want improved job conditions.

To accomplish all these goals for a decent future, I need your help. Right now some 75,000 public workers have joined the Civil Service Employees Association to work for that future. Every time a new member is added to that total the job future of public employees comes a step closer into being.

For only 15 cents a week you, too, can help secure my future, your future and the security and happiness your family needs. Work through your local CSEA chapter for a better tomorrow for all public employees.

Join in the Fight to Bring the Dignity and Security To Your Job it Deserves